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2025 CSR EPRA Report

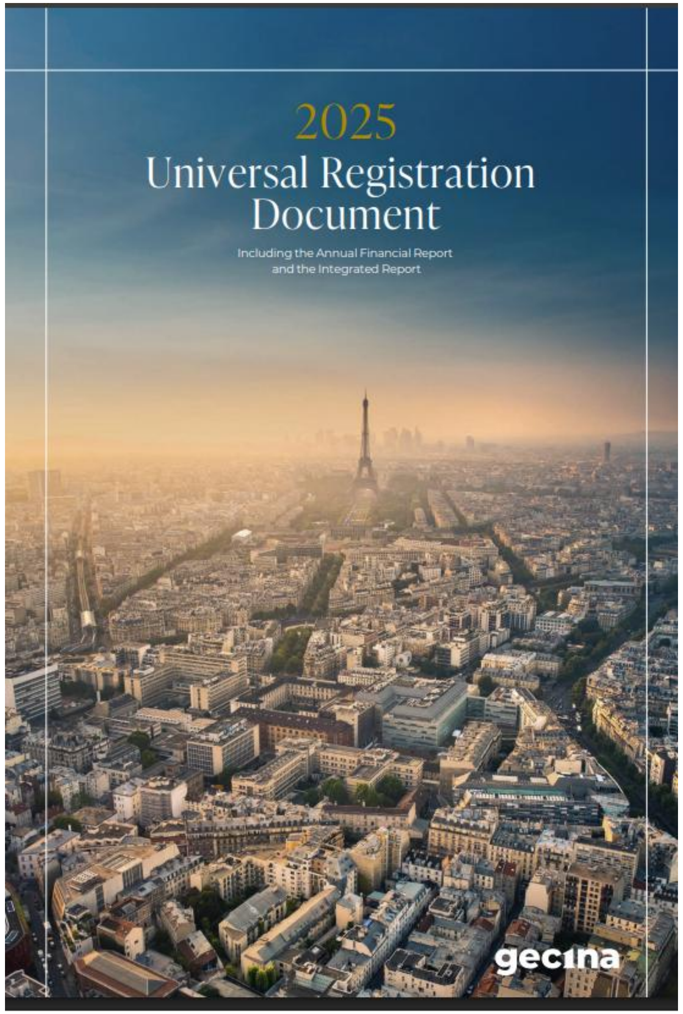
EPRA
EUROPEAN PUBLIC
REAL ESTATE ASSOCIATION

Summary

Foreword

Gecina has implemented the EPRA sustainability BPR since 2012.

In addition to the detailed information published in the 2025 Universal Registration Document on February 16th 2026, Gecina has decided to edit this document in order to give easy access to performance measures indicators recommended by EPRA and following the EPRA Best Practices Recommendations on Sustainability Reporting Guidance of April 2024.



Please refer to our 2025 Universal Registration Document chapter 3 pages 105 to 162 for full insights on our CSR performance, including TCFD and SASB reporting formats.

Environmental sustainability performance measures

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Reporting scope and methodology (1/3)

➢SCOPE

The scope covers all businesses operationally controlled by Gecina in France from January 1 to December 31 of the reporting year.

➢SCOPE OF AREA

Commercial and office surface area refers to gross leasable area (GLA), in other words that means private surface area and the rented surface of communal areas;

Residential surface area refers to the net floor area (NFA) rented.

The adopted office and residential surface areas are:

			GROUP		OFFICE		RESIDENTIAL	
			2024	2025	2024	2025	2024	2025
SCOPE	Surface area	*Sq.m*	1 427 869	1 354 711	1 020 795	1 036 682	407 074	318 030

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Reporting scope and methodology (2/3)

➢ <u>Number of assets with data available for KPI calculation:</u>

- An asset is considered in operation for Y if it is included with the properties from January 1 of year Y until December 31 of year Y and if its occupancy rate is higher than 50%. Assets sold in year Y are thus directly excluded from the scope.

- Acquisitions and deliveries that took place in year Y are only effectively considered as part of properties from year Y for the certification indicators.

SCOPE	Number of assets	→ Number of assets with data available for KPI calculation.
	Surface area	→ Surface area corresponding to the assets with data available.
	% covered	→ % of the surface area corresponding to assets with data available compared with the reference surface area.

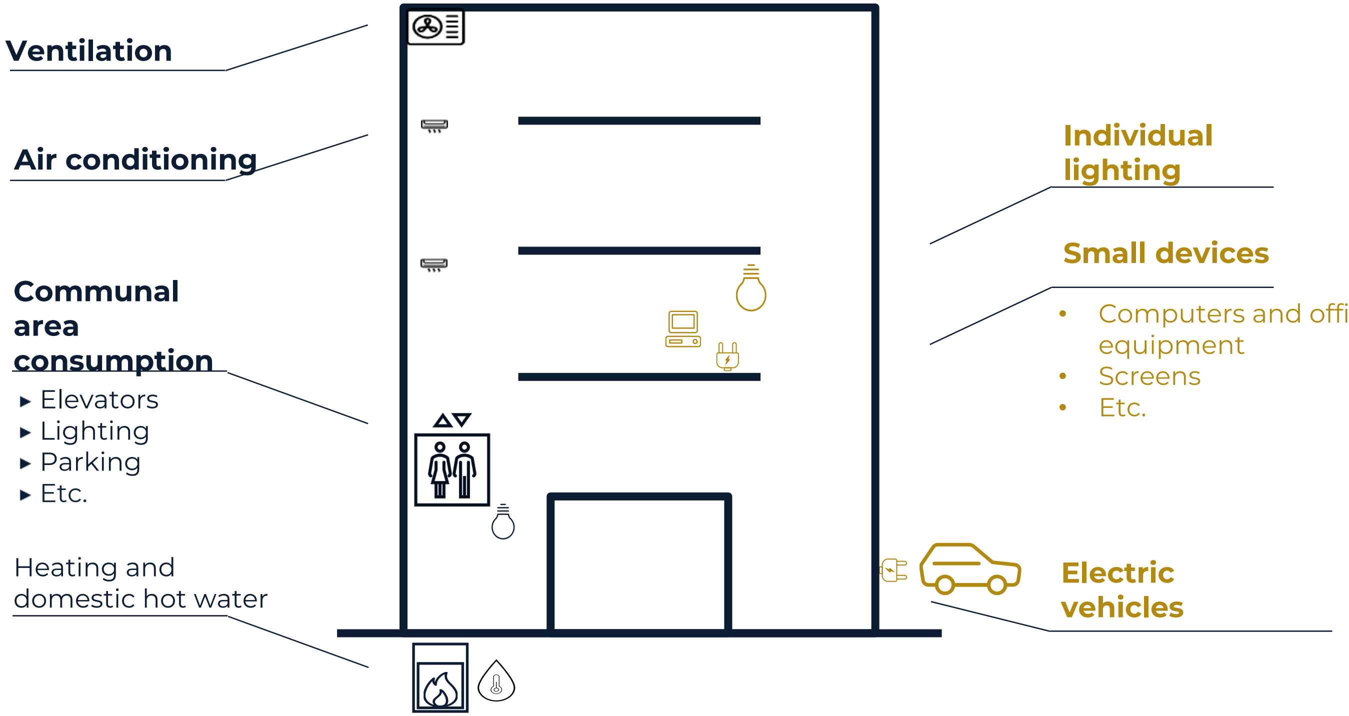
Reporting scope and methodology (3/3)

Gecina's energy consumption and emissions KPIs for buildings in use encompass all sources of energy consumption.

Strong data quality ! Only 97 % of data is real data (automated reading or bills). Only 3 % of estimated data

⚠ Excluding single-tenant buildings and co-ownerships where Gecina does not manage the technical equipment

Energy consumption controlled by the tenant = scope 3



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Energy and GHG emissions (1/6)*

Further information on indicators' SCOPE:
For year Y the reporting period is from 10/01/Y-1 to 09/30/Y for these indicators. For energy and GHG emissions, 3% of data are estimated in 2025.
Methodology

Energy and GHG emissions data reported in this report are adjusted by degree days methodology. They are based on real consumption (i.e. readers bills). When this is not possible, for some residential assets for example, EPD method is used for estimations.

Gecina reports in accordance with the GHG protocol, which breaks down the operational scope of the greenhouse gas emissions of an organization into three scopes (see below).

The estimated methodology is based on ratio that are applied on surface. Those ratio were made regarding the consumption of building divided by family

To ensure that data is homogeneous if used for comparative analyses, it should be noted that Gecina provides information on all emissions from its operating portfolio (scope 1+2 + category 13 of scope 3), rather than solely on its scope 1+2 emissions, and for both the communal and private areas, whereas some companies in the sector only disclose information on scope 1+2 emissions or only for communal areas. These methodological differences have a greater impact on the ratios of energy consumption per square meter than on the ratios of emissions per square meter, as the energy consumed in private areas is often electric and therefore less carbon intensive. Absolutely all energy consumptions are included in energy and CO_2 KPIs. That means that energy consumption includes consumption from central and sometimes individual heating, ventilation, air conditioning but also energy consumption from computers or lighting within private areas, energy consumption from the services integrated into the building (restaurant, retail activities, fitness center, parking etc.).

Emissions controlled by Gecina (Scopes 1 + 2)	Emissions related to the energy consumption of buildings in operation controlled by Gecina including energy consumption related to heating, air conditioning, ventilation and lighting	Scope 1: emissions due to gas consumption
		Scope 2: emissions due to electricity consumption
		Scope 2: emissions due to the consumption of steam, heating or cooling (urban networks)
TOTAL CONTROLLED OPERATIONAL EMISSIONS (SCOPES 1 AND 2), CAN0P-2030 SCOPE		
Emissions not controlled by Gecina (Scope 3 in operation)	Emissions related to the energy consumption of buildings in operation not controlled by Gecina and consumption in private areas of buildings controlled by Gecina (data rooms, office equipment, etc.)	Category 13: emissions due to all types of energy consumption in buildings not controlled by Gecina (fuel oil, gas, heating/cooling networks, electricity)
TOTAL UNCONTROLLED OPERATIONAL EMISSIONS (SCOPE 3), CAN0P-2030 SCOPE		

Elec-Abs/LfL , DH&C-Abs/LfL, Fuels-Abs/LfL, GHG-Dir-Abs/LfL, GHG-Indir-Abs/LfL, Energy-Int, GHG-Int

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Energy and GHG emissions (2/6)*

