



in'li 

Groupe ActionLogement



# Annual report

2023



# Committed to providing you with better housing

In'li provides employees and young working people with affordable, quality and sustainable housing.

In'li reinforces the employment-housing link, facilitates job mobility and helps enhance local and regional attractiveness.



861 employees



Over  
100,000 tenants

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# A message from Action Logement Immobilier

In 2024, we remained fully committed to addressing housing and employment challenges in a constantly evolving business environment. Faced with a housing crisis that continues to intensify, we stepped up our efforts to support employees and regional development, while also tackling climate and social challenges.

The economic and social context remains especially challenging: persistent inflation, high interest rates and a shortage of financing are significantly impacting the housing sector. Against this backdrop, our real estate subsidiaries have worked hard to maintain a high level of housing production and renovation, in line with the needs of local communities and employment hubs. In 2024, work began on more than **44,000 affordable new builds**, again confirming our key role in the collective national effort.

## A key role in mitigating the housing crisis

In response to growing needs and increased strain in the housing markets, Action Logement Immobilier continued to play a structuring role in supporting the real estate sector. Thanks to the ongoing **"30,000 homes for jobs"** call for expressions of interest, our subsidiaries have acquired a significant volume of housing from private developers, helping to sustain long-term production of social and intermediate housing. This mobilisation – unprecedented in its scale and effectiveness – illustrates our ability to act quickly and collectively to meet regional challenges.

## Accelerating the energy and social transition

In 2024, we stepped up our efforts to respond to the climate emergency and improve the living environments of our tenants. Energy retrofits in our existing property portfolio passed a decisive milestone, with a record volume of investments dedicated to decarbonisation and improving the energy performance of more than 42,000 dwellings, up 6.3% on 2023. These actions are helping to significantly reduce **our greenhouse gas emissions**.

Moreover, we have ramped up the development of innovative solutions to reduce tenant service and maintenance charges, while promoting access to sustainable and affordable housing. Low-carbon building practices, thermal retrofits and energy efficiency remain at the heart of our strategy to combine the ecological transition with maintaining purchasing power.

## Preparing for the future in the face of financial challenges

2025 kicks off with a business environment that remains unstable, marked by growing financial constraints across the whole sector. These tensions make it even more necessary to preserve our **social economy model, which combines social utility, economic performance and respect for environmental commitments**. We will continue to closely monitor the financial strength of our subsidiaries, while innovating to meet the needs of employees and local communities.

I would like to express my sincere thanks to our committed – and voluntary – local governance teams, our management teams and all the employees of Action Logement's property division. Their dedication, expertise and resilience enable our Group to remain true to its mission: guaranteeing access to sustainable housing tailored to employees' needs, while supporting employment and regional attractiveness.



## Frédéric CARRÉ

Chairman of the Board  
of Directors, Action  
Logement Immobilier

Photo credits: @IvanMathie

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# A message from the Executive Committee

At a time when our fellow citizens are finding it increasingly difficult to find rental accommodation and we are witnessing a slowdown in the property investment sector, in'li's teams are doing everything they can to maintain its development, accelerate its transformation and anticipate the future, demonstrating the relevance of our mission day in, day out: **providing affordable housing that reinforces the employment-housing link. We welcomed 5,514 incoming tenants in 2024, 94% of whom were employees.**

In 2024, we demonstrated our strength and resilience in providing housing for employees and young working people despite a business environment that continues to be characterised by numerous challenges.

**We continued to invest in the production of new affordable housing while maintaining the momentum of the retrofit programme across our property portfolio. 3,089 new units of housing were delivered, including 831 for our property companies working in tandem with institutional investors.**

These actions are conducted in phase with our CSR commitments, which are fully integrated into our development

strategy and aligned with the objectives of Action Logement Group.

We have also demonstrated our financial strength: Standard & Poor's have confirmed in'li's A (long-term) and A-1 (short-term) rating, with a stable outlook. At the same time, in order to align its financial policy with its strong social and environmental commitments, **in'li has become the first property company in Europe to adopt a Green Financing Framework with a social purpose.**

Lastly, this year has been marked by changes to our governance structure to adapt our organisation to new challenges, reaffirming the support of Action Logement Group to implementing a clear and ambitious roadmap that meets the needs of employees and young working people.

**2025 will witness the formal creation of the in'li group with its four nationwide subsidiaries.**

These changes will enable us to maintain our high standards in terms of both housing quality and customer satisfaction.

In'li's teams will be there to meet these many challenges.



# Key figures for 2024



43,269  
housing units  
under ownership



€350  
million  
in rental income



861  
employees

€389  
million  
invested in new  
builds



568  
units of housing  
committed



813  
construction  
starts



2,258  
units delivered



€75 million  
invested in  
improvement and  
renovation



99%  
recovery rate



5,514  
incoming tenants



8.7%  
turnover rate



2.31%  
marketable  
vacancy rate



672  
units sold



26.43%  
Reduction in Scope 1 and 2 greenhouse gas emissions across  
our property portfolio since 2021

# In'li: leader in affordable housing

## Our resources

### Financial resources

- ▶ Rental income: **€350 million**
- ▶ Debt: LTV of 26.6 % <sup>(1)</sup>
- ▶ Financial rating – S&P Global Ratings: **A** (long-term) and **A-1** (short-term), with a stable outlook
- ▶ Financial rating – Moody's: **A2** (long-term) and **P-1** (short-term) with a negative outlook, reflecting Moody's rating for the French government.

