



**ESG Report
2023**



Editorial

In 2022, STAM formalized its CSR policy to take part in the active march towards a more sustainable world that respects our environment. As a real estate investor and asset manager, STAM is aware of the key role played by the real estate sector in the fight against climate change. STAM's entire team is now aware of the challenges of ecological transition and is constantly learning about new ESG practices in our sector. STAM has also put in place a strong corporate CSR policy to enhance the working conditions of its employees.

Energy efficiency, tenant comfort, low-carbon mobility, biodiversity... STAM is committed to auditing, analyzing and implementing all solutions to reduce the energy consumption and carbon footprint of its buildings, as well as preserving biodiversity. Two years after the launch of our ESG strategy, STAM is proud of the progress we have made and presents its first ESG Report.



Edward Bates
CEO



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Context

The real estate sector is undergoing profound change. As the largest energy consumer in the European Union (EU), it accounts for **40% of total energy consumption in Europe***. In energy terms, 75% of the EU's building stock is considered inefficient*.

The sector's carbon footprint is also significant. As the main emitter of carbon dioxide, the building sector is **responsible for 36% of greenhouse gas emissions** on the European continent*. In order to comply with the Paris Agreements, which target global warming of +1.5° by 2100, the real estate sector must reinvent itself and align with a low-carbon trajectory.

Portfolio management companies therefore have a role to play in contributing to the energy and ecological transition. To do so, they must integrate extra-financial criteria into their investment strategy, namely **environmental (E), social (S) and governance (G) criteria**. The aim of this document is to provide the public with information on how this policy is taken into account, and on the means used to achieve it.



* Source: OID analysis of the latest revision of the Energy Performance of Buildings Directive (EPBD).

STAM Europe was founded in 1997 to provide investment and asset management services to international real estate private equity funds and institutional investors seeking to invest in Europe. In January 2020, STAM Europe came under the governance of Corestate Capital Holding S.A., a real estate management company listed on the Frankfurt Stock Exchange.

Today, STAM Europe is developing its activity in the different real estate asset classes through Value-Added and Core/Core+ investment strategies deployed on behalf of institutional investors grouped in funds or in separate accounts or in partnerships with tailor-made investment strategies.

Today, STAM Europe has a team of 20 people based in Paris, covering the entire investment value chain, from sourcing and acquisition to sales, including asset management, property management and technical management.



* ESG scores are weighted averages based on building surface area.

Year 2022: STAM formalizes its ESG strategy and goes beyond asset management by developing a CSR (Corporate Social Responsibility) strategy at corporate level, particularly in the management of our human resources. A SRI charter has been drawn up and published to provide a framework for ESG initiatives, and an action plan with targets to 2026 has been formalized.

February 2022: STAM Europe takes delivery of Tribu, an office building in the Ilot Fertile project, the first urban development committed to carbon neutrality over 10 years.

Year 2022: STAM launches BREEAM-in-Use certifications for its office assets. 100% of the fund's assets will be certified to at least Good level.

Year 2022: STAM signs the Charter for Gender Parity in Real Estate sector and undertakes to report annually on its practices.

Year 2023: STAM Europe finalizes the "Décret Tertiaire" audits and CRREM trajectories for its office assets, defining action plans. The audit phase for the logistics fund assets has also been launched.

Year 2023: STAM updates the EPCs of all assets under management, including all individual apartments in its residential portfolio.

June 2023: STAM Europe becomes a member of the Observatoire de l'Immobilier Durable (OID).

November 2023: STAM Europe undertakes the calculation of its carbon footprint, with the help of Enooia. An action plan was defined. The carbon footprint will be calculated every 3 years to assess the reduction in GHG emissions.

Our ESG commitments

As a real estate investor and asset manager, STAM Europe is aware of the key role played by the real estate sector in the fight against climate change and, more broadly, in **environmental protection**.

We are also committed to providing assets that promote the **comfort** and **health and safety of our occupants**.

Finally, we also make commitments at company level, within STAM Europe itself, in **our governance practices** and **the management of our human resources**.

