Stakeholder Engagement Policy

1. Objectives

1.1 / Praemia REIM's Responsible Investment Approach

Beyond the engagement policy detailed in this document, the responsible investment approach for the funds managed by Praemia REIM has been formalised through collective work on the following pillars:

- **Climate and resilience:** Commitment to a low-carbon strategy to combat climate change and enhance the performance and resilience of buildings.
- **Quality and comfort:** Development of high-quality living and working environments that meet user needs and promote well-being.
- **Responsible investor:** Adoption of an ethical and transparent approach in all interactions with stakeholders – investors, lenders and employees – to ensure exemplary governance.

1.2 / The Role of the Engagement Policy in Praemia REIM's Responsible Approach

Improving the extra-financial performance of the funds cannot be achieved by the management company alone: it requires the participation of stakeholders, particularly tenants, whose usage patterns largely determine energy consumption levels.

Stakeholder involvement in Praemia REIM's responsible approach is structured around three channels:

1. **Landlord–tenant relationship:** An ESG Schedule has been created and is systematically signed with each new lease or lease renewal. It includes commitments relating to consultation and access to ESG-related information.

2. **Asset manager–property manager relationship:** Praemia REIM has signed agreements with its main Property Managers defining their contribution to the responsible approach, including monitoring the ESG scoring tool, managing tenant relations and collecting energy-consumption data.

3. **Asset manager–contractor relationship:** For major refurbishment projects (defined as those with a total budget exceeding €500k), contractors must sign Praemia REIM's Responsible Construction Charter, which includes commitments relating to materials, waste, and other site-management aspects.

A review of engagement activities at fund level will be carried out and published in the annual reports of the relevant funds, enabling clients and stakeholders to assess the impact of actions taken and the results of this policy.

2. Policies Implemented

2.1 / Tenant Engagement

Praemia REIM's ambition is twofold: to establish regular dialogue with tenants and to encourage the adoption of best practices for more responsible and sustainable use of the buildings they occupy.

To achieve this, Praemia REIM relies on the following mechanisms:

- **Raising awareness among new tenants** by systematically including ESG topics in an annual meeting.
- **Systematic inclusion of an ESG Appendix** in all new leases and renewals.
- **Organisation of regular meetings** between tenants and the Property Manager. These meetings include an energy review, discussion of material ESG topics for tenants, and identification of tenant-led CSR initiatives at asset level. A written report is produced after each meeting.
- **Authorisation for the collection of tenants' energy and water consumption**, including private-area consumption, to enable full-building consumption monitoring (including carbon-equivalent data).

2.2 / Engagement of Property Managers

Property Managers oversee the technical operation of buildings and daily tenant relations. They therefore play a central role in managing ESG issues at asset level, including ESG performance monitoring, ESG reporting, implementation of the environmental management system and tenant awareness.

Praemia REIM relies on the following mechanisms:

Contractual integration of ESG requirements

- Property Managers are required to align with Praemia REIM's ESG policy, and an ESG clause is included in new contracts to ensure they understand and apply Praemia REIM's commitments towards tenants.
- Property Managers must ensure their teams receive ESG-related training, notably through internal sessions.
- Property Managers are encouraged to cascade ESG clauses into contracts with their own service providers when the total works budget exceeds €500k.

Deployment of ESG monitoring by Property Managers
Praemia REIM provides tools and resources enabling Property Managers to assess an asset's ESG performance, benchmark it against other portfolio assets and identify improvement opportunities.

Monitoring of Property Managers on ESG matters

- Praemia REIM requests regular reporting from Property Managers, at least annually , including a review of tenant committees where ESG topics were discussed, progress on ESG matters at asset level, implementation of ESG improvement plans, and monitoring of facility-management actions.

- Praemia REIM organises regular meetings, at least annually during improvement-plan phases, to review ESG performance and update the annual ESG assessment of portfolio assets.

2.3 / Engagement of Works Contractors

Contractors (construction companies, developers, project-management assistants) also contribute significantly to the ESG performance of assets. The aim is to improve understanding of ESG issues within the supply chain and encourage contractors to integrate them more effectively.

Praemia REIM relies on the following mechanisms:

Contractors involved in new construction or refurbishment projects must prepare and sign a **Responsible Construction Charter**, applied operationally to each project. This ensures that contractors address climate-change mitigation, biodiversity protection, multi-stream waste sorting, circular-economy practices, strict health and safety measures, prevention of illegal labour, anti-money-laundering and anti-terrorist-financing measures, and coordinated communication with neighbours.

3. Employee Engagement Policy

Praemia REIM employees are formally committed to contributing to the company's responsible approach through two policies:

- **Employee training policy**, covering 100% of Praemia REIM staff.
- **Remuneration policy**, enabling managers to set ESG-performance objectives for employees as part of the annual appraisal process.