These two ratings make in'li one of the best-rated property companies in Europe.

### In-house expertise:

- ▶ Number of employees: **861**, including 314 local personnel
- ▶ Training budget: **3.55%** of total payroll

### Production of rental housing

- ▶ Units of housing committed: **568**
- ▶ Construction starts: **813**
- ▶ New units delivered: **2,258**

<sup>(1)</sup> The property companies in which in'li has a stake have not all finalised their audited accounts at the reporting date. For this reason, the NAV shares of the property companies in which in'li has a stake have not yet been audited.



## Our mission

Providing employees and young working people with affordable, quality and sustainable housing. Professionally managed, innovative housing that meets the needs of employment hubs and local communities.



## Our ambition

To be a key player in the housing sector, ensuring the attractiveness and cohesion of local communities.



## Our strategy



Producing new affordable housing

Selling off housing to support residential opportunities for our tenants and raise funds



Managing and letting our housing to serve our tenants as effectively as possible

# Our results

## Portfolio management

- ▶ Number of people housed:
  - > Nearly **100,000** tenants
  - > Occupancy rate **97.69%**
- ▶ Incoming tenants: 5,514 o/w
  - > **86%** are employees of *PEEC*-contributor companies
  - > Average age of tenants: **34**
  - > **38%** are management-grade employees

## Disposals

- ▶ **562** units in block sales and **110** units in split sales
- ▶ Average split sale price: **€249,000**, incl. 1 sale for €3.8 million
- ▶ Proceeds on disposals in 2024: **€121.4 million**

## Portfolio maintenance

- ▶ Improvement and renovation work: **€75 million**, plus:
  - > **€12.3 million** in upkeep
  - > **€6 million** in major repairs and building work

# Our activities

- ▶ Portfolio management: **43,269 housing units**
- ▶ Investment in improvement and renovation: **€75 million**
- ▶ Development and project management: **568 units committed**
- ▶ Sales: **672 housing units**

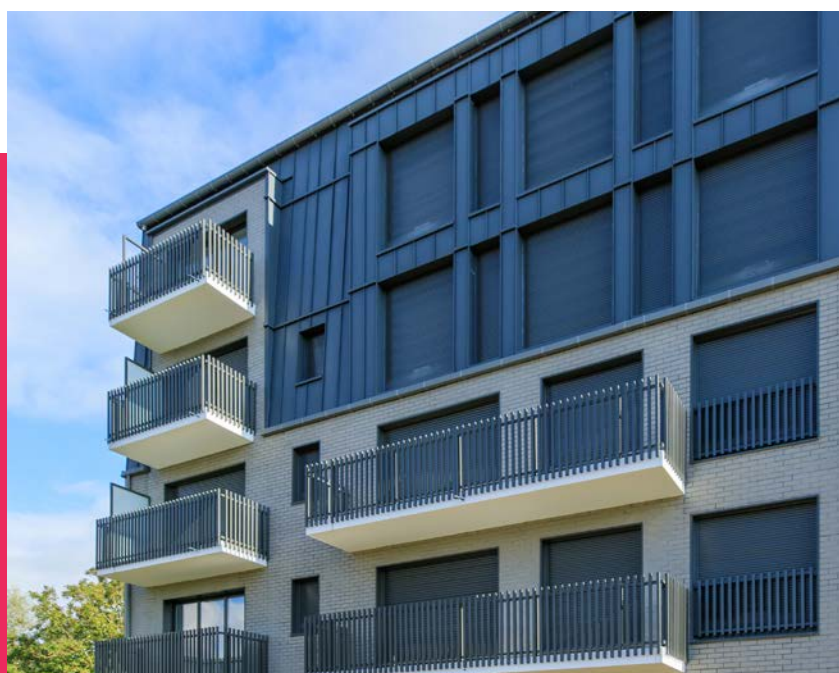
# Creating value

## For society

- ▶ Meeting requirements for housing subject to price controls in the Paris region
- ▶ Improving the quality of buildings and the living environment
- ▶ Enhancing the residential trajectories of our tenants
- ▶ Boosting the local economy
- ▶ Facilitating technical and social innovation
- ▶ Supporting urban renewal

## For the environment

- ▶ Producing sustainable, low-carbon housing that goes beyond current regulations: performance complies with 2025 thresholds under French RE 2020 energy performance regulations -10%.
- ▶ Energy consumption and carbon footprint of our property portfolio:
  - > Carbon footprint: 23.76 CO<sub>2</sub>-eq/m<sup>2</sup> of living area/year
  - > Total energy consumption related to own operations: 130.83 kWhEP/m<sup>2</sup> of living area/year
  - > Reduction in Scope 1 and 2 greenhouse gas emissions from our portfolio since 2021: 26.43%





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## Ownership structure

In'li's majority shareholder is Action Logement Immobilier (ALI), which owns 61,115,217 shares at 31 December 2024 (or 99.52 % of the share capital). Another 2,260 shareholders own the remaining 0.48% of in'li's capital. These are mainly legacy shareholders from previous restructuring operations.

Pursuant to Action Logement Group governance rules, the Chairman and Vice-Chairman of the Supervisory Board are each loaned one share.

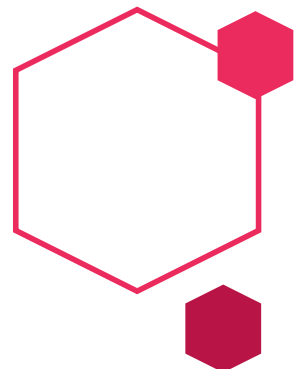
The Company also provides its shareholders with free access to an external share account management service that manages their securities in fully-registered form. A dedicated team of experts helps shareholders to understand all issues relating to their shares.