The year 2022 therefore marked the launch of our ESG/CSR strategy. To this end, we set precise objectives to be achieved in these four areas **by 2026**. This year was chosen as a relatively short but realistic timeframe, in keeping with the climate emergency and current regulatory expectations. Key performance indicators enable us to monitor progress towards these targets year after year.

Our position as an investor and asset manager gives us the opportunity to **create value for all our stakeholders** through a comprehensive range of socially responsible investment (SRI) strategies that combine financial return with environmental and social performance. Our ambition is to make our contribution at our level in each of these areas.



Environment

Measuring and reducing the environmental footprint of STAM Europe's activities and portfolio.

Making assets resilient to the risks associated with climate change.



Social

Work to ensure the comfort and safety of asset occupants by establishing an open dialogue with all stakeholders.

Improve the level of connectivity and digitalization in buildings



Governance

Adopt principles of good corporate governance such as transparency, integration of ESG criteria into all decision-making processes, and accountability.

Identify and implement processes to prevent all types of corruption and unethical practices.



Human Resources

Promote equality and inclusiveness in the workplace, enhancing the well-being of our teams.

Promote a balanced lifestyle and the development of employee skills.

Steering the ESG approach

In order to achieve the results of the commitments communicated to the public, STAM Europe deploys and supports its ESG strategy at several levels. From a governance point of view, Top Management is responsible for the implementation of ESG actions within the company. At the operational level, an ESG team steers the implementation of actions throughout the year, in order to reach the targets. Initiatives not covered by quantifiable targets are addressed by concrete actions initiated by the people in charge of ESG.

Each action must be consistent with the major objectives announced for each theme:

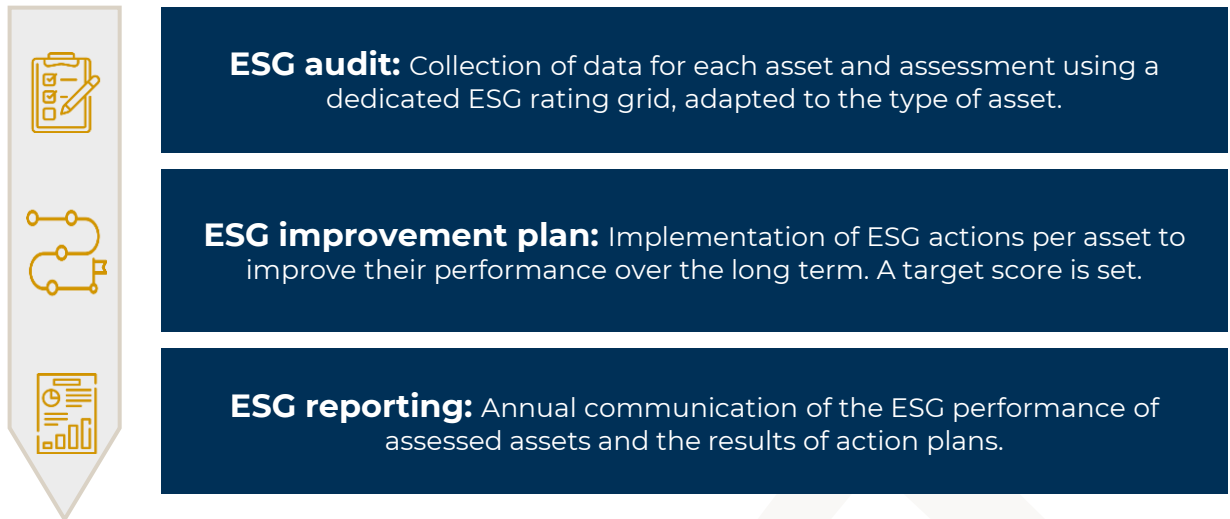
- **Environment:** Accelerate the net-zero carbon transition and preserve biodiversity and natural resources.
- **Social:** Promoting well-being and comfort in buildings.
- **Governance:** Deploying responsible governance to serve performance, innovation and the environment.
- **Human resources:** Supporting, engaging and developing every employee at STAM Europe.