GROUP			TOTAL						OWNER						TENANT					
			Absolute			Like-for-Like			Absolute			Like-for-Like			Absolute			Like-for-Like		
	Indicator	Unit	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		145	127	-12,4%	122	122	-	101	93	-7,9%	88	88	-	44	34	-22,7%	34	34	-
SCOPE	Surf. Area	sq.m	1 427 869	1 354 711	-5,1%	1 283 908	1 283 908	-	1 057 792	1 035 129	-2,1%	964 325	964 325	-	370 077	319 583	-13,6%	319 583	319 583	-
SCOPE	% covered (vs Ref. surf. Area)	%	100%	100%	0,0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ENERGY	*Electricity consumption related to tenants uses in the private areas*	kWhFE	37 300 026	33 899 010	-9,1%	33 889 002	32 298 755	-4,7%	28 212 020	26 279 072	-6,9%	26 068 963	24 678 816	-5,3%	9 088 006	7 619 939	-16,2%	7 820 039	7 619 939	-2,6%
ENERGY	*Electricity consumption related to shared services in common areas*	kWhFE	90 248 400	84 998 163	-5,8%	83 118 661	81 781 948	-1,6%	63 273 746	60 397 256	-4,5%	59 631 942	57 181 041	-4,1%	26 974 654	24 600 908	-8,8%	23 486 719	24 600 908	4,7%
ENERGY	**Total energy consumption from electricity**	kWhFE	127 548 426	118 897 173	-6,8%	117 007 662	114 080 703	-2,5%	91 485 765	86 676 327	-5,3%	85 700 905	81 859 857	-4,5%	36 062 660	32 220 846	-10,7%	31 306 758	32 220 846	2,9%
ENERGY	**Total energy consumption from districk heating and cooling**	kWhFE	64 022 905	61 292 173	-4,3%	58 103 814	58 882 442	1,3%	44 291 956	41 312 317	-6,7%	38 910 780	38 902 586	0,0%	19 730 950	19 979 856	1,3%	19 193 035	19 979 856	4,1%
ENERGY	**Total energy consumption from fuels**	kWhFE	26 771 262	20 924 702	-21,8%	23 034 710	20 924 702	-9,2%	19 835 391	16 216 336	-18,2%	16 098 839	16 216 336	0,7%	6 935 871	4 708 367	-32,1%	6 935 871	4 708 367	-32,1%
ENERGY	**Building energy intensity**	kWhFE/sq. m/year	152,9	148,5	-2,9%	154,3	151,0	-2,1%	147,1	139,3	-5,3%	145,9	142,0	-2,7%	169,5	178,1	5,1%	179,7	178,1	-0,9%
ENERGY	% of electricity consumption purchased and self-generated renewable sources	%	35	57	62,9%	35	57	62,9%	60	100	66,7%	60	100	66,7%	35	35	0,0%	35	35	0,0%
ENERGY	% of energy consumption from district heating and cooling generated on and/or off site from renewable sources	%	70	70	0,0%	70	70	0,0%	70	70	0,0%	70	70	0,0%	70	70	0,0%	70	70	0,0%
ENERGY	% of fuel consumption from biogas	%	80	90	12,5%	80	90	12,5%	80	90	12,5%	80	90	12,5%	0	0	0,0%	0	0	0,0%
GHG EMISSIONS	Total direct GHG emissions (Scope 1)	tCO_2e	478	289	-39,5%	403	289	-28,2%	478	289	-39,5%	403	289	-28,2%	0	0	-	0	0	-
GHG EMISSIONS	Total indirect GHG emissions (Scope 2)	tCO_2e	5 712	4 483	-21,5%	4 997	4 332	-13,3%	5 712	4 483	-21,5%	4 997	4 332	-13,3%	0	0	-	0	0	-
GHG EMISSIONS	GHG emissions from non controlled buildings (Scope 3)	tCO_2e	6 032	5 831	-3,3%	5 447	5 762	5,8%	1 951	2 093	7,3%	1 661	2 024	21,8%	4 081	3 738	-8,4%	3 785	3 738	-1,2%
GHG EMISSIONS	GHG intensity from building energy (all scopes)	$kgCO_2e$/sq. m/year	8,6	7,8	-9%	8,4	8,1	-4%	7,7	6,6	-14%	7,3	6,9	-6%	11,0	11,7	6%	11,8	11,7	-1%

NB: - Energy and GHG emissions of Gecina's headquarter are included in the total of Owner consumption and emissions. See slide 10 to have headquarter details.

- GHG emissions include tenants uses and are corrected for climate hazards

- An asset is owner-controlled if Gecina pays for multi-technical contract, and it covers the production and terminal/transmitter equipment

***Elec-Abs/LfL , DH&C-Abs/LfL, Fuels-Abs/LfL, GHG-Dir-Abs/LfL, GHG-Indir-Abs/LfL, Energy-Int, GHG-Int**

Energy and GHG emissions – Headquarter (3/6)*

HEADQUARTER			TOTAL		
			Absolute		
Indicator		Unit	2024	2025	*% change*
SCOPE	Number of assets		1	1	-
	Surf. Area	*sq.m*	10 342	10 342	-
	% covered (vs Ref. surf. Area)	%	100%	100%	-
ENERGY	*Electricity consumption related to tenants uses in the private areas*	kWhFE	0	0	*0,0%*
	Electricity consumption related to shared services in common areas	kWhFE	1 144 476	770 556	*-32,7%*
	Total energy consumption from electricity	kWhFE	1 144 476	770 556	*-32,7%*
	% of electricity consumption from purchased and self-generated renewable sources	%	100	100	*0,0%*
	Total energy consumption from districk heating and cooling	kWhFE	515 043	569 760	*10,6%*
	% of energy consumption from district heating and coolong generated on and/or off site from renewable sources	%	100	100	*0,0%*
	Total energy consumption from fuels	kWhFE	0	0	*0,0%*
	Building energy intensity	kWhFE/sqm /year	160,5	129,6	*-19,2%*
GHG EMISSIONS	Total direct GHG emissions (Scope 1)	tCO_2e	0	0	*0,0%*
	Total indirect GHG emissions (Scope 2)	tCO_2e	16	15,6	*-1,9%*
	GHG emissions from non controlled buildings (Scope 3)	tCO_2e	5	5,2	*-1,9%*
	GHG intensity from building energy (all scopes)	$kgCO_2e$/sqm /year	2,1	2,0	*-1,9%*

Elec-Abs/LfL , DH&C-Abs/LfL, Fuels-Abs/LfL, GHG-Dir-Abs/LfL, GHG-Indir-Abs/LfL, Energy-Int, GHG-Int

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Energy and GHG emissions – Office (4/6)*

OFFICE			TOTAL						Owner controlled assets						Tenant controlled assets					
			Absolute			Like-for-Like			Absolute			Like for Like			Absolute			Like for Like		
Indicator		Unit	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		91	94	*3,3%*	89	89	-	67	71	*6,0%*	66	66	-	24	23	*-4,2%*	23	23	-
	Surf. Area	*sq.m*	1 020 795	1 036 682	*1,6%*	965 878	965 878	-	767 247	803 055	*4,7%*	732 252	732 252	-	253 548	233 626	*-7,9%*	233 626	233 626	-
	% covered (vs Ref. surf. Area)	*%*	100%	100%	-	100%	100%	-	100%	100%	-	100%	100%	-	100%	100%	-	100%	100%	-
ENERGY	*Electricity consumption related to tenants uses in the private areas*	*kWhFE*	30 176 172	28 176 439	*-6,6%*	28 083 484	26 576 184	*-5,4%*	22 386 542	21 690 792	*-3,1%*	21 418 468	20 090 537	*-6,2%*	7 789 630	6 485 647	*-16,7%*	6 665 016	6 485 647	*-2,7%*
	Electricity consumption related to shared services in common areas	*kWhFE*	86 719 012	81 855 231	*-5,6%*	81 645 881	78 639 016	*-3,7%*	63 273 746	60 397 256	*-4,5%*	59 631 942	57 181 041	*-4,1%*	23 445 266	21 457 975	*-8,5%*	22 013 939	21 457 975	*-2,5%*
	Total energy consumption from electricity	*kWhFE*	116 895 184	110 031 670	*-5,9%*	109 729 365	105 215 200	*-4,1%*	85 660 288	82 088 048	*-4,2%*	81 050 410	77 271 578	*-4,7%*	31 234 896	27 943 622	*-10,5%*	28 678 955	27 943 622	*-2,6%*
	Total energy consumption from districk heating and cooling	*kWhFE*	39 020 677	41 280 266	*5,8%*	37 393 033	38 870 535	*4,0%*	23 010 876	24 379 261	*5,9%*	21 383 232	21 969 530	*2,7%*	16 009 801	16 901 005	*5,6%*	16 009 801	16 901 005	*5,6%*
	Fuels consumption related to tenants uses in the private areas	*kWhFE*	1 237 580	1 477 092	*19,4%*	1 237 580	1 477 092	*19,4%*	1 149 995	1 399 035	*21,7%*	1 149 995	1 399 035	*21,7%*	87 585	78 057	*-10,9%*	87 585	78 057	*-10,9%*
	Fuels consumption related to shared services in common areas	*kWhFE*	3 314 505	3 740 246	*12,8%*	3 314 505	3 740 246	*12,8%*	2 895 318	3 367 998	*16,3%*	2 895 318	3 367 998	*16,3%*	419 187	372 248	*-11,2%*	419 187	372 248	*-11,2%*
	Total energy consumption from fuels	*kWhFE*	4 552 084	5 217 339	*14,6%*	4 552 084	5 217 339	*14,6%*	4 045 312	4 767 034	*17,8%*	4 045 312	4 767 034	*17,8%*	506 772	450 305	*-11,1%*	506 772	450 305	*-11,1%*
	Building energy intensity	*kWhFE/sq. m/year*	157,2	151,0	*-3,9%*	157,0	154,6	*-1,6%*	146,9	138,5	*-5,7%*	145,4	142,0	*-2,3%*	188,3	193,9	*2,9%*	193,5	193,9	*0,2%*
	% of electricity consumption purchased and self-generated renewable sources	*%*	57	57	*0,0%*	57	57	*0,0%*	100	100	*0,0%*	100	100	*0,0%*	23	23	*0,0%*	23	23	*0,0%*
	% of energy consumption from district heating and cooling generated on and/or off site from renewable sources	*%*	70	70	*0,0%*	70	70	*0,0%*	70	70	*0,0%*	70	70	*0,0%*	70	70	*0,0%*	70	70	*0,0%*
	% of fuel consumption from biogas	*%*	80	90	*12,5%*	80	90	*12,5%*	90	100	*11,1%*	90	100	*11,1%*	90	100	*11,1%*	90	100	*11,1%*
GHG EMISSIONS	Total direct GHG emissions (Scope 1)	*tCO_2e*	160	270	*68,6%*	629	629	*0,0%*	160	270	*68,6%*	160	270	*68,6%*	0	0	-	0	0	-
	Total indirect GHG emissions (Scope 2)	*tCO_2e*	2 437	2 357	*-3,3%*	3 989	3 989	*0,0%*	2 437	2 357	*-3,3%*	2 236	2 206	*-1,4%*	0	0	-	0	0	-
	GHG emissions (Scope 3)	*tCO_2e*	2 974	2 936	*-1,3%*	6 722	6 722	*0,0%*	896	934	*4,3%*	842	865	*2,7%*	2 078	2 002	*-3,7%*	1 981	2 002	*1,1%*
	Greenhouse gaz intensity from building energy (all scopes)	*$kgCO_2e$/sq. m/year*	5,5	5,4	*-1,7%*	10,0	11,7	*17,0%*	4,6	4,4	*-2,6%*	4,4	4,6	*3,2%*	8,2	8,6	*4,5%*	8,5	8,6	*1,1%*

NB: 80% of the energy purchased by Gecina is renewable (guaranteed origin electricity, biomethane, connection to heating and cooling networks)
Elec-Abs/LfL , DH&C-Abs/LfL, Fuels-Abs/LfL, GHG-Dir-Abs/LfL, GHG-Indir-Abs/LfL, Energy-Int, GHG-Int