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## Share capital

The Combined General Meeting of 12 June 2024 approved an increase in capital for an amount of €18,999,990 through the issue of 1,266,666 new shares of €15 each. This share capital increase was duly completed on 25 November 2024.

In'li's share capital now amounts to €921,106,080.



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# 1

# Overview of in'li and its organisation





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# 1.1. Activities

## 1.1.1. In'li – No.1 affordable housing property owner and manager in the Paris region

In'li owns and manages a portfolio of 43,269 units of affordable housing, which includes:

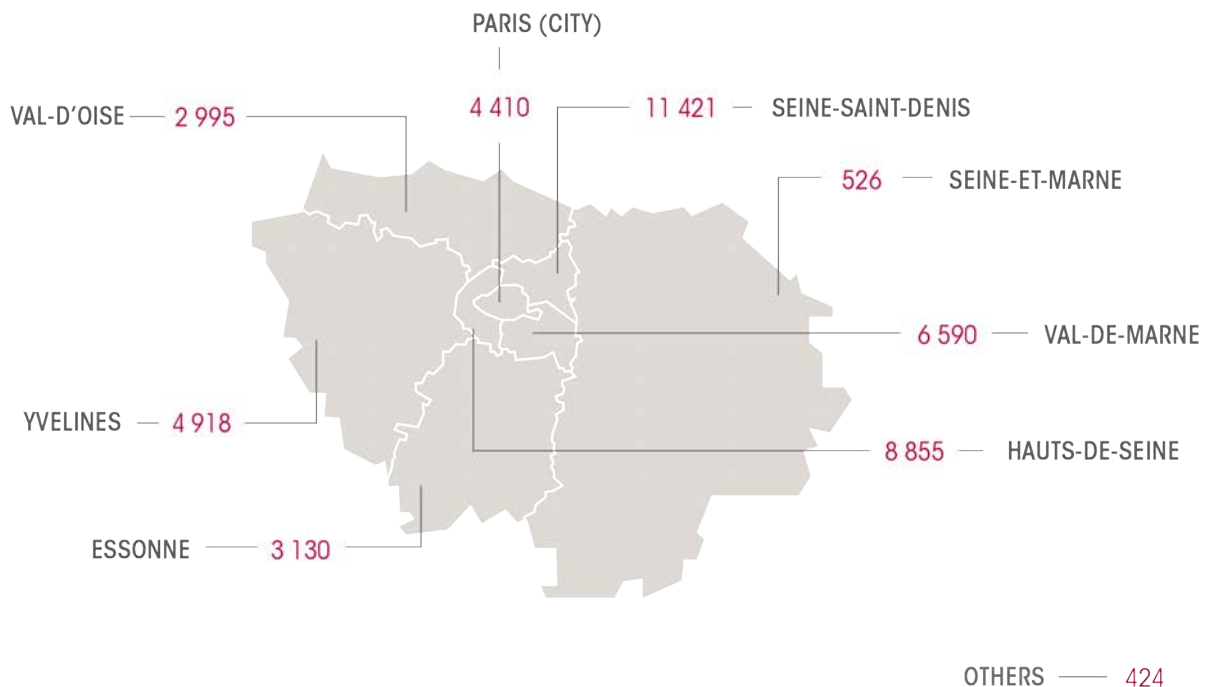
- ▶ 41,184 family housing units;
- ▶ 2,085 units of collective accommodation.

In'li also owns and manages 253 stores and commercial premises.

The portfolio is spread throughout 1,003 groups of properties in 240 different municipalities, almost all of which are located in the Paris region.

74% of the portfolio in terms of number of units (and 81% in value terms) is located in Paris and its inner suburbs and the remainder in the outer Parisian suburbs, providing the Company with a quality portfolio that delivers a stable and resilient operating performance.

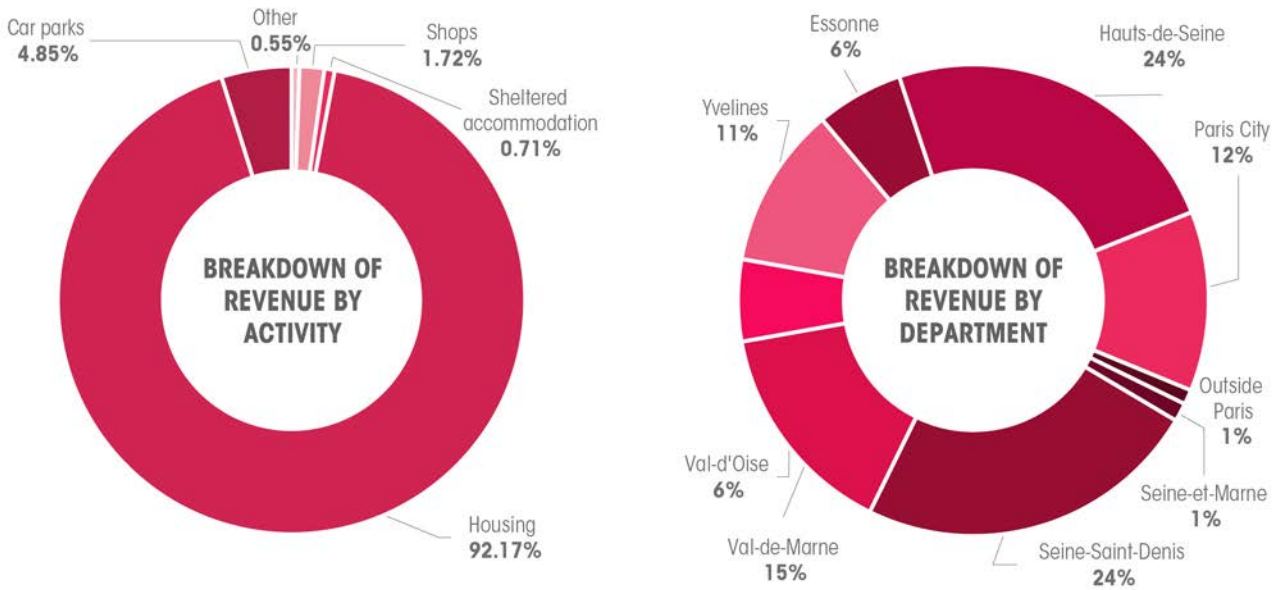
- ▶ 99% of the portfolio (in value terms) is located in supply-constrained areas (i.e., zones A and Abis).
- ▶ Paris City and the Hauts-de-Seine department account for 44% of the value of the portfolio.