STAM Europe is committed to communicating annually on its actions and reporting on the ESG performance of its assets. To this end, an ESG committee has been set up and meets quarterly to monitor the progress of its ESG action plan and take appropriate action.



Main stages in the ESG approach

STAM Europe is committed to improving the ESG performance of its assets under management and acquisition in 3 main stages:



Dedicated tools

To implement our ESG policy, we have set up a number of tools designed to support STAM Europe's operational teams and fully communicate our achievements to our stakeholders.

We carry out **an ESG audit for each of our assets**, right from the pre-acquisition phase and throughout the management phase, in order to objectively assess their performance and draw up the action plans needed to improve or maintain them at a high level of environmental quality. This audit is based on an ESG grid, constructed in collaboration with an independent firm. This grid can be adapted to the type of asset (offices, housing, logistics, retail) and includes between 25 and 37 criteria, depending on the type of asset and its condition (operating or construction/renovation).

We communicate our commitments and our responsible investment policy transparently, thanks to a dedicated charter that is freely accessible via our website.

This document enables us to concretely communicate the results achieved over the year, the state of our portfolio and the resources allocated.

Global vision

At STAM Europe, we have initiated the implementation of an ESG/CSR approach in 2022, the reference year for taking into account the evolution of the 11 ESG & human resources management commitments listed below. We then selected 25 indicators to measure the impact of our responsible investment approach at asset level (office, retail, logistics, residential) and of our CSR approach at management company level.

Environment

Energy consumption

Carbon footprint

Biodiversity

Circular economy & waste management

Social

Tenant comfort and well-being

Mobility

Indoor air quality

Governance

Integrating ESG into business processes

Durability of assets

Human resources



































Employee health and well-being

Diversity and inclusion



Environmental indicators

















In terms of environmental performance, STAM has chosen to monitor the following indicators (ratios are expressed compared to total surface area):

Indicators	Results in 2023				Objective
	Office	Residential	Logistics	Retail	
Measuring the portfolio's energy footprint (kWhFE/sqm.year)	195 	278 	TBC 	272 	Measure the portfolio's energy footprint
% of reduction in energy consumption achieved	-15% 	NA	0% 	0% 	-30%
% of assets with an EPC = or > E	75% 	67% 	64% 	0% 	No EPC < E
Carry out a global carbon assessment of STAM's activities	100% 	100% 	100% 	100% 	Measure STAM's carbon footprint
1 st portfolio carbon footprint (KgCO2eq/sqm.year)	35 	29 	19 	29 	Reduce STAM's carbon footprint
% of portfolio assets aligned with the Paris Agreement's 1.5°C trajectory for scopes 1 & 2 by 2030	39% 	TBC 	TBC 	0% 	Align every asset with a 1.5°C trajectory
% of tertiary assets certified BREEAM-in-Use or BREEAM Construction level Good or higher	42% 	NA	33% 	0% 	30%
% of green areas over total land in the portfolio	TBC 	TBC 	TBC 	TBC 	Promote biodiversity
% of assets equipped with ergonomic waste sorting systems	100% 	100% 	100% 	100% 	100%

Achievements

- Environmental due diligence carried out for each new acquisition and budget planned for the deployment of ESG capex
- EPCs carried out for all assets under management
- Tertiary Decree and carbon trajectory studies (CRREM) carried out on all our office assets and realisation of action plans ongoing
- Climate risk studies carried out on all assets under management
- Launch of mission to ensure compliance of all assets with BACS decree
- Insulation of our residential assets' HVAC pipes
- Launch of studies on the deployment of solar panels on our logistics parks
- Selection of ecological green space maintenance providers

STAM has chosen to monitor the following social indicators

Indicators	Results in 2023				Objective
	Office	Residential	Logistics	Retail	
Tenant satisfaction*	NA 	NA 	NA 	NA 	Satisfaction score >75%.
% of assets with low-carbon mobility devices (charging stations for EV / bicycle parking)	67% 	85% 	46% 	100% 	Encouraging low-carbon mobility
Number of WiredScore-certified assets	1 	NA	0	0	Certify one asset per year
% of (tertiary) leases including ESG clauses	80% 	NA	67% 	0% 	Include ESG clauses in all new leases
% of assets subject to air quality measurement	74% 	0% 	81% 	0% 	100%