Energy and GHG emissions – Residential (5/6)*

RESIDENTIAL			TOTAL						OWNER						TENANT					
			Absolute			Like-for-Like			Absolute			Like-for-Like			Absolute			Like-for-Like		
	Indicator	Unit	2024	2025	*% change*	2024	2025	*% change*	2024	2025	*% change*	2024	2025	*% change*	2024	2025	*% change*	2024	2025	*% change*
SCOPE	Number of assets		54	33	*-38,9%*	33	33	-	34	22	*-35,3%*	22	22	-	20	11	*-45,0%*	11	11	-
	Surf. Area	*sq.m*	407 074	318 030	*-21,9%*	318 030	318 030	-	290 545	232 073	*-20,1%*	232 073	232 073	-	116 529	85 956	*-26,2%*	85 956	85 956	-
	% covered (vs Ref. surf. Area)	*%*	100%	100%	*0,0%*	100%	100%	-	100%	100%	-	-	-	-	100%	100%	-	-	-	-
ENERGY	*Electricity consumption related to tenants uses in the private areas*	*kWhFE*	7 123 854	5 722 571	*-20%*	5 805 518	5 722 571	*-1%*	5 825 478	4 588 279	*-21,2%*	4 650 495	4 588 279	*-1%*	1 298 376	1 134 292	*-12,6%*	1 155 023	1 134 292	*-1,8%*
	Electricity consumption related to shared services in common areas	*kWhFE*	3 529 388	3 142 932	*-11%*	1 472 780	3 142 932	*113%*	0	0	*0,0%*	0	0	*0%*	3 529 388	3 142 932	*-10,9%*	1 472 780	3 142 932	*113,4%*
	Total energy consumption from electricity	*kWhFE*	10 653 242	8 865 503	*-17%*	7 278 297	8 865 503	*22%*	5 825 478	4 588 279	*-21,2%*	4 650 495	4 588 279	*-1%*	4 827 764	4 277 224	*-11,4%*	2 627 802	4 277 224	*62,8%*
	Total energy consumption from districk heating	*kWhFE*	25 002 228	20 011 907	*-20%*	20 710 781	20 011 907	*-3%*	21 281 080	16 933 056	*-20,4%*	17 527 548	16 933 056	*-3,4%*	3 721 149	3 078 851	*-17,3%*	3 183 234	3 078 851	*-3,3%*
	Total energy consumption from fuels	*kWhFE*	22 219 178	15 707 363	*-29%*	18 482 626	15 707 363	*-15%*	15 790 079	11 449 302	*-27,5%*	12 053 526	11 449 302	*-5%*	6 429 099	4 258 061	*-33,8%*	6 429 099	4 258 061	*-33,8%*
	Building energy intensity	*kWhFE/sq. m/year*	142,2	140,2	*-1%*	146,1	140,2	*-4%*	147,6	142,1	*-3,8%*	147,5	142,1	*-4%*	128,5	135,1	*5,1%*	142,4	135,1	*-5,1%*
	% of electricity consumption purchased and self-generated renewable sources	*%*	20	20	*0%*	20	20	*0%*	20	20	*0%*	20	20	*0%*	20	20	*0%*	20	20	*0%*
	% of energy consumption from district heating and cooling generated on and/or off site from renewable sources	*%*	70	70	*0%*	70	70	*0%*	70	70	*0,0%*	70	70	*0%*	70	70	*0,0%*	70	70	*0,0%*
	% of fuel consumption from biogas	*%*	90	100	*11%*	90	100	*11%*	90	100	*11%*	90	100	*11%*	90	100	*0%*	90	100	*0%*
GHG EMISSIONS	Total direct GHG emissions (scope 1)	*tCO_2e*	318	19	*-94%*	243	19	*-92%*	318	19	*-93,9%*	243	19	*-92%*	0	0	-	0	0	-
	Total indirect GHG emissions (scope 2)	*tCO_2e*	3 275	2 126	*-35%*	2 761	2 126	*-23%*	3 275	2 126	*-35,1%*	2 761	2 126	*-23%*	0	0	-	0	0	-
	Total GHG emissions from non controlled buildings (scope 3)	*tCO_2e*	3 070	2 895	*-6%*	2 635	2 895	*10%*	1 056	1 159	*9,8%*	819	1 159	*41%*	2 014	1 737	*-13,8%*	1 815	1 737	*-4,3%*
	GHG intensity from building energy (all scopes)	*$kgCO_2e$/sq. m/year*	16,4	15,8	*-3%*	17,7	15,8	*-11%*	16,0	14,2	*-11,0%*	16,5	14,2	*-14%*	17,3	20,2	*16,9%*	21,1	20,2	*-4,3%*

Elec-Abs/LfL , DH&C-Abs/LfL, Fuels-Abs/LfL, GHG-Dir-Abs/LfL, GHG-Indir-Abs/LfL, Energy-Int, GHG-Int

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Energy and GHG emissions – Analysis (6/6)

As a reminder, Gecina measures full actual energy consumption and includes the consumption linked to tenants uses. The average consumption of the office properties is 151 kWhfe/sq.m/year, representing a 2,7% decrease compared to 2024. The residential properties performance decrease to 140,2 kWhfe/sq.m/year in 2024 (-1,7% vs 2024).

Main actions to limit energy consumption :

- Managing our performance better: 100% of our buildings are equipped with an energy monitoring system (97% of energy consumption come from real data).
- 15 sobriety measures introduced systematically across the entire office portfolio in addition to the energy efficiency actions implemented as part of our energy performance contract (more than 2,000 actions carried out in 2025).
- More than 100 task forces since 2022: a dedicated team spends 48 hours on site to reconfigure energy-consuming equipment in order to optimize consumption based on the building's actual occupancy and to avoid consumption when the building is vacant.
- 116 net-zero audits conducted : these audits support buildings on their net-zero pathway through dynamic energy simulations. The objective is to determine the energy and CO2trajectory of each asset, including short-term operational initiatives.
- Engaging our stakeholders in a continuous improvement process: 100% buildings have ISO 50001 certification.
- For several years now, the replacement of energy equipment has been subject to a technical/economic analysis of the overall cost with a preference for the most energy-efficient.

Meter readings and analyses, the search for optimization between the needs of occupants, the operating time of facilities, and the continued renovation of assets are all factors that contribute to improved energy efficiency. The environmental certification of surface area in properties remains an important lever for improving energy efficiency.

GHG emissions for office and residential assets decrease in 2025. The average GHG intensity of the office properties is 5,3 kgCO_2e/sq.m/year. The residential properties performance also records a decrease of 3% with 14,4 kgCO_2e/sq.m/year in 2024.

Main actions leading to a reduction of GHG emissions :

- 53% of buildings connected to an urban heating network.
- 48,% of buildings connected to a cooling network.
- 100% of electricity paid for by Gecina was of guaranteed renewable origin. Integration of 100% of biomethane to supply the boilers of the residential and commercial property portfolio
- The review of energy requirements for building heating and cooling needs is also an influential vector, not only on performance of a property but also on its primary energy and carbon footprint.

Action plans use the results of the CSR scoring of properties on this theme are used in long-term planning of processes to be implemented in each building.

In 2021, Gecina has set an objective for 2030: CAN0P-2030 (Carbon Net Zero Emission Plan): radical decarbonization of all its operational emissions across the entire portfolio by 2030, with offsetting of residual emissions. Scope: all operational emissions (scopes 1, 2 and 3.13), controlled and not controlled according to the GHG Protocol. -> see more details on pages 122 to 125 of the Universal Registration Document 2025

Water (1/3)*

➢ Further information on indicator’s scope

Reported data are based on bills from **<u>municipal water consumption only</u>**.
For water, 100% of the data is real.

Some properties have a rainwater collection in 2025, but no measure collect system has been implemented so far.

GROUP			TOTAL						HEADQUARTER		
			Absolute			Like-for-Like			Absolute/Like-for-like		
Indicator		Unit	2024	2025	% change	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		110	90	-18,2%	88	88	-	1	1	-
	Surf. Area	sq.m	1 062 888	953 792	-10,3%	1 035 156	1 035 156	-	10 342	10 342	-
	% covered (vs Ref. surf. Area)	%	74%	70%	-5,4%	-	-	-	100%	100%	-
Water	Total water consumption	m^3	752 889	608 953	-19,1%	538 380	528 554	-1,8%	5 271	5 198	-1,4%
	Building water intensity	m^3/sq.m/year	0,71	0,64	-9,9%	0,52	0,51	-1,8%	0,51	0,50	-1,4%

**Water-Abs/LfL/Int*

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Water (2/3)*

OFFICE			Absolute			Like-for-Like		
Indicator		Unit	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		59	60	1,7%	58	58	-
	Surf. Area	sq.m	756 670	741 322	-2,0%	706 749	706 749	-
	% covered (vs Ref. surf. Area)	%	74%	72%	-3,5%	-	-	-
Water	Total water consumption	m^3	319 389	350 919	9,9%	260 135	276 228	6,2%
	Building water intensity	m^3/sq.m/year	0,42	0,47	12,1%	0,37	0,39	6,2%

NB: Water consumption of Gecina's headquarter are included in the total of office consumption

RESIDENTIAL			Absolute			Like-for-Like		
Indicator		Unit	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		51	30	-41,2%	30	30	-
	Surf. Area	sq.m	306 218	212 469	-30,6%	328 407	328 407	-
	% covered (vs Ref. surf. Area)	%	75%	67%	-11,2%	-	-	-
Water	Total water consumption	m^3	433 500	258 034	-40,5%	278 245	252 326	-9,3%
	Building water intensity	m^3/sq.m/year	1,42	1,21	-14,2%	0,85	0,77	-9,3%

**Water-Abs/LfL/Int*

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Water (3/3)*

In 2025, the average consumption of the residential portfolio decreased of 14% compared to 2024 and reached 1,21 m^3 / sq.m / year. The average consumption of the office portfolio increased of 12% compared to 2024 and reached 0,47 m^3 / sq.m / year.

Gecina's residential assets represent 25% of the total water consumption of the property portfolio, which justifies a slightly higher level of priority and better monitoring in the residential property than in the office properties.

Actions performed on office assets in operation :

● deployment of a water consumption monitoring system of buildings for remote metering on commercial buildings

● installation of meters and connection of meters and sub-meters to building management systems (BMS) for close tracking of consumption and identification of any leaks;

● signing of a water savings contract with the installation of aeration units to limit throughput;

● removal of air-cooled towers.

Waste (1/2)*

➢ Further information on indicator’s scope

Since 2008, Gecina had recognized only office buildings for which it had taken out a selective waste collection contract. By also including buildings in the property portfolio where tenants manage their own waste, the reporting scope now reflects the complete range of the property portfolio’s selective waste collection capacity.

Residential buildings have garbage collection made by the municipal company. Hence, there is currently no system that provides data on quantities and types of waste collected.
100% of waste data is real date (no estimation).

➢ Results

Since 2020 Gecina has implemented an operating waste management contract with challenging CSR criteria to ensure that the service providers selected are the best performers in their recycling operations. From 2020, all contracts covered by Gecina guarantee 100% energy or material recycling.

Office property buildings that have a selective waste collection contract subscribed by Gecina correspond to a surface area of 618,957sq.m (i.e. 60% of the office properties), representing 51 buildings. 96% of office surface areas have selective waste collection contracts subscribed independently or by Gecina and 95% of residential surface areas are equipped with a specially adapted room for this collection.