At 31 December 2024, BPCI Expertises Immobilières estimated the appraised block value of in'li's portfolio at €8 billion and the appraised unit value at €11.1 billion (i.e., sale by unit rented at the market rental value). Both valuations exclude taxes and duties. The appraised block value increased by 0.45% year on year as a result of deliveries during 2024, however it fell by 3.47% on a like-for-like basis due to the general rise in returns, which negatively impacts the block values of properties. Assets located in the Paris region account for 99.5% of the value of in'li's property portfolio. The remainder comprise assets located outside the Paris region (mainly in the Oise department).

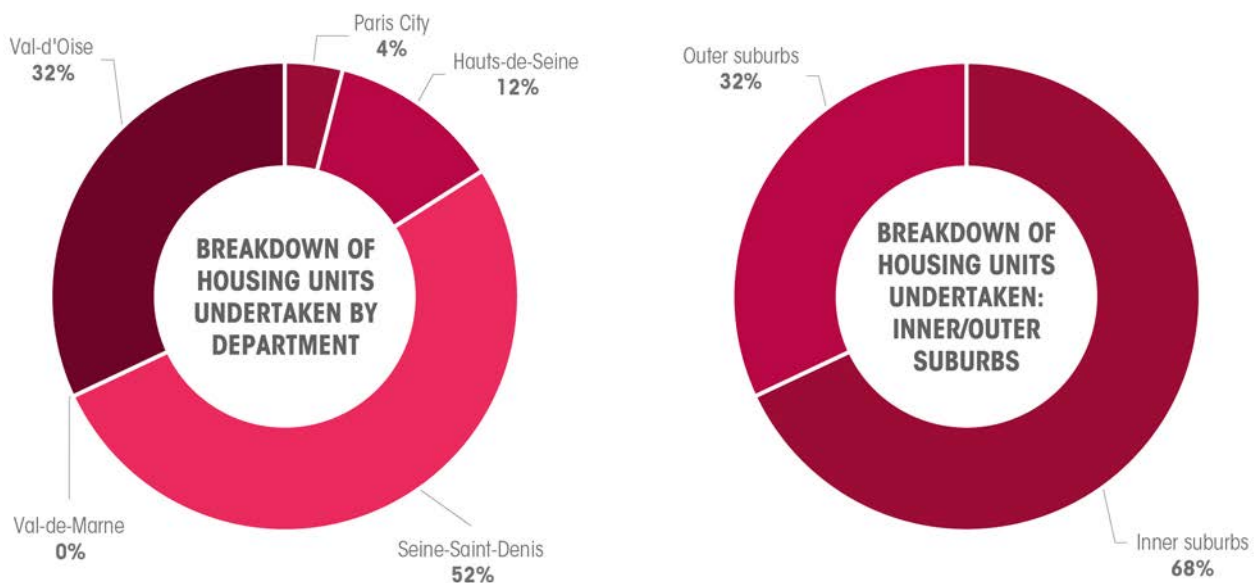
## 1.1.2. Breakdown of revenue by activity

Almost all revenue comes from letting out housing, most of which is located in Paris City and the inner Parisian suburbs.



## 1.1.3. New builds in supply-constrained areas in the Paris region

The 568 housing units signed in 2024 <sup>(1)</sup> are distributed geographically as follows:



(1) Includes housing units undertaken on behalf of in'li, la Foncière APEC and Foncière Cronos.

## 1.2. Development strategy

In'li – No. 1 in affordable housing in the Paris region – has set itself the ambitious target of massively scaling up its housing offering in supply-constrained areas (i.e., zones A and A bis). The Company is only targeting areas in which there is a substantial gap between free market and social housing rents because this is where in'li can deliver maximum social utility.

**These new builds must meet the needs of company employees, with a strong focus on the employment-housing link in developing areas.**

Since in'li was created in October 2017, nearly 30,000 housing units have been signed in eight years as part of a profitable development strategy, based around a combination of off-plan acquisitions (approximately 80%) and land development (consolidation of plots, densification of existing portfolio, replying to calls for tender, and conversion of offices into housing units, etc.).

As a result of the rapid rise in interest rates in 2022 and 2023, the development capacity of both in'li and its property developer partners has been severely impacted.