Achievements

- Installation of bike rooms and repair stations in 85% of residential properties and 67% of office properties
- Audit and feasibility study for the installation of electric vehicle charging stations in the Madeleine portfolio buildings
- Obtention of WiredScore Gold certification for the Tribu office building (target: WiredScore certification for one building every year).
- Decoration of an outdoor wall in the office building Move with a monumental mural fresco created by a graffiti artist, to improve the visual environment for tenants with an art piece.

* Satisfaction questionnaires were sent out to tenants, but the response rate was insufficient, so the results are not representative and will not be communicated this year.


In terms of governance, STAM has chosen to monitor the following indicators:

Indicators	Results
% of acquisitions in 2022 and 2023 subject to ESG analysis	100%
% of corporate supplier contracts with ESG clauses	100%
% of supplier contracts for real estate assets with ESG clauses	
Number of ESG Committee meetings over 2023	4
Integration of sustainability risks and regulatory PAIs into STAM's investment policies	
% of new vehicles deemed Art 8 by SFDR	No new vehicles
% of assets aligned with European taxonomy	

Achievements

- Completion of ESG grids to assess the ESG performance of 100% of assets under management and for new acquisitions
- Annual communication to investors on ESG strategy progress
- Creation of an ESG team to deploy the ESG strategy and ensure regular operational monitoring.
- Creation of an ESG committee comprising STAM's Top Management, Directors and ESG team, meeting quarterly.
- Participation in the ASPIM SRI commission

In terms of human resources, STAM has chosen to monitor the following indicators

Indicators	Results
Level of employee satisfaction	90%
% of women in the company	41%
% of managing positions held by women	33%
CSR criteria added to employee objectives	

Achievements

- Training of the team on the sources of carbon emissions with the 2Tonnes workshop.
- Training of the team on cognitive biases linked to differences thanks to the Fresque de la Diversité
- Signing of the Charter for Gender Parity in Real Estate
- Annual reporting of our gender parity indicators to the Gender Parity Observatory
- Inclusion of ESG objectives in each employee's annual objectives
- Participation in the Observatoire de l'Immobilier Durable (OID) working groups

The annual ESG performance report of our assets consists in an array of case studies on individual assets.

We have chosen to present :

- Properties with the highest ESG score in each asset class;
- Properties with the lowest ESG score in each asset class.

Properties with the highest ESG score in each asset class

Name	Typology	Address	Current ESG score
Tribu	Office	25 allée Rose Dieng Kuntz, 75019 Paris	82/100
Monceau	Residential	68 rue de Courcelles, 75008 Paris	49/100
Beauvais	Logistics	Rue Hyppolite Bayard, 60000 Beauvais	55/100

Properties with the lowest ESG score in each asset class

Name	Typology	Address	Current ESG score
Pantin	Office	5 rue Jean Nicot, 93500 Pantin	40/100
Laugier	Residential	15 rue Laugier, 75017 Paris	22/100
Thionville	Logistics	Rue Denis Papin, 57970 Basse-Ham	28/100



Eole - Tribu

Address: 25 allée Rose Dieng Kuntz, Paris 19th

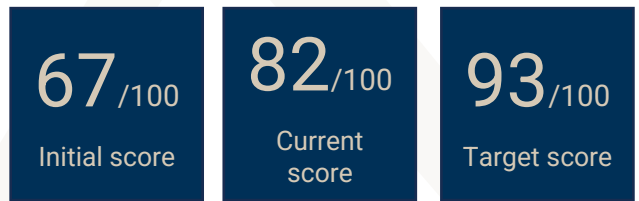
Surface area: 7,120 sqm

Typology: Office

VEFA acquisition date: 07/2019

Construction date: 2022

ESG score



Indicators

Results

	Energy consumption (kWhEF/ sqm.year)	58 (B)
	GHG emissions (kgeq CO ₂ /sqm.year)	1 (A)
	Alignment with Paris Agreement trajectory for scopes 1&2 by 2030	
	Share of green spaces in total surface area	20%
	Ergonomic sorting equipment	