Waste (2/2)*

OFFICE			TOTAL						HEADQUARTER		
			Absolute			Like for like scope			Absolute/Like-for-like		
Indicator		Unit	2024	2025	% change	2024	2025	% change	2024	2025	% change
SCOPE	Number of assets		49	51	*4,1%*	48	48	*0,0%*	1	1	-
	Surf. Area	sq.m	572 947	618 957	*8,0%*	537 952	537 952	*0,0%*	11 119	11 119	-
	% covered (vs Ref. surf. Area)	%	56%	60%	*6,4%*	-	-	-	100%	100%	-
Waste	Total waste energy recovered	t	1 002	927	*-7%*	982	862	*-12%*	28	20	*-28%*
	Total waste material recovered	t	418	289	*-31%*	408	268	-34%	10	15	*48%*
	Total not recovered waste	t	0	0	-	0	0	-	0	0	-
	Total waste	t	1 419	1 216	*-14%*	1 390	1 131	*-19%*	38	35	*-7%*
	%energy waste recovered	%	*71%*	76%	*8%*	*71%*	76%	*8%*	*73%*	56%	*-23%*
	% material waste recovered	%	*29%*	24%	*-19%*	*29%*	24%	*0%*	*27%*	44%	*60%*
	% not recovered waste	%	*0%*	0%	-	*0%*	0%	-	*0%*	0%	-

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Community Engagement

Certification - Office Breeam in Use Operation (1/4)*

Office HQE® Operation Certification/BREEAM in Use

	2008	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Surface areas certified HQE® Operations	0	42 806	151 955	274 351	359 813	518 684	652 986	673 858	699 911	689 425	975 542	1 036 116	1 019 682	988 290	1 124 874	1 064 167	1 036 682
Office surface area	903 037	824 466	799 673	815 758	819 582	830 091	921 005	869 629	879 846	1 171 826	1 275 233	1 301 162	1 244 900	1 133 457	1 124 874	1 064 167	1 036 682
% of surface areas certified HQE® Operations/BREEAM in Use	**0%**	**5%**	**19%**	**34%**	**44%**	**62%**	**71%**	**77%**	**79,5%**	**58,8%**	**76,5%**	**79,6%**	**81,9%**	**87,2%**	**100,0%**	**100,0%**	**100%**

Headquarter certification HQE® Operation

	2008	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Office surface area certified	0	0	0	9 772	9 772	9 772	9 772	9 772	9 772	9 772	9 772	9 772	9 772	9 772	9772	11119	10 342

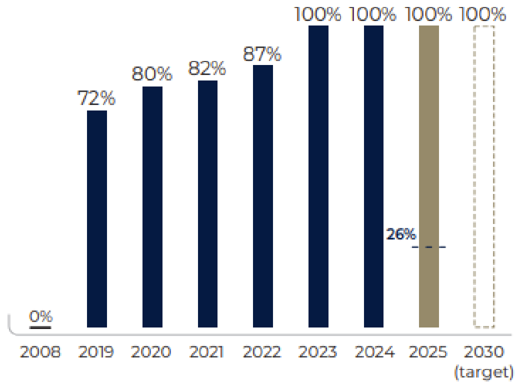
The headquarter have been certified HQE ® Operation in 2012 at the different level : Sustainable building focus = Good(Bon) / Sustainable operation focus = Excellent (Excellent)

- Further information on indicator's scope

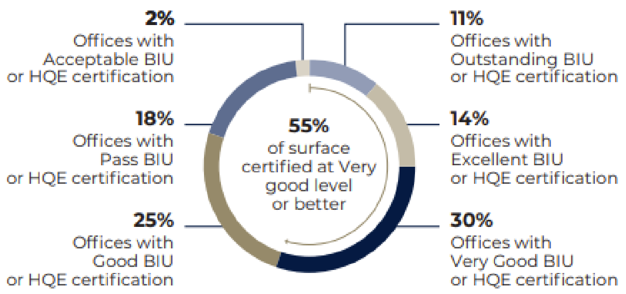
Only the surface area that can be eligible to certification are considered in the total surface area for this item.

Cert-Tot

100% of the surface area of the office portfolio is HQE/BREEAM Operation certified



Certification level of offices in operation (% of floor area)



Certification - Office HQE Operation (2/4)*

Analysis

Gecina chose the BREEAM in Use and HQE Operation certification to underscore its commitment and capitalize on the best operating practices developed for its property portfolio.

The certification and labeling of Gecina's assets provide objective evidence of their performance, which is particularly valuable for real estate investors and clients. They enable collaboration with partners (clients, general contractors, etc.) around exemplary CSR practices using a market standard. According to CBRE, certified buildings generate additional rent of about 6% compared to an uncertified building.

The environmental management system (EMS) certification rate was 85% in 2025 (vs. 76% in 2024). Gecina's energy management system is ISO 50001 certified.

As of the end of 2025, the Gecina Operations-certified office portfolio represents 1,038,682 sq.m, or 100% of surface areas.

in 2025, all assets have obtained HQE Operation or BREEAM in Use certification, so we reach our 2025 target of 100% of surface office areas certified. As a sign of its willingness to go beyond industry standards, nearly three-quarters of Gecina's office assets are certified to the Very Good minimum level. A quarter is certified to the Exceptional level.

Gecina's headquarter represented a surface area of 49 667sq.m, or 100% of its total surface area is certified Breeam-in-Use level Very good.

All those certifications are voluntary, Gecina is not bound by any mandatory certification so far for its buildings.

**Cert-Tot*

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Certification - Office and Residential development (3/4)*

Offices and Residential Development Certification

	2008	2010	2011	2012	2013	2014-2017	2018	2019	2020-2022	2023	2024	**2025**
Surface areas delivered with a high level of certification*	0	18 622	53 827	67 525	32 269	100 672	150 027	71 468	82 786	10 134	13 801	49 667
Surface areas delivered certified	31 023	23 675	53 827	75 350	77 956	100 672	150 027	71 468	82 786	10 134	13 801	49 667
Surface areas delivered	35 671	47 030	65 873	80 057	77 956	100 672	172 059	75 620	82 786	10 134	13 801	49 667
% of surface areas delivered with a high level of certification	**0%**	**40%**	**82%**	**84%**	**100%**	**100%**	**87%**	**95%**	**100%**	**100%**	**100%**	**100%**
% of surface areas delivered certified	***87%***	***50%***	***82%***	***94%***	***100%***	***100%***	***87%***	***95%***	***100%***	***100%***	***100%***	**100%**
% of surface areas delivered with a high level of certification	**0%**	**40%**	**82%**	**84%**	**100%**	**100%**	**87%**	**95%**	**100%**	**100%**	**100%**	**100%**

NB: As a building in operation, please note that the headquarter of Gecina is not concerned by this indicator
**Cert-Tot*

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Certification - Office and Residential development (4/4)*

Analysis

Since 2020, Gecina has confirmed its goal of obtaining high levels of certification and labels for all its restructured office buildings and major renovations if technically feasible and relevant.

Gecina's objective is to obtain BREEAM Renovation or High Quality Environmental Green Building excellent or exceptional certification. Some current developments are also aiming for LEED certification.

Gecina evaluates systematically the technical feasibility and relevance of seeking additional labels such as:

– BiodiverCity to ensure that biodiversity is considered from the asset design phase.

– BBCA to assess the reduced carbon footprint of development work, with the goal of less than 735 $kgCO_2e/sq.m$, for each development.

– Osmoz or WELL Building Standard to design buildings that promote the comfort and well-living of occupants.

– WiredScore label to improve building connectivity.

In 2025, 100% of surface areas were delivered with a high level of certification for office and residential properties.

All those certifications are voluntary, Gecina is not bound by any mandatory certification so far for its buildings.

Stakeholders' engagement (1/2)

Surpassing expectations

We build long-term relationships through active listening and cooperation. We work closely with cities, investors, clients, and residents to understand their specific requirements, empowering us to develop shared solutions that maximize tangible value for every stakeholder.

Feel, Puteaux

Clients and users

What they expect

- Quality, comfort, and flexibility of spaces.
- Service, innovation, and user experience that enhance well-being and performance.

What we deliver

- 55% of the office portfolio refurbished in the past decade to meet tenants' needs.
- Expanded serviced offering: 13,000 sq.m of operated offices, 1,200 serviced, furnished apartments deployed in 2 years.
- Innovative initiatives launched in our commercial portfolio (FEAT-Pont de Sèvres) as well as in our residential portfolio (community events).

Investors and lenders

What they expect

- Financial outperformance, transparency, and visibility.
- Alignment between financial and non-financial performance

What we deliver

- Sustained distribution policy (dividend yield of 7%).
- Robust earnings growth (+26% since 2021, €6.68 recurrent net income per share in 2025).
- 100% green or sustainable debt and credit lines.
- Controlled LTV ratio; A– rating (S&P) / A3 (Moody's).
- AFEP-MEDEF compliant governance.

Public authorities

What they expect

- Accelerated decarbonization of office and residential assets.
- Preservation of lively central urban districts, thereby limiting sprawl.
- Contribution to biodiversity, territorial attractiveness, and local employment.

What we deliver

- –33% energy-consumption reduction since 2019 and –63% operational carbon emissions.
- c. 424,000 sq.m redeveloped between 2018 and 2025 in line with local authorities' plans, tightly integrated into the broader urban strategy.
- Around €100 million paid annually in taxes and social contributions.
- Ethics charter, including the principles of a responsible public affairs approach.

36 rue de Naples, Paris 8

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Stakeholders' engagement (2/2)

Employees

What they expect

- Professional development, mobility, and long-term employability.
- Well-being, inclusion, and meaningful contribution.

What we deliver

- An average of ~23 hours of training or coaching per employee in 2025.
- Gender equality index: 88/100.
- 11 internal moves in 2025.
- A redesigned soft-skills framework to better align personal development, collaboration, and leadership culture.

Signature, Paris 8

Local communities and civil society

What they expect

- Useful, open, and responsible projects.
- A greener environment, a rich cultural offering, and social inclusion across the city.

What we deliver

- €10 million deployed since 2008 through the Gecina Foundation.
- 2,152 tons of materials reused over the past two years.
- 5,300 residential units managed in the Paris region.
- Community-building events in our residential portfolio and creative programming to bring together officetenants and local residents (FEAT).

Partners, peers, and ecosystem

What they expect

- Responsible innovation and shared best practices.
- Balanced and transparent supplier relations.

What we deliver

- 91% of suppliers have signed the Responsible Purchasing Charter.
- Gecina is an active member of the FEI, OID, Palladio Foundation, and the Material Re-Use Booster Initiative.

Gecina's support actions

The Gecina Corporate Foundation supports solidarity-driven projects in urban environments across four core causes:

- access to housing,
- support for people with disabilities,
- environmental protection, and the promotion of architectural
- and artistic heritage.

In 2025, the Gecina Foundation continued to support human-scale interaction structures. The Group's employees remain at the heart of the collective projects supported by the Foundation by championing projects that they have suggested or agreed to support out of an interest in the proposed project.

The Foundation has mobilized its employees, who have participated in large numbers in each of the Foundation's actions. The Group's employees are in fact at the heart of the collective actions supported by the Foundation, acting on a voluntary and non-profit basis.