Consequently, the total number of units signed in 2024 was limited to 568, with a high proportion of commitments in densification projects, which enable us to enhance the value of our assets.

Off-plan commitments declined due to the incompatibility between financing rates and the price per square metre of property offered by developers. The operations on offer were put together before the rise in interest rates, and the market value adjustments that began in the second half of 2023 have not yet been finalised. As a result, in the absence of available financing, our real estate companies did not pursue the isolated opportunities or larger portfolios proposed to them by the Investment Analysis teams.

However, we continued to monitor the market to keep abreast of developments and any potential recovery. The work of redefining financial performance indicators and reporting sales and letting data remained particularly buoyant despite delivery volumes.

**All production was therefore focused on value creation initiatives within our portfolio.** Most of this activity consisted of submitting building permit applications for the densification of built plots owned by in'li. At the same time, in'li's teams provided consulting services throughout 2024 on behalf of Foncière Cronos to assist in analysing the densification potential of its own property portfolio.

### 1.2.1. Regulatory changes concerning residences managed under intermediate rental housing (LLI) programmes

Since 1 January 2024, intermediate rental housing service residences (LLI) have been recognised under tax legislation. Less than a year after the adoption of the 2024 Budget, the legal and financial framework for LLI service residences is now complete with the publication of two decrees:

- ▶ Decree No. 2024-776 of 8 July 2024, setting the monthly rent ceilings for furnished rentals provided for under Article 279-0 bis A of the French Tax Code;
- ▶ Decree No. 2024-1144 of 4 December 2024. These decrees cover:
  - > ceilings for unfurnished and furnished rentals with a surcharge for senior residences,
  - > the furniture allowance,
  - > arrangements for the inclusion of communal areas,
  - > the specific cap on the multiplying factor used for the creation of small properties,
  - > the cap on the portion of the rent relating to specific services that cannot be itemised.





Delivery of the first Multifamily residence in Le Bourget on 21 November 2024

Developed in partnership with Urban Campus, **the Multifamily offering combines traditional intermediate family housing with communal spaces that provide family services** (play areas for children, large kitchens and dining rooms for entertaining, a gym, and even the option to sign up for tenant insurance negotiated by in'li, which directly manages any claims). Another difference is that each home has a fully-equipped kitchen, which sets it apart from other local rental market offerings.



This residence demonstrates that there is a convergence between affordable housing and managed residences complete with amenities. This is a logical direction in which we wish to develop. We need to offer a diverse range of products and housing that meets the needs of people living in the Paris region.



**Eric BALCI, CEO of in'li, at the inauguration of 'L'Envolée' residence in Le Bourget on 21 November 2024**

This type of product is aimed particularly at young, urban, active people, who need connections and services day in, day out. Residents can communicate with each other via an app, which facilitates interaction and creates a sense of community, on demand and with no obligation to participate.

## 1.3. Funding in'li's development

In'li's strategic plan is underpinned by a strong balance sheet and a very prudent financial policy. With an **LTV ratio of 26,6%** <sup>(1)</sup> **in'li's debt ratios were comfortable at end-2024 and it also has abundant liquidity of nearly €1.2 billion**, backed by €294 million in cash and cash equivalents and €877 billion in undrawn facilities at 31 December 2024.

In'li also uses a wide range of financial instruments to ensure a balanced financial profile.

Strengthening of capital:

- ▶ Support from Action Logement Immobilier through annual increases in share capital;
- ▶ Equity generated from an asset arbitrage process. Disposal proceeds will be used to finance new builds. Arbitrage will leverage:
  - > **Block sales:**
  - > **Split sales** (to sitting tenants on a priority or rotation basis).

### In'li's financial rating

In'li is rated by two rating agencies, Standard & Poor's since 2019 and Moody's since 2023.

Following its annual review in 2024, Standard & Poor's confirmed in'li's top-tier financial rating (A with a stable outlook since January 2020), as well as its short-term rating (A-1), enabling it to obtain financing on excellent terms.

In'li is also rated by Moody's as A2 long-term and P-1 short-term, with a negative outlook

### Diversification of sources of funding:

Based on its high-quality financial ratings, in'li was able to take advantage of favourable windows of opportunity in a complex debt market environment to contract more than €700 million worth of financing in 2024. The main sources of financing are as follows:

- ▶ **Banque des Territoires:** In'li signed three financing agreements with Banque des Territoires to fund the development of two real estate projects: Cité internationale de la recherche in Nanterre (646 rooms for researchers, students and young working people), where offices are being converted into housing, and the Athéna co-living residence in Orsay (312 beds over 7,500 m<sup>2</sup>). These two operations, worth a total of €140 million, have cemented the two partners commitment to providing sustainable, high-quality solutions to the housing shortage in the Paris region, thereby enhancing local and regional attractiveness.
- ▶ **Bank financing and private placements:** In 2024, in'li signed approximately €600 million worth of bank financing, including €500 million in revolving credit facilities. All of this is responsible financing and most is indexed to the Company's CSR performance (excluding Banque des Territoires).

For example, in June 2024, in'li renewed its syndicated revolving credit facility for an additional four years, for a total amount of €500 million.

This is fully in line with the Company's sustainable and responsible development objectives. This credit facility includes a mechanism for adjusting the interest margin based on three social and environmental criteria consistent with the objectives and strategy of the Action Logement Group in terms of average purchasing power gains per tenant household, improvement in energy performance and energy retrofits to housing.