Indicators

Results

	Tenant satisfaction	100%
	Does the asset have carbon-free mobility systems?	
	Have air quality measurements been taken on the asset?	
	European taxonomy alignment	TBD
	Contracts with service providers including ESG clauses	TBD



Achievements :

- Installation of PV panels and creation of a green roof terrace
- Installation of bird houses, bat houses and insect hotels
- Installation of a large bike room
- Climate risk study
- Integration of ESG clauses in new leases
- Integration of an on-site safety team
- Obtention of WiredScore Gold certification

Examples of improvements :

- WELL certification
- Installation of a rainwater collector
- Raising awareness among future tenants



Pantin

Address: 140 rue Jean Lolive, 93500 Pantin

Surface area: 13,436 sqm

Typology: Office

Acquisition date: 07/2020

Construction date: 2003

ESG score

32_{/100}

Initial score

40_{/100}

Current score

86_{/100}

Target score

Indicators

Results

Indicators

Results



Energy consumption (kWhEF/sqm.year)

385 (E)



GHG emissions (kgeq CO₂ / sqm.year)

10 (B)



Alignment with Paris Agreement trajectory for scopes 1&2 by 2030

TBD



Share of green spaces in total surface area

20%



Ergonomic sorting equipment



Tenant satisfaction

Ongoing



Does the asset have carbon-free mobility systems?



Have air quality measurements been taken on the asset?



European taxonomy alignment

TBD



Contracts with service providers including ESG clauses

TBD

Examples of improvements :

Overall asset renovation

- Capex to comply with Tertiary Decree 2030
- Installation of water-saving systems
- Installation of a rainwater collector
- Replacement of all technical equipments
- Creation of services
- Creation of a landscaped rooftop
- Alignment with the BACS decree
- BREEAM-in-Use Very Good certification



Monceau

Address: 68 boulevard de Courcelles, Paris 17th

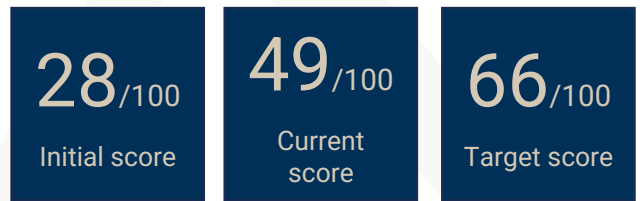
Surface area: 10,397 sqm

Typology: Residential

Acquisition date: 12/2022

Date of construction: ~1900

ESG score



Indicators

Results

	Energy consumption (kWhEF/ sqm.year)	226* (D)
	GHG emissions (kgeq CO ₂ / sqm.year)	37* (E)
	Alignment with Paris Agreement trajectory for scopes 1&2 by 2030	TBD
	Share of green spaces in total surface area	15%
	Ergonomic sorting equipment	

* Weighted average of ECPs for each apartment

Indicators

Results

	Does the asset have carbon-free mobility systems?	
	Have air quality measurements been taken on the asset?	No
	European taxonomy alignment	TBD
	Contracts with service providers including ESG clauses	Ongoing

Achievements :

- Renovation of apartments to raise EPC scores
- Replacement of windows with high-performance double glazing
- Climate risk study
- Distribution of an eco-actions guide to tenants

Examples of improvements :

- Ecological management of green spaces
- Installation of connected electricity meters
- Air quality measurement in common areas