More details in 2025 Universal Registration Document pages 148

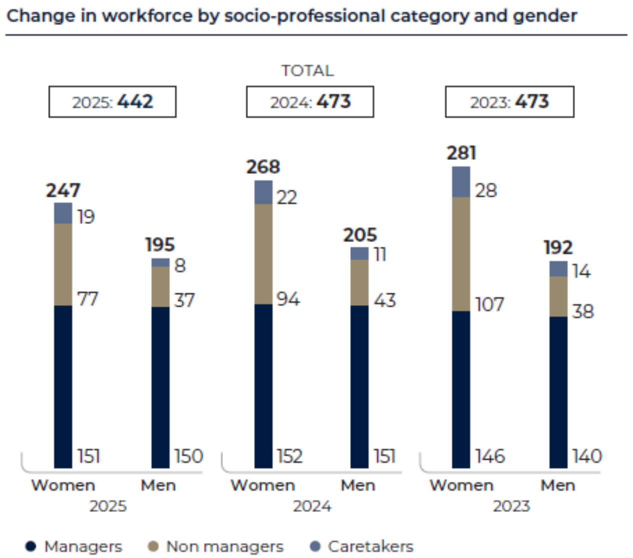
Social performance measures

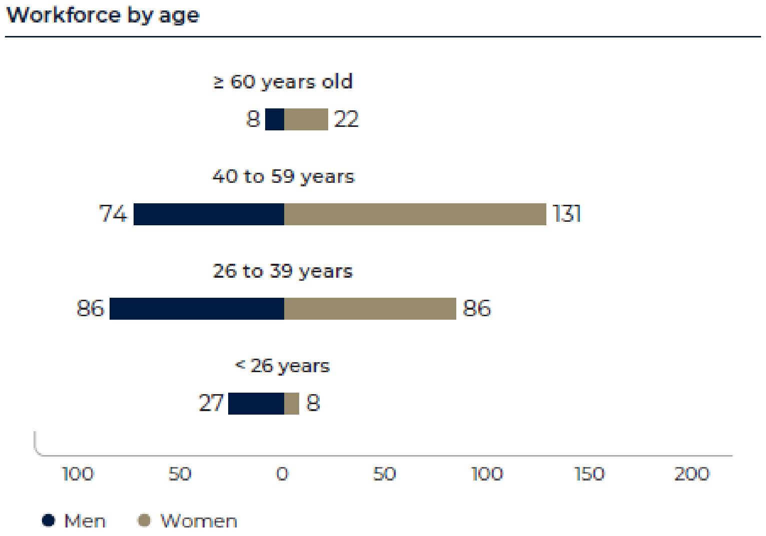
Employee gender diversity

Gecina achieved a score of **88/100 in 2026** (on 2025 data) in the **gender pay equality index**

In 2025, the group had :

- 50% women on the Board of Directors;
- 63% women on the Executive Committee;
- 47% of women in the 100 positions with the greatest responsibility;
- 56% of women employees.





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Gender pay ratio

The wage analysis made in the context of work for professional equality between men and women is shared every year with the social partners. Since 2010, corrective measures have been taken for each unjustified difference in compensation of over 3%, at equivalent position, skills, level of qualification and work experience.

Gecina has had a proactive and recognized policy that promotes gender equality for many years. As a result of this policy, which is implemented through numerous actions and commitments related to compensation, promotion and recruitment, the gender equality index has remained high, with a score of 94/100 published in 2025 (based on 2024 data). Thanks to internal transfers and measures taken to promote professional gender equality, the percentage of women in the 100 most senior positions was over 40% in 2025, enabling Gecina to maintain its target. This objective was reached since 2023 (37% in 2022, 45% in 2023, 48% in 2024).

		% increase CWR + IR 2024			% increase CWR + IR 2025		
		% raise	**M**	**W**	**% raise**	**M**	**W**
Managers	individual raise	2,91%	3,28%	2,54%	2,45%	2,75%	2,15%
Non-managers	Company-wide raise	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
	Individual raise	2,27%	2,31%	2,26%	1,44%	1,53%	1,41%
	Total raises non managers	2,27%	2,31%	2,26%	1,44%	1,53%	1,41%
Total overall increases		2,68%	3,07%	2,41%	2,17%	2,56%	1,87%

	2024		2025	
Median wage	**M**	**W**	**M**	**W**
Manager	5 393	5 277	6 129 €	5 624 €
Non manager	3 120	3 409	3 115 €	3 559 €
Caretakers	2 775	2 387	2 867 €	2 475 €

Training & development (1/2)

3.5.1.1 Mobilizing an engaged and committed workforce

Anticipate, adapt, and drive performance

Enhancing performance and agility

In 2025, Gecina fundamentally redesigned its competency framework to establish a shared vision of technical and behavioral capabilities across the organization. This agile and operational approach is structured around three key pillars: ensuring continued alignment between competencies and the Group's strategic roadmap; embedding soft skills across all HR processes; and providing structured collective support.

The new, evolving framework identifies the technical and behavioral competencies essential to employee development. It enables the recognition of individual talent, encourages greater accountability, and supports professional growth. Accessible to all employees, it acts as a true lever for transformation and adaptation in a constantly changing environment.

According to a Harvard study, 85% of professional performance is driven by behavioral competencies. These soft skills promote alignment between individual profiles and corporate values, support the transformation of business lines, and strengthen the human dimension of collective performance. The four soft skills are: customer-centric approach, agility and innovation, collaboration and cross-functionnel teamwork and accountability and responsibility. Soft skills are therefore assessed from the recruitment stage onward, revisited during annual performance reviews, and monitored through regular feedback cycles. This long-term approach to evaluation and continuous improvement is cornerstone of the Group's competency development strategy.

2030 OBJECTIVE

Percentage of employees that achieve a proficiency level of at least 3 out of 4 on the soft skills assessment scale	80 %

Collective support plays a key role in the success of this transformation. Practical initiatives have been implemented to support the adoption of the new framework, including round tables, soft-skills workshops, and practical tools co-designed with teams. These initiatives help employees understand the expected behaviors in real-life situations and fully embrace the Group's collective dynamic.

In 2026, Gecina will continue to anticipate future competency needs, support the evolution of its business lines, and ensure sustainable performance. This proactive strategy positions the Group as a learning, responsible, and forward-looking organization.

Evolving business lines to accelerate growth

Expertise and emerging roles supporting operational excellence

In 2025, Gecina strengthened its expertise-driven culture to support its strategic ambitions and meet regulatory and ESG requirements. This momentum resulted in the integration of new skills and the creation of roles dedicated to value creation, customer experience, and the Group's digital and financial transformation.

The creation of new positions – such as Experience Manager, Workplace Designer, Head of Service Experience, and AI Project Managers – illustrates the Group's commitment to placing differentiation at the core of its operating model. In parallel, task automation enables teams to refocus on higher value-added activities.

The reinforcement of specialized expertise in strategic finance, energy performance, and technical risk management demonstrates Gecina's commitment to ensuring compliance across its operations, anticipating future needs, and driving operational excellence over the long term.

Supporting the Group's digital transformation

In 2025, Gecina continued to advance the digital transformation of its operations, aiming to streamline processes and support the evolution of its business lines. The replacement of its property management system with a new solution dedicated to lease management and building operations represents a key milestone, carried out in close collaboration with operational and IT teams. This collaborative project, involving end-users at every stage, is designed to enhance the ergonomics, reliability, and efficiency of the Group's tools, with a gradual roll-out planned through 2027.

In parallel, Gecina is exploring the integration of artificial intelligence into its professional practices. The deployment of generative AI tools is accompanied by training for all employees in order to support the adoption of new use cases, strengthen risk management, and identify relevant opportunities. A dedicated digital transformation community also fosters information-sharing and continuous learning in a fast-moving innovation environment.

Gecina firmly believes that digital transformation is a positive driver of change for its business lines and provides valuable support to employees as roles evolve. The Group is committed to anticipating the impacts of artificial intelligence – particularly within the framework of the upcoming AI Act – to ensure the ethical and responsible use of these technologies. In this regard a charter governing the responsible use of AI is currently being developed to guide practices and reinforce stakeholder trust.

Supporting career pathways

An integrated and structured career management approach

By placing human capital at the core of its strategy, Gecina reaffirms its ambition to implement a comprehensive support framework focus on its employees, built on internal mobility, skills development, and long-term engagement. Fully embedded within the Group, career management plays a central role in Gecina's Human Resources development strategy and is aligned with the highest standards observed across the industry. Each employee benefits from personalized support throughout their career journey, structured around key moments such as onboarding, professional development reviews, and annual performance evaluations. This approach aims to encourage internal mobility, anticipate future competency needs, and support professional fulfillment.

Regular discussions help identify individual aspirations, recognize existing strengths, and definetailored development plans aligned with the Group's strategic priorities. All career progression decisions are closely monitored by managers and supported individually by the Human Resources Department, ensuring optimal conditions for successful transitions.

KEY PERFORMANCE INDICATORS IN 2025

Objective	2025	2030
Percentage of employees with an annual performance review	98%	100%

- 28 employees promoted, representing 6.9% of the average permanent workforce (vs. 47 employees, 11.4% of the workforce in 2024).
- 11 employees transferred internally, representing 16.2% of permanent hires (vs. 26 employees, 37.1% of the workforce in 2024).

Training & development (2/2)

Enhancing human capital through skills development

Human capital is also central to Gecina's training strategy. The Group offers development programs aligned with its strategic priorities, with a strong focus on internal learning and knowledge-sharing. These practice-oriented training initiatives provide all employees with opportunities to progress and strengthen their capabilities.

A network of around thirty internal trainers – who themselves receive dedicated training – helps disseminate the essential knowledge required to support collective success. This network plays a key role in strengthening team engagement and development. The Group's training offering, accessible to all employees, covers core areas such as ESG, artificial intelligence, customer relations, safety, compliance, management, soft skills and leadership.

Gecina also provides an innovative training portfolio that combines diverse learning formats with strong operational relevance. This broad set of learning pathways – including interactive digital modules, experiential workshops, coaching, managerial support, virtual reality training and learning expeditions – encourages collaboration and facilitates the practical application of newly acquired skills in real-life situations.

KEY PERFORMANCE INDICATORS IN 2025

- 92.8% of average success rate for training courses.
- 1533 hours of digital training delivered over the year.
- 23.2 average training hours per employee over the year.
- 97.6% of all permanent employees trained (vs. 96.4% in 2023, 96.1% in 2024).
- 5.43% of payroll dedicated to training.

Instilling a culture of shared values

Strengthening an aligned and empowering leadership culture

Strengthening aligned leadership remains a key lever to support Gecina's transformation and ensure the continued embodiment of its corporate values. In 2025, Gecina rolled out its Trust-Based Leadership program to approximately 40 managers.

This personal development initiative, designed for the Group's top management, brings leaders together in small cohorts for several multi-day sessions. The curriculum focuses on immersive modules covering self-leadership, managerial impact, relational effectiveness, strategic visioning, and organizational transformation.

Clear emphasis is placed on the definition of individual goals, 360° feedback and peer-to-peer practice, fostering an authentic, meaningful and performance-driven leadership culture. Fully embedded into managerial routines, this program strengthens cohesion, supports change management and enhances collective performance while valuing each manager's engagement.