These different financing arrangements are fully in line with the strong commitments of in'li and Action Logement Group to the energy and environmental transition in the housing sector and the production of new affordable housing in supply-constrained areas for employees and young working people.

### BROADER SOURCES OF FUNDING:

- ▶ External financing by working with new banking partners. As part of this broadening of its financial partner base, in'li has forged strong relationships with many new lenders since 2018, including the European Investment Bank (EIB). **In just a few years, the EIB has become one of in'li's leading lenders, with €410 million in financing as of 31 December 2024.**

(1) The property companies in which in'li has a stake have not all finalised their audited accounts at the reporting date. For this reason, the NAV shares of the property companies in which in'li has a stake have not yet been audited.

## 1.4. Ownership structure

The Company's share capital at 31 December 2024 was €921,106,080, made up of 61,407,072 shares with a par value of € 15 each. The capital is owned by 2,261 different shareholders and the ten biggest shareholders appear in the following table:

NAME OF SHAREHOLDER	No. of shares	% of capital
Action Logement Immobilier	61,115,217	99,53 %
Financière Honeywell	14,478	0,02 %
MECI	11,462	0,02 %
Aranda Jimenez	11,462	0,02 %
Moderne de Maçonnerie	9,825	0,02 %
Hi Fi Delvallee	8,187	0,01 %
Nationale de Radiodiffusion	6,628	0,01 %
Klepierre	5,519	0,01 %
Fives	3,845	0,01 %
Des ateliers R. Halftermayer	3,091	0,01 %
Other shareholders	217,358	0,35 %
<b>TOTAL</b>	<b>61,407,072</b>	<b>100 %</b>

The Combined General Meeting of 12 June 2024 approved an increase in capital for an amount of €18,999,990 through the issue of 1,266,666 new shares of €15 each. This share capital increase was duly completed on 25 November 2024.



## 1.5. Organisation

In order to adapt to new challenges and objectives for 2025, Action Logement Group decided to replace in'li's Supervisory and Management Boards with a Board of Directors.

**On 19 December, in'li's new Board of Directors voted to appoint Daniel Weizmann as Chairman and Eric Balci as Chief Executive Officer.**

These appointments are a continuation of Action Logement Group's total commitment and support for in'li in implementing a clear and ambitious roadmap that meets the needs of employees and young working people.

### 1.5.1. Committed and experienced governance

#### A committed Supervisory Board

The list of corporate offices and functions held in all companies by each of the corporate officers, members of the Supervisory Board and their representatives during the financial year is provided in the Supervisory Board Report on Corporate Governance.

The members of the governance bodies are:

#### Supervisory Board

<b>Daniel WEIZMANN</b> Chairman of the Supervisory Board, MEDEF (appointed 12 June 2024)	<b>Laurianne DIJOL</b> MEDEF	<b>Philippe THEL</b> MEDEF	<b>Jackie Xiaohua TROY</b> CPME
	<b>Philippe AMRAM</b> MEDEF	<b>Marie-Pierre HURÉ</b> MEDEF	<b>Hervé MOREL</b> CFTC
<b>Michel GOYER</b> Vice-Chairman of the Supervisory Board, CFDT	<b>Sandra BUES-PIQUET</b> MEDEF	<b>Patricia GOMEZ-TALIMI</b> MEDEF	<b>Action Logement Immobilier, represented by Pascal LANDRIN</b> CFE-CGC
		<b>Xavier HESSE</b> CPME	

#### Audit and Accounts Committee:

<b>Sandra BUES-PIQUET</b> Chairwoman of the Committee	<b>Michel GOYER</b> Member	<b>Xavier HESSE</b> Member	<b>Action Logement Immobilier, represented by Pascal LANDRIN</b> Member
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#### Appointments and Compensation Committee:

<b>Daniel WEIZMANN</b> Chairman of the Committee (since 12 June 2024)	<b>Michel GOYER</b> Member	<b>Patricia GOMEZ-TALIMI</b> Member
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#### Investment Committee

<b>Michel GOYER</b> Chairman of the Committee	<b>Philippe THEL</b> Member	<b>Jackie Xiaohua TROY</b> Member
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## Management Board

### Damien ROBERT

Chairman of the Committee (until 12 June 2024)

### Eric BALCI

Chairman of the Management Board, (appointed 12 June 2024)

### Antoine PINEL-KEITTINGER

Member of the Management Board, Chief Executive Officer

### Stéphanie CAULET

Member of the Management Board

### Emmanuelle ROBIN-TEINTURIER

Member of the Management Board

### Marie LEFEBVRE-SOUCÉ

Member of the Management Board

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## Supervisory Board: organisation and *modus operandi*

- ▶ **Composition:** in'li's Supervisory Board has eleven members <sup>(1)</sup>, five of whom are women.
- ▶ **Experience:** the Supervisory Board includes eight representatives of employers organisations, and three trade union representatives, including the Vice-Chairman, all of whom have been appointed by the social partners.
- ▶ **Term of office:** each Supervisory Board member serves a three-year term. The terms of office of one-third of the members of the Supervisory Board are renewed every year, in accordance with the Company's Articles of Association.
- ▶ **Average age:** the average age of Supervisory Board members is 60.
- ▶ **Attendance:** six of the eleven members have been on the Supervisory Board since in'li was created. In 2024 the attendance rate at Supervisory Board meetings was 77%.
- ▶ **Frequency:** the Supervisory Board met five times in 2024, pursuant to a convening notice issued by the Chairman or the Vice-Chairman.