Laugier

Address: 15 rue Laugier, Paris 17th

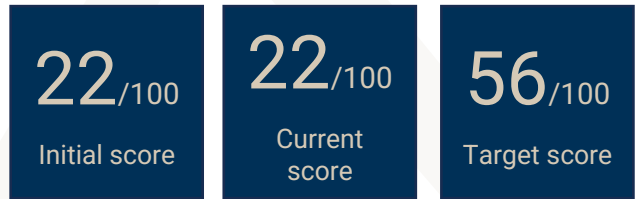
Surface area: 2,227 sqm

Typology: Residential

Acquisition date: 09/2022

Date of construction: ~1900

ESG score



Indicators

Results

	Energy consumption (kWhEF/ sqm.year)	233* (E)
	GHG emissions (kgeq CO ₂ / sqm.year)	49* (E)
	Alignment with Paris Agreement trajectory for scopes 1&2 by 2030	TBD
	Percentage of total surface area planted with vegetation	0%
	Ergonomic sorting equipment	

* Weighted average of ECPs for each apartment

Indicators

Results

	Does the asset have carbon-free mobility systems?	
	Have air quality measurements been taken on the asset?	No
	European taxonomy alignment	TBD
	Contracts with service providers including ESG clauses	Ongoing

Achievements :

- Fitting out of the bike room

Examples of improvements :

- Changing windows
- Raising tenant awareness
- Climate risk study
- Indoor air quality audit
- Installation of connected meters



Beauvais

Address: Rue Hyppolite Bayard, 60000 Beauvais

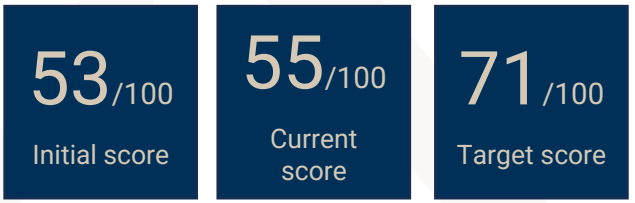
Surface area: 34,280 sqm

Typology: Logistics

Acquisition date: 12/2021

Date of construction: 2007 - 2011

ESG score

















Indicators

Results

Indicators

Results

	Energy consumption (kWhEF/ sqm.year)	63 (C)		Occupant satisfaction	Ongoing
	GHG emissions (kgeq CO ₂ / sqm.year)	11 (C)		Does the asset have carbon-free mobility systems?	
	Alignment with Paris Agreement trajectory for scopes 1&2 by 2030			Have air quality measurements been taken on the asset?	
	Share of green spaces in total surface area	15%		European taxonomy alignment	TBD
	Ergonomic sorting equipment			Contracts with service providers including ESG clauses	Ongoing

BREEAM®

Examples of improvements :

- Reduction of energy consumption for the the Tertiary Decree
- Climate risk study
- Obtain responses to tenant satisfaction questionnaires
- Installation of charging stations for electric vehicles



Thionville

Address: Rue Denis Papin, 57970 Basse-Ham Saint-Louis

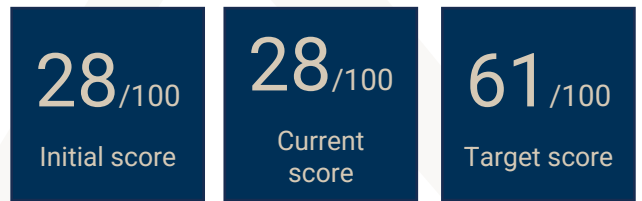
Surface area: 63,202 sqm

Typology: Logistics

Acquisition date: 09/2021







Date of construction: 1997

ESG score










Indicators

Results

	Energy consumption (kWhEF/ sqm.year)	638 (G)
	GHG emissions (kgeq CO ₂ / sqm.year)	110 (G)
	Alignment with Paris Agreement trajectory for scopes 1&2 by 2030	TBD
	Percentage of total surface area planted with vegetation	44%
	Ergonomic sorting equipment	

Indicators

Results

	Level of occupant satisfaction	Ongoing
	Does the asset have carbon-free mobility systems?	
	Have air quality measurements been taken on the asset?	
	European taxonomy alignment	TBD
	Contracts with service providers including ESG clauses	Ongoing

Achievements :

- Installation of a bike room and charging stations for electric vehicles

Examples of improvements :

- Tertiary Decree studies
- Ecological management of green spaces
- Compliance with the BACS Decree
- Climate risk study



Founded in 2007, *Toit à Moi* provides housing for homeless people with all kinds of profile. The association, which became a real estate property company, helps them to achieve their goals (health care, training, employment, etc.) in order to make them self-sufficient on the long term. To do so, the association buys apartments and uses donations to repay their loans. *Toit à Moi* now owns 62 apartments in social diversity zones, has taken 165 people off the streets and keeps expanding throughout France.