A dedicated management convention will further reinforce cohesion, the sharing of best practices and alignment around strategic priorities and Group values, thereby contributing to the continued consolidation of managerial capabilities and collective performance.

Managerial community engagement lies at the heart of Gecina's collective dynamic.

Complementing the Leadership program, in 2025 Gecina launched a series of managerial training initiatives designed to support managers in adopting a shared posture aligned with the Group's values. Tailored pathways were offered to new managers, combining collective sessions with individualized coaching focused on management fundamentals.

2030 OBJECTIVE

Percentage of managers trained through a dedicated managerial development programme	→	100 %

To further strengthen strategic capabilities and support Gecina's transformation, the Group also engages in partnerships with internationally recognized executive education institutions, including EPRA-Insead, Bayes Business School, Essec Business School and Sciences Po.

In 2026, Gecina plans to launch a dedicated Intranet space to centralize resources, promote best-practice sharing and encourage peer-to-peer exchange across the managerial community.

Establishing a continuous and constructive feedback culture

Since 2024, Gecina has been developing an open and supportive feedback culture that promotes constructive exchanges between employees and managers. Supported by regular team rituals, this approach encourages dialogue, recognition and trust, strengthens soft skills, and fosters both individual and collective development. These practices allow everyone to highlight achievements, identify areas for improvement, and strengthen the Group's overall performance.

Several feedback formats, tailored to different professional situations, will be promoted. Following an initial awareness phase for top management, a broader feedback onboarding program and a more specific 360° feedback initiative will be rolled out to all employees starting in 2026.

Employee performance appraisal & employee turnover and retention

KEY PERFORMANCE INDICATORS IN 2025

Objective	2025	2030
Percentage of employees with an annual performance review	**98%**	**100%**

- 28 employees promoted, representing 6.9% of the average permanent workforce (vs. 47 employees, 11.4% of the workforce in 2024).
- 11 employees transferred internally, representing 16.2% of permanent hires (vs. 26 employees, 37.1% of the workforce in 2024).

The use of an online platform for professional interviews and annual appraisal interviews for 442 employees. This appraisal, which is formalized in a document, is an opportunity for each employee and his or her manager to review the past year, to examine, if necessary, the level of achievement of the objectives set, and then to assess the skills acquired and those still to be developed. It also enables the objectives for the following year to be determined. This appraisal is required for all employees who have been with the company for at least six months and is carried out each year for all employees concerned.

Gecina focuses on developing its employees' talent to innovate, progress and stand out. In 2025, the turnover rate was 18.2%, reflecting active and controlled management. The Gecina group hired 68 employees (vs. 70 employees in 2024), maintaining the acquisition of new skills at a high level in order to develop its activities and its new services. 90 employees left Gecina group in 2025.

	2020	*2021*	*2022*	*2023*	*2024*	*2025*
Total workforce (indefinite-term, fixed-term, work s	**498**	**500**	**478**	**473**	**473**	**442**
Average age (indefinite-term)	44.0	43.9	44.6	44.3	43.2	42.9
Average seniority (indefinite-term)	11.7	11.9	12.5	12	11.2	11.1
Turnover rate (indefinite term)	11.3%	9.1%	17%	13.3	16.3	18.2

Employee health and safety

No work-related fatality in 2025

	2020	2021	2022	2023	2024	2025
Total workforce (indefinite-term, fixed-term, work study)	**498**	**500**	**478**	**473**	**473**	**442**
Absenteeism rate due to illness	4.79%	4.71%	4.8%	4.51%	4.55%	3.9%
Number of work accidents with time off work	12	8	9	4	5	4
Work accident frequency rate at Gecina	9.64	9.83	11.11	5.16	6.65	1.36
Work accident severity rate at Gecina	0.77	0.42	0.47	0.32	0.4	0.02
Number of days of absence due to illness	8658	8016	8123	7590	7411	6486
Number of days of absence due to accidents at work/comn	690	350	477	277	326	46

Asset health and safety assessments (1/2)

Since 2006, the Gecina group has been supported by Provexi. Provexi provides Gecina with a secure web platform, where data linked to the risks for its assets in the 15 mapped areas is centralized, structured and harmonized. All the audits required by regulation (asbestos, lead paints, etc.) And those stemming from Gecina's strategic policy (flood, fire, operational safety, mobile telephony antennas, etc.) are integrated and controlled on this platform.

Dynamic dashboards make it possible to constantly monitor buildings' compliance with Gecina's regulations and strategy. The action plans to be undertaken stem from the support tool and promote a better awareness of the risks and once addressed, boost the efficiency of the assets.

The improvements made to the mechanism over 2017 include, in particular, an adjustment of the lead and water indicators, the establishment of periodic elevator visits (in addition to the five-year visit reports already conducted), the inclusion of summaries on asbestos per site following a new visual that allows easier access to information, the integration of the new control obligations in relation to gas and electricity facilities within the DDT (technical audit file) locations, the creation of specific access channels for those conducting audits that make it possible to establish a control and exchange work flow on audit reports before their integration into the files (extended to all areas of real estate audits), the introduction of mobile applications to facilitate the preparation of occupational risk prevention and risk assessments plans in the field, and the development of the platform in order to integrate the new Gecina organizational framework.

It covers 100% of the group's activities, 228 assets.

Asset health and safety assessments (2/2)

No major incidents were reported or identified in 2025, confirming the effectiveness of the measures taken in relation to compliance and asset safety.

Gecina's strategy for regulatory audits is based on a methodical approach: all audits are scheduled for the first half of the year, so that the second half can be devoted to addressing any issues identified. This prudent approach, unique to Gecina, enables the company to anticipate operational contingencies and avoid any risk of delays. To date, the volume of inspections carried out is in line with the defined targets. These inspections identified 461 criticality 1 reservations, 85% have been resolved by the end of April 2026.

The structural audit, launched in 2023, has assessed the condition of the building fabric across all assets, with the exception of those that have undergone recent refurbishment. These will be audited by the end of 2027. Following certain audits, immediate remedial measures, such as shoring, were implemented to ensure the safety of property and people.

Finally, the roll-out of the 'Conformité Immeuble' tool, which began in 2024 and was finalised at the end of 2025, now enables the management and monitoring of regulatory inspections to be centralised within a single platform.

NO. 6 – HEALTH AND SAFETY

Impact rating
Moderate

Likelihood rating
Possible

Trend
Stable

DESCRIPTION OF THE RISK

Gecina's assets may present health and safety risks for customers, visitors, service providers, and employees. The main potential hazards include: flooding, fire, gas explosions, equipment malfunctions (elevators, automatic doors, escalators, etc.), spread of bacteria or viruses, and structural failures, such as the collapse of a building or components like balconies or roofs.

IMPACT

Failure to protect people and assets from safety hazards or non-compliance with health, safety, or technical building regulations may result in: litigation and financial penalties for Gecina, potential criminal liability for executives, significant reputational damage.

MAIN RISK CONTROL MEASURES

To ensure asset security and compliance with technical regulations:

- internal engineering teams, under the supervision of the Compliance and Risk Departments, oversee safety and environmental protection;
- framework agreements are in place with leading technical audit firms and top-tier maintenance companies to identify and manage risks. These include: mandatory regulatory checks (e.g., elevators, fire safety), technical diagnostics (e.g., asbestos, lead, termites), swift remediation of any identified issues;
- management monitors performance through: monthly on-site inspections, quarterly committee meetings involving the executive team, regular reporting reviewed by the Compliance and Ethics Committee and annually by the Board of Directors;
- an on-call policy ensures rapid response to operational emergencies.

RISK TREND: STABLE

Gecina places tenant safety at the core of engineering activities. It strengthened its internal framework to enhance risk control processes through the following measures:

- comprehensive Audits: 98% of the portfolio underwent audits addressing building condition and structural integrity;
- advanced Monitoring System: Deployment of a unique IT platform for tracking mandatory maintenance, regulatory controls, and the removal of reservations;
- exceeding Standards: Adoption of an internal doctrine that consistently goes beyond regulatory requirements.

Additionally, the Group launched ROSA (*Respecter, Observer, S'équiper, Agir* – Comply, Observe, Equip, Act), a dedicated risk prevention and management program designed to reinforce safety practices across all operations.

In 2025, the net risk was assessed as stable.

Comfort and well-being of occupants (1/2)

3.3.5.3 Living well: high-quality portfolio and services to facilitate the well-being of our occupants

2025 RESULTS AND ACTION PLANS

- **99% of our buildings are located within 400 m (five-minute walk) of public transport.**
- More than 2,500 participants attended events organized in our buildings in Boulogne as part of our FEAT concept, and in our residences.

KEY ACTION	PROGRESS AND RESULTS
Step up actions to measure and optimize the air quality, lighting quality and acoustic quality of office spaces	• An air quality management system provides air renewal and filtering (including CO_2 probes and fine or activated carbon filters). • A majority of the office buildings benefit from natural light for most of their workstations. • Protective measures are in place for managing noise pollution internally (insulation of plant rooms, sound absorbers on all ducts, internal phonic insulation, etc.) and externally (acoustic joinery on facades at risk of air intake, etc.).

FEAT, the new inspiring destination in Boulogne

FEAT is an innovative concept launched to revitalize four key assets in Boulogne - Citylights, Sources, Horizons and Botanic - by blending the essence of a third place and a campus. Each building is associated with one of the four elements – Fire, Water, Air and Earth – reflecting the history and identity of Boulogne and Pont de Sèvres. By integrating these elements, FEAT seeks to build a lasting relationships with clients and enhance the attractiveness of the area.

FEAT aims to attract talented individuals and residents by offering shared services and a unique cultural program. Since December 2024, 24 events have been hosted bringing together 1,124 local residents and 1,018 office tenants. These gatherings foster a strong sense of belonging among our tenants and boost customer satisfaction, ultimately strengthening retention.

The initiative promotes entrepreneurship and aims to create a vibrant cultural, economic and creative hub in Pont-de-Sèvres.

KEY ACTION	PROGRESS AND RESULTS
Ensure impeccable service quality	• 13 YouFirst managers are the primary contacts for company employees in buildings. • 346 events (+59% vs. 2024) were organized by YouFirst managers which brought together around 9,000 from our clients' employees. • A dedicated mobile app allows clients to access various building services, neighborhood information and events (365 articles published in 2025). • A YouFirst office site showcases all our offerings, service expertise and CSR commitments, and meets the highest environmental standards for office buildings.
Develop a food service offering tailored to each type of building	• Given their central location, most assets have at least one restaurant nearby, and 28% have a company restaurant. • High CSR requirements embedded in the specifications for corporate food service providers, including the use of locally sourced products and the redistribution of unsold items to charities.
Develop alternative means of transport	• 32 office buildings and one residential building are equipped with electric vehicle recharging infrastructure (EVRI).
Provide access for the disabled in our buildings	• All communal areas of the portfolio[1] with accessibility diagnostics are compliant with the French Labor Code or the French Building and Housing Code. • 284 establishments open to the public across 103 buildings have been identified as part of the scheduled accessibility agenda. 93% are compliant and 7% are in the process of becoming compliant with the program at the end of 2025.

(1) Of the assets in operation (excluding co-ownership and single tenant).

Redefining residential living: creating vibrant, shared spaces

A dedicated role was created in 2025 to roll out a new entertainment service across our residences.