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## Concerning their professional activities:

- ▶ **5 members** are company executives or senior managers;
- ▶ **3 members** perform operational or executive functions in trade union organisations;
- ▶ **3 members** perform operational or executive functions in a private company working in the property sector.

The General Meeting of 19 December 2024 approved a change in the Company's management and administration structure to a Board of Director structure, as provided for in Articles L. 225-17 et seq. of the French Commercial Code (Code de commerce).

It should be noted that this new governance structure took effect on 19 December 2024, and automatically terminated the terms of office of the members of the Supervisory Board and Management Board.

The Board of Directors' meeting of 19 December 2024 subsequently decided on the Company's management structure: it **opted to separate the roles of Chairman of the Board and Chief Executive Officer**, and appointed the Chairman of the Board of Directors, the directors and the Chief Executive Officer.

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## Board of Directors

### Daniel WEIZMANN

Chairman of the Board of Directors, MEDEF

### Michel GOYER

Vice-Chairman of the Board of Directors, CFDT

### Laurianne DIJOL

MEDEF

### Philippe AMRAM

MEDEF

### Sandra BUES-PIQUET

MEDEF

### Philippe THEL

MEDEF

### Marie-Pierre HURÉ

MEDEF

### Patricia GOMEZ-TALIMI

MEDEF

### Xavier HESSE

CPME

### Jackie Xiaohua TROY

CPME

### Hervé MOREL

CFTC

### Action Logement Immobilier, represented by Pascal LANDRIN

CFE-CGC

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(1) Number of members at 31 December 2023

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## Organisation and *modus operandi* of the Board committees during 2024

**Three Board committees:** the Audit and Accounts Committee, the Appointments and Compensation Committee and the Investment Committee are made up of members of the Supervisory Board. These committees have an advisory role and regularly report back to the Supervisory Board. Their *modus operandi* is set out in the Supervisory Board's rules of procedure.

### AUDIT AND ACCOUNTS COMMITTEE:

**Sandra BUES-PIQUET**, Chairwoman of the Committee

**Michel GOYER**    **Xavier HESSE**

**Action Logement Immobilier, represented by Pascal LANDRIN**

4 MEETINGS HELD IN 2024

Examines the appropriateness of the methods used to prepare the parent company financial statements.

Verifies that internal procedures for gathering and monitoring information have been correctly applied by examining the financial information provided after the accounts have been closed, the draft parent company financial statements, the relevance and consistency of the accounting methods used, the external audit process and the assessment of its effectiveness, the Company's internal control and risk management systems and internal audit work, and the fight against fraud.

### INVESTMENT COMMITTEE

**Michel GOYER**, Chairman of the Committee

**Philippe THEL**    **Jackie Xiaohua TROY**

4 MEETINGS HELD IN 2024

Reviews certain new investment projects and the development strategy presented by the Management Board. Reports at least once a year to the Supervisory Board on how this policy is being deployed.

Issues a preliminary opinion to the Management Board concerning "specific" investments to be undertaken by in'li. Issues a preliminary opinion to the Supervisory Board concerning decisions to sell Company assets for material amounts (notably for block sales) and to create property development companies. Issues a preliminary opinion to the Supervisory Board concerning partnership ventures, equity investments and innovative financing arrangements.

### APPOINTMENTS AND COMPENSATION COMMITTEE:

**Daniel WEIZMANN**, Chairman of the Committee (since 12 June 2024)

**Michel GOYER**    **Patricia GOMEZ-TALIMI**

2 MEETINGS HELD IN 2024

Issues recommendations concerning the appointment of new members to the Supervisory and Management Boards and their compensation in light of governance rules applicable within Action Logement Group.

The Supervisory Board appoints the members of the Management Board for the statutory three-year term, or renews their term of office if appropriate.

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### Related-party agreements:

The list of related-party agreements or commitments falling within the scope of articles L.225-86 and L.225-88-1 of the French Commercial Code (Code de commerce) is provided in the Supervisory Board Report on Corporate Governance.

**The following agreements were authorised during the year:**

- ▶ Block sale programmes: Agreements with Immobilière 3f, Seqens and Seqens Solidarité approved by the Board of Directors on 29 March 2024;
- ▶ Social engineering and project management assistance in social and urban development for subsidiaries of Action Logement Immobilier; Convention with APES (an association that works to provide social amenities), approved by the Supervisory Board on 12 June 2024;
- ▶ Sale of a plot to Seqens in Chatou (78400), authorised by the Supervisory Board on 12 June 2024.

**The following related-party agreements authorised in previous periods remained in force during the year:**

- ▶ Agreement to make the support functions of the in'li Supports joint venture available to associates for certain specific projects, approved by the Supervisory Board on 20 December 2017.
- ▶ Agreement with GIE Astrimmo for the use of the ALIOP product, approved by the Supervisory Board on 10 September 2018.

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## Executive Committee

### Eric BALCI

Chief Executive Officer

### Antoine PINEL

Executive Vice-President

### Stéphanie CAULET

Deputy CEO – Clients & Assets division

### Emmanuelle ROBIN-TEINTURIER

Deputy CEO – Resources and Digital Transformation

### Marie LEFEBVRE-SOUCÉ

Deputy CEO – Development, Investment and Construction

### Hugues PIAZZA

Head of Strategy, Communication, Innovation and Partnerships

## 1.5.2. Our teams

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### Committed teams in pursuit of our objectives

At end-December 2024, in'li had a workforce of 861 people, of whom 800 were on permanent employment contracts. The workforce can be broken out between administrative and building support staff as follows:

- ▶ 63.5% administrative personnel (15.4% employee-grade; 30.5% supervisor-grade; 54.1% management-grade);
- ▶ 36.5% building personnel (8.9% building administrative staff; 91.1% building caretakers).