The *S.P.A.* exists since 1845 and is the association most often called upon to look after abandoned pets. Every year, 45,000 animals are saved thanks to the *S.P.A.* In addition to its fight against abandonment, the *S.P.A.* carries out investigations to dismantle animal trafficking networks and investigates cases of mistreatment. It is also very involved in raising public awareness.



INREV is the European association for non-listed real estate investors. It is the leading knowledge-sharing platform in the non-listed real estate sector. The aim is to improve transparency, professionalism and best practice throughout the sector.



Observatoire
de la Charte
de la Parité
dans l'Immobilier

In 2021, STAM signed the Charter for Gender Parity in Real Estate promoted by the Observatoire de la Charte de la Parité dans l'Immobilier. STAM participates in producing data for analyzing the sector in terms of parity and thus contributes to advancing thinking on the subject.



The Observatoire de l'Immobilier Durable (OID) aims to accelerate the ecological transition of the real estate sector in France and internationally. STAM joined the OID in 2023 and thus participates in discussions on subjects such as sobriety, biodiversity and adaptation to climate change. STAM also participates in the Sustainable Real Estate Barometer, which provides market players with a survey of the sector's progress in terms of sustainable development.



For 3 hours, the *2Tonnes* workshop invites people to project themselves into year 2025 and imagine a world where everyone emits only 2 tons of CO₂ per year. Through an immersive exercise, STAM raised awareness among its teams about the actions that can be taken to reduce personal and collective carbon footprints.



La Fresque de la Diversité is a collective intelligence workshop that makes you experiment with the cognitive mechanisms at work when it comes to discrimination, discover approaches aimed at reducing it, debate their scope and limits, while acquiring a common vocabulary for constructive dialogue and the emergence of a more inclusive and peaceful society.



As part of the process of calculating STAM's carbon footprint at corporate and fund level, our teams took part in two training and awareness-raising sessions about the sources of GHG emissions, with the aim of gaining a better grasp of the subject in our fund management and day-to-day business.



Three STAM employees have obtained the sustainable finance certification from the AMF, with the aim of mastering all applicable regulations in terms of sustainable development applied to finance.

Our CSR progress at company level

STAM has replaced its coffee pod machine with a *Café Joyeux* bean-to-cup machine. *Café Joyeux* is the first coffee company to promote the integration of people with mental or cognitive disabilities. We have thus reduced our coffee-related waste and are supporting a company with a strong social objective.



We have eliminated the consumption of plastic bottles by installing a *Castalie* water fountain. Our employees and guests can now enjoy quality filtered water, without producing plastic waste.

STAM has provided its employees with reusable glass lunch boxes to reduce lunchtime waste.



As biophilia has a direct impact on employee well-being and productivity, STAM has equipped its offices with numerous green plants, which also improve indoor air quality.

STAM is now making intimate protection products available to the company's women to enhance their comfort at work.



STAM has significantly reduced its carbon footprint linked to travel by preferring train travel over air travel. Public transport is preferred for travel within Paris, and metro passes are made available to the team for asset visits.

Glossary

Criterion: A criterion is a character or element used to judge, assess or define something.

ESG: ESG stands for Environmental, Social and Governance criteria, which are used to analyze and assess the extent to which investments take sustainable development and long-term issues into account.

Fund: A fund is a collective holding of financial assets managed by a specially regulated and authorized structure: a management company.

Indicator: An indicator is an evaluation and decision-making tool, based on a measurable or appreciable element that enables us to consider the evolution of a process in relation to a reference.

SRI: Socially Responsible Investment is the systematic and traceable integration of environmental, social and governance (ESG) criteria into financial management.

CSR: Corporate Social Responsibility means that companies take into account the impact of their decisions and activities on society and the environment. It's sustainable development applied to business.



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