The employee organized a YouFirst Welcome Party to create connections between new tenants and foster real communities within our residences.

A total of three events were held in residential buildings in 2025 (Welcome Party, Halloween and Christmas), bringing together more than 420 participants. The objective is to increase overall resident satisfaction, strengthen the sense of belonging and foster word-of-mouth communication.

Comfort and well-being of occupants (2/2)

3.4.4.3 Living well: using the WELL or OsmoZ label to ensure the outstanding quality of our redeveloped buildings for the end-user

TARGETS 2030	
Development	**100% of office assets under development are certified Ready to OsmoZ.**

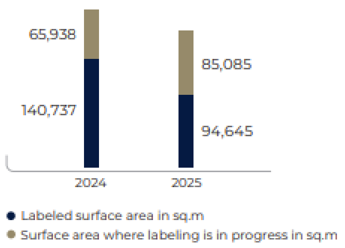
At Gecina, we design our developments to maximize usage intensity and ensure every square meter delivers real value. Our goal is simple: create spaces that align with actual needs, fostering environments that are both efficient and enjoyable. Usage intensity reflects how effectively workspaces are occupied and utilized compared to their theoretical capacity. In other words, it measures how often and by how many people a space is truly used – whether it is an office, a meeting room, or a collaborative area. Our assets are built to enhance well-being and elevate the user experience. By offering a diverse mix of spaces located in the most prime areas of Paris – collaborative zones, creative hubs, and more – we encourage interaction, spark innovation, and bring people together in vibrant, dynamic workplaces.

At Gecina's headquarters, the average occupancy rate compared to the number of available workstations is 77%. By comparison, the average actual occupancy rate is 42%, according to Knight Frank's study "Renting is not Occupying" (October 2025).

The Ready to OsmoZ label transforms Gecina's buildings into vibrant, human-centric spaces where well-being is a priority. By guaranteeing exceptional standards for air quality, natural light, acoustics, and user services, Gecina creates environments that inspire productivity, foster engagement, and elevate everyday experiences. By certifying our office developments with the Ready to OsmoZ label, Gecina enables its clients to work in spaces that are healthier, happier, and more connected.

2025 RESULTS: SURFACE AREA OF OUR PORTFOLIO IN OPERATIONS LABELED WELL REMAINS HIGH

WELL labeling



67% OF OFFICE SPACE UNDER DEVELOPMENT HAS BEEN AWARDED OR IS WORKING TOWARD WELL CERTIFICATION OR THE OSMOZ LABEL

Applying the best standards for well-being helps us mainstream health-friendly materials.

KEY ACTIONS	PROGRESS AND RESULTS
Strengthen the living well requirements in redevelopment project specifications	• 100% of the materials installed during redevelopment work are labeled A+ (very low emissions of volatile pollutants). • Clean site or low-nuisance charters for all sites to secure contractor's commitments to reducing all types of potential disturbances (acoustic, visual, traffic, pollution) that could impact residents (installation of noise sensors).

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Governance Performance Measures

Composition of the highest governance body (1/2)

Philippe Brassac
Chairman of the Board of Directors
Independent Director

Beñat Ortega
Chief Executive Officer, Director

Jérôme Brunel
Independent Director

Nathalie Charles
Independent Director

Laurence Danon Arnaud
Independent Director

Dominique Dudan
Independent Director

Gabrielle Gauthey
Independent Director

Matthieu Lance
Permanent Representative of Predica, Director

Carole Le Gall
Independent Director

David Petrie
Permanent Representative of Ivanhoé Cambridge Inc, Director

Ouma Sananikone
Director

Jacques Stern
Independent Director

12
Members of the Board of Directors

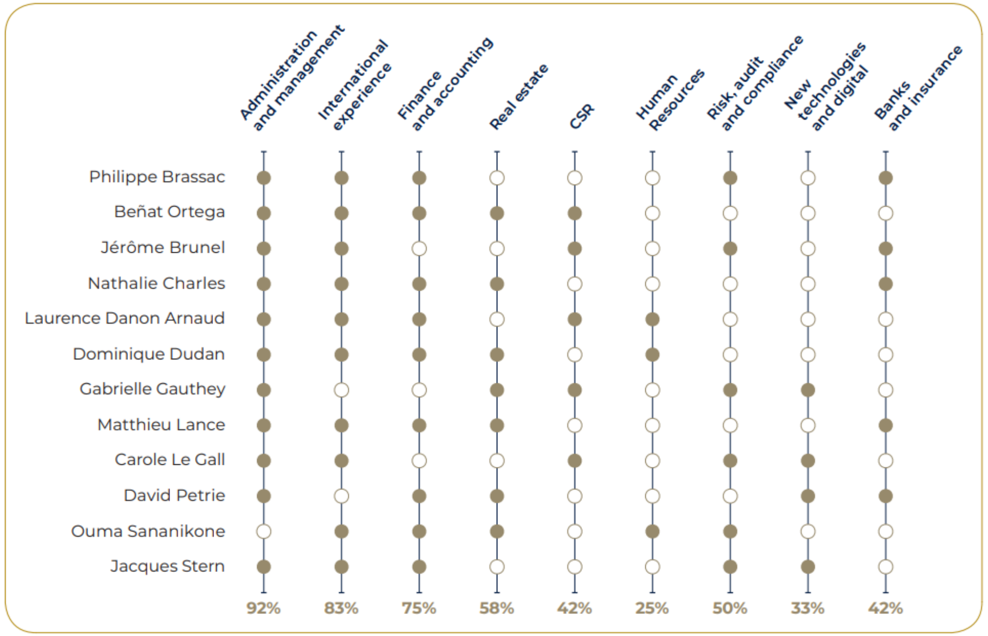
50%/50%
Gender breakdown

67%
Independent

97%
Attendance rate at Board meetings in 2025

4 years
Average tenure

A Board of complementary skillsets



Directors have a range of diverse and complementary expertise. Their expertise is detailed in the biographies published in the 2025 Universal Registration Document, listing the functions and offices held by each of the Directors, as well as the experience and skills thereof – see pages 170-181

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Composition of the highest governance body (2/2)

Five specialized Committees

- Driving focused governance, with growing cross-committee collaboration enhancing **strategic alignmen**t and decision-making on critical topics like ESG and risk management
- Playing a **supporting role** as advisers to the Board of Directors: they inform the Board of Directors of their thinking and assist in decision-making

4/5
Are chaired by independent Directors

5/5
with majority of independent Directors

Close collaboration between the committees

- **Joint work** is carried out in particular on the topics of CSR, compensation or performance, in order to provide the Board of Directors with a **relevant overall analysis**
- **Cross-committee collaboration:** topics such as ESG performance and risk mapping were jointly addressed by the CSR and Audit and Risk committees, ensuring a comprehensive review from multiple perspectives
- Enhancing the **coherence and effectiveness** of the governance framework

More details of the functioning, the composition and the work of the Board of Directors and its Committees are included in section 4.1 of the 2025 Universal Registration Document.

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Nominating and selecting members of the Board

67%
Independent

3
Nationalities (French, Canadian, American)

50%/50%
Gender parity

60 years
Average age

Alignment with the best governance practices

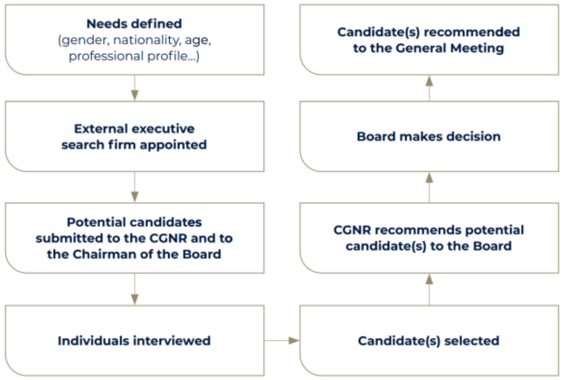
- The Board's operating framework is fully aligned with the Afep-Medef code, with a clear separation of Chair and CEO roles, a majority of independent directors, and five specialized committees
- As at the date of preparation of this report, Gecina **complies with all recommendations** of this Corporate Governance Code, which is available on the Afep (www.afep.com) and the Medef (www.medef.com) websites

Balance in terms of skills and diversity

- The Board integrates a **diversification goal** into its composition in terms of gender, nationalities, age, qualifications and professional experience, and is **committed to upholding the diversity** it has established
- The Board of Directors ensures that each change in its structure is compliant with this goal in order to be able to carry out its tasks under the best conditions and **maintains the desired balance** in terms **of skills and diversity**

Selection process for future Directors

- New Directors are **selected following a process** implemented by the Governance, Appointment and Compensation Committee (CGNR) and approved by the Board of Directors. The nomination of a new Director is submitted to the Shareholders' **General Meeting for approval**



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Directors' engagement

Adapting to emerging challenges

- Focus on the **Company's core priorities :** financial and non-financial performance, value-creation, sustainability, innovation in a changing environment, anticipation of compliance with new regulations

- Commitment to aligning governance practices with the Group's values of transparency, accountability, and sustainability

97%
Attendance rate at the Board meetings in 2025

2
Strategic seminars/year

Training, visits and strategic seminars

- Training program organized each year **on important issues** (i.e. Corporate finance and Artificial intelligence in 2025), and delivered by operational departments or external experts

- Visits of **property assets** with internal stakeholders and **themed dinners** with external experts

- Strategic seminars organized twice a year, to discuss **strategic subjects,** CSR policy and risks and opportunities

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CSR: a strong governance

CSR strategy supervised by the Board of Directors

CSR policy reviewed on an annual basis

CSR Committee created in 2020

Board members **trained on CSR** (CSRD, new regulations, etc.)

Executive-Led, Business-Wide Integrated

Office & Residential
(Task force, carbon reviews, action plans, day-to-day energy monitoring, etc.)

Investments & developments
(carbon assessment of each project, CSR requirements into performance specifications, etc.)

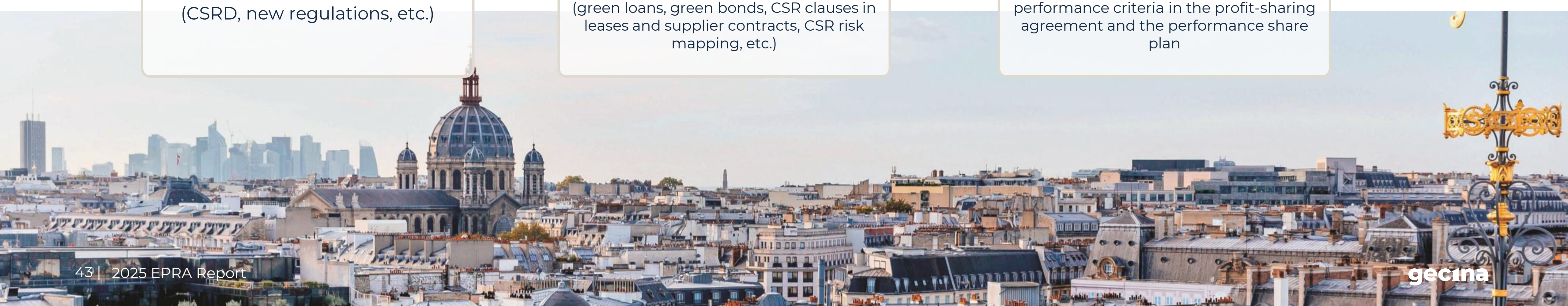
Finance, legal, HR, audit & risk
(green loans, green bonds, CSR clauses in leases and supplier contracts, CSR risk mapping, etc.)

All teams empowered and incentivized on CSR

Acculturation
(CANOP Solutions day, European Sustainable Development Week...)

Training for all employees as well as targeted sessions on CSR issues (ex.: energy management, tertiary decree)

Incentive
Individual CSR objectives in bonuses, performance criteria in the profit-sharing agreement and the performance share plan



Aligning remuneration with long-term value

Performance shares

▶ **Long-term incentive scheme** to attract, reward and retain key talents, **securing the Group's future**

Performance share plans include a non-financial criteria (30%) in line with the Group's CSR goals (reduction in energy consumption, positioning in the GRESB ranking, rate of access to training)

46% of empl. benef. from LT incent. scheme

Variable compensation

▶ **Individual component**: rewarding individual performance including financial & non-financial criteria

▶ **Collective**: new 3-year profit-sharing agreement (2023) **to foster employee ownership of the Group's performance**, including 3 criteria (accounting for one third each) to reflect to Group's financial and non-financial performance:

EBITDA	Consolidated RNI	Energy efficiency
Evaluation of the assets' operating results	Consideration of control of financial expenses, development operations and asset rotation	To achieve the targets set in the energy efficiency plan including a reduction consumption to 150 kWh/sq.m by 2025

11.2% of payroll alloc. to profit-sharing scheme

87% of empl. eligible for a variable component

Fixed compensation

▶ Annual changes according to the labor market and the individual's contribution to the Group's strategy

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Process for managing conflicts of interest (1/3)

Conflicts of interest among administrative bodies and Executive Management

- In accordance with the recommendations of the Afep-Medef Code, the Board of Directors' internal regulations and the Directors' charter set out the **rules to be followed by Directors** in the area of prevention and management of conflicts of interest.
- Directors undertake that the interests of the Company and all of its shareholders **shall prevail under all circumstances** over their direct or indirect personal interests.
- Each Director shall inform the Board of any **existing or potential conflicts of interest**. In such a case, they must refrain from attending debates and participating in votes on the corresponding deliberation.
- The Director may, in the event of doubt or questions about the rules for the prevention and management of conflicts of interest, consult the Chairman of the Board or the Secretary of the Board, who shall inform the Chairman of the Board.
- For transactions that may give rise to a conflict of interest (acquisition, disposal of assets, etc.), the Board of Directors ensures that the aforementioned rules are strictly followed.
- The **information or documents** linked to such transactions **are not disclosed** to the Directors in such conflict-of-interest situations, even potential ones.

To Gecina's knowledge:

- no member of the Board of Directors has been convicted of fraud in the last five years;
- none of its members have held senior positions in companies subject to bankruptcy, receivership or liquidation proceedings in the last five years and no one has been the subject of any charge and/or official public sanction levied by a statutory or regulatory authority;
- none of these members have been prohibited by a Court from serving as a member of an administrative, executive, or supervisory body of an issuer or from being involved in the management of an issuer during the last five years.
- there exist no arrangements or agreements entered into with major shareholders, customers, suppliers or other parties by virtue of which any of the Directors were selected, no restrictions, other than the applicable restrictions mentioned in paragraph 8.5.4 of the Universal Registration Document, have been accepted by the corporate officers concerning the sale, within a certain period of time, of a stake in the share capital, there exist no service contracts linking members of the administration bodies to Gecina or to any of its subsidiaries providing for the granting of benefits at the end of such a contract.
- there is no family link between (i) members of the Board of Directors, (ii) corporate officers of the Company and (iii) the persons referred to under (i) and (ii).

Process for managing conflicts of interest (2/3)

Conflicts of interest among all the stakeholders

- The Group attaches great importance to **combating fraud,** corruption, influence peddling, money laundering and terrorist financing
- Created in 2023, the Ethics Department consolidates efforts to combat internal and external fraud, corruption, influence peddling, money laundering, and terrorist financing (AML/CFT).
- It **operates independently**, with direct access to the CEO or, if necessary, the Chairman of the Board of Directors. The department oversees the anti-corruption framework, ensuring compliance with the Sapin II law, which the Group voluntarily applies.
- It is staffed by three specialists from both the private and public sectors with expertise in combating financial organized crime.

The Ethics Charter

- The Ethics Charter, available on the Intranet and the public website, is provided to all employees, suppliers, and stakeholders. It sets out the Group's ethical principles and control measures, including: corruption risk mapping, conflict of interest management, gift and invitation procedures, an alert system for reporting concerns.
- https://www.gecina.fr/sites/default/files/2022-07/gecina_2022_ethics_charter_en.pdf

Compliance and Ethics Committee

- The Compliance and Ethics Committee, chaired by independent Director Nathalie Charles, assists the Board in reviewing: the Group's anti-corruption and AML programs and the overall compliance policy. The committee met four times in 2025.

Fight against corruption and influence peddling

- In 2025, the Group continued its efforts to strengthen anticorruption measures: mandatory training for all new employees on anticorruption principles; meetings organized by the Ethics Department with executives of new suppliers identified as high-risk, to share ethical rules and best practices; finalization of updated internal procedures covering conflicts of interest, gifts and invitations, and whistleblowing …

Process for managing conflicts of interest (3/3)

Conflicts of interest among all the stakeholders

Combatting money laundering and terrorist financing (AML/CFT)

- The Group ensures compliance with AML/CFT regulations, including the application of freezing measures and international sanctions. The system, based on KYC (“Know Your Customer”), is overseen by the Ethics Department, which: develops AML/CFT procedures; trains employees; reviews KYC files for risk factors, with special attention to potential tax evasion involving foreign accounts or entities; reports suspicious transactions to Tracfin.
- In 2025, the AML/CFT framework was strengthened through: optimization of the KYC process within the Office Management and Investment & Development departments; and dedicated training sessions delivered to all employees in these departments.

Fraud prevention

- The Group faces risks of internal fraud (e.g., false orders, bank detail changes) and external fraud (e.g., identity theft, scams). In 2025, several identity theft attempts using Gecina’s name or subsidiaries were detected. Complaints were filed, and a warning was posted on the Group’s website.

...

- To prevent fraud, the Ethics Department: implements specific preventive measures and raises employee awareness; deployed a mandatory fraud prevention training module; investigated suspected fraud cases following alerts received via the whistleblowing system; introduced a module for analyzing suspicious payments and a tool for verifying third-party bank details to mitigate wire transfer fraud.
- Fraud-related issues are reported to the Compliance and Ethics Committee and, if necessary, brought to the attention of the Board of Directors.

Whistleblowing system

- The Ethics Department is responsible for Gecina’s whistleblowing system, which enables employees and third parties to report any behavior or situation that may violate the Group’s ethical policy (fraud, corruption). This system, in place since 2012 and managed internally, allows individuals to submit a report via a dedicated generic email address specified in the Ethics Charter. The Ethics Department guarantees the strict confidentiality of all information provided, protecting both the whistleblower and the person concerned, in accordance with Gecina’s whistleblowing procedure and the Waserman Law of March 21, 2022, which strengthens whistleblower protection.
- The whistleblowing procedure is introduced during the onboarding process for new employees, is available on the Group’s Intranet, and is included in several training and awareness campaigns.

More details in the 2025 Universal Registration Document, pages 101-102.

Assurance

Assurance

All the following indicators have been assessed and audited by an Independent Party (PricewaterhouseCoopers Audit) with a reasonable level of assurance as follows (directly related to our materiality analysis) :

In our capacity as Statutory Auditor of your company (hereinafter the "Entity"), we have undertaken a reasonable assurance engagement on a selection of social, environmental and societal information, listed below, for the year ended December 31, 2025 (hereinafter "the Information") included in the voluntarily prepared CSR report (hereinafter the "Statement") in chapter 3 "Creating value through sustainability performance" in the Universal Registration Document (hereafter "URD 2025") and presented in accordance with the reporting protocol "Gecina – Protocole de reporting des indicateurs RSE" (last update: October 2025) as well as the preparation basis described in Chapter 3.7 "Reporting rules" of the URD 2025 (together "the Reporting Criteria"):

Indicators	Unit	Value
Energy performance of the global portfolio in operation (tertiary and residential assets), climate-adjusted – baseline year 2008	kWhFE/sq.m/year	151.2
Energy performance of the global portfolio in operation (tertiary and residential assets), climate-adjusted based on ten-year average climate	kWhFE/sq.m/year	148.5
Total controlled operating emissions scopes 1 and 2, market-based, of the global portfolio (tertiary and residential assets), adjusted based on ten-year average climate	$kgCO_2e$	4,772
Total uncontrolled operating emissions scope 3 (categories 3 and 13), market-based, of the global portfolio (tertiary and residential assets), climate-adjusted based on ten-year average climate	$kgCO_2e$	6,543
Total operating emissions for scopes 1, 2, and 3 (categories 3 and 13) of the global portfolio (tertiary and residential assets), location-based, climate-adjusted based on ten-year average climate	$kgCO_2e$	16,637
Carbon performance of the global portfolio (scopes 1, 2 and 3.13), market-based, climate-adjusted based on ten-year average climate	$kgCO_2e$/sq.m	7.5
Proportion of energy purchased by Gecina from renewable sources in the energy mix	%	80

The conclusion expressed below relate solely to the Information and not to all the information presented.

Third party audit's (KPMG Audit) attestation is publicly available from page 157 to 159 of the 2025 Universal Registration Document

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Assurance

All the following indicators have been assessed and audited by an Independent Party (PricewaterhouseCoopers Audit) with a limited level of assurance as follows (directly related to our materiality analysis) :

In our capacity as Statutory Auditor of your company GECINA SA (hereinafter the "Entity"), we have undertaken a limited assurance engagement on a selection of social, environmental and societal information, listed below, for the year ended December 31, 2025 (hereinafter "the Information") included in the voluntarily prepared CSR report (hereinafter the "Statement") in chapter 3 "Creating value through sustainalbility performance" in the Universal Registration Document (hereafter "URD 2025") and presented in accordance with the reporting protocol "Gecina – Protocole de reporting des indicateurs RSE" (last update: October 2025) as well as the preparation basis described in Chapter 3.7 "Reporting rules" of the URD 2025 (together "the Reporting Criteria"):

Indicators	Unit	Value
Percentage of women in the 100 most senior positions	%	47
Number of operated assets exposed to heatwave and urban heat island risks	Number of assets	22
Number of operating assets located in areas at risk of ground-floor flooding from floods or rising groundwater	Number of assets	42
Quantity of operating waste recovered over the year	tons	1,216
Water consumption of the global portfolio	m^3/sq.m	0.64
Surface areas awarded or working toward the BiodiverCity Construction label	sq.m	368,747
Surface areas awarded or working toward the WELL label	sq.m	179,730
Share of the surface area of assets under development certified or in the process of certification: HQE or BREEAM	%	100
Share of the surface area of assets in operation certified: HQE in Operation, BREEAM In-Use	%	100

The conclusion expressed below relate solely to the Information and not to all the information presented.

Third party audit's (KPMG Audit) attestation is publicly available from page 157 to 159 of the 2025 Universal Registration Document

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