132 new permanent employees joined the Company during the year to strengthen our teams across the board.

In'li continues its commitment to gender equality with:

- ▶ A gender equality index of **91/100**;
- ▶ 60% of women on the Executive Committee at 31 December 2024;
- ▶ **57.02%** of managers are female managers;



In'li's gender equality index is **91/100**.



In order to meet the expectations of our customers and keep pace with our strategic plan and constant technological innovation, in'li is anticipating the needs of tomorrow by designing new jobs. Building career paths and consolidating our skills base are an essential component of our transformation strategy.

To recognise the commitment of everyone and support the teams in this transformation process, in'li's HR policy is underpinned by five key drivers:

1. **Supporting the transformation of the Company and its business lines;**
2. **Developing employability, new skills and career paths;**
3. **Engaging in inclusive social dialogue;**
4. **Constantly enhancing our occupational risk prevention culture;**
5. **Promoting a quality work environment and fostering the commitment of all employees.**



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## Promoting a quality work environment and fostering the commitment of all employees

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### Onboarding employees to design the jobs of tomorrow and enhance the way we work

We encourage all employees to be stakeholders in our cross-cutting projects to help design and develop the jobs of the future, enhance our operations and achieve more effective teamwork.

Joint working groups and oversight committees are set up for all major projects that impact our business.

---

### Developing new ways of working and promoting enhanced work-life balance

As the sector undergoes a major transformation, in'li is especially committed to helping managers buy into these new working and teambuilding methods.

**2024 provided an opportunity to overhaul our management practices with the completion of our upskilling programme** – for first-level managers right up to executive committee level. This programme has been designed to be adaptable to individual needs – based on an individual assessment – to develop a key set of managerial skills: change enablement, team leadership, delegation, leadership, decision-making, cross-functional project management, business and performance management, etc.

2024 also witnessed the beginning of negotiations with the aim of signing an agreement on Quality of Life and Working Conditions during the first half of 2025.

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### Promoting inclusiveness

Disability strategy is an essential component of Human Resources policy: it aims to help people with disabilities to remain in the workforce and integrate and onboard employees with disabilities. In 2024, the proportion of disabled employees was 6.5%. Moreover, in 2023, in'li appointed a Disability Officer and is fully committed to its Disability strategy through 3 key actions: the creation of a clearly identifiable Disability Mission within the Company accompanied by an information booklet for employees, the organisation of a Disability Policy Committee, and proactive communication around the subject, particularly as part of European Disability Employment Week.



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### Developing employability, new skills and career paths

With an annual budget of nearly 3.55% of total payroll invested in skills development, in'li reiterated its commitment to training and developing employability for everyone.

- ▶ Average of 19.3 hours training per permanent employee;
- ▶ 80.7% of employees took at least one training module,
- ▶ Dedicated courses with almost 13,458 hours of learning to help people wishing to change job.

In 2024, 36.8% of training was given by in-house trainers. This ensured that the employees of in'li and in'li PM Economic and Social Group (UES) have the necessary skills in their respective areas. In 2023 a full-time in-house female trainer joined the team.



## Constantly enhancing our risk prevention culture

In 2024, in'li continued to streamline its approach to occupational risk prevention. Following on from the digitalisation of the Consolidated Risk Assessment File (*DUER*), in'li continued to deploy its "digital safety sheet" application in the new 2024/2025 campaign, aimed at analysing occupational risks at its properties in greater detail. They must be completed by building staff and managers at dedicated review meetings and are used to devise action plans as close to the local teams as possible to reduce occupational risks in the workplace.

Regular meetings were held with the Health and Occupational Safety Committee to develop and deploy our Prevention & Safety roadmap and continue to improve working conditions and spread our culture of preventing occupational risks.

Our occupational risk prevention training policy is diversified and updated on a regular basis. Thanks to a digital partnership with APES, our real estate groups are monitored and any safety incidents are reported using the new ALI Tranquil experimental app. Safety assessments are performed to get a precise picture of the safety environment at a given site in order to make the most appropriate recommendations.

39

employees benefited from functional mobility opportunities.

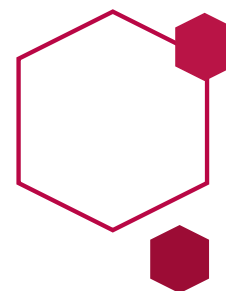
13,458 hours

of training were provided in 2024

2024 also witnessed the completion of the Pass Digital programme, which is recognised both by Action Logement Group and the French Association of HR managers (ANDRH), and aims to help caretakers get to grips with their new digital work tools and applications.

## Engaging in inclusive social dialogue

In 2024, almost 40 meetings were organised with employee representative bodies and 5 company agreements were signed on mandatory consultations and manpower and skills planning.



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# 2

# Highlights





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## 2.1. An efficient property management and letting activity

### 2.1.1. Property portfolio

#### Property portfolio valuation

In'li's property portfolio is valued every year at 31 December by an independent appraiser, BPCE Expertises Immobilières (formerly Crédit Foncier Expertise). Each year, BPCE Expertises Immobilières provides the Company with three different valuations:

value 1 = "block sale" value; based on continued use and current occupancy;

value 2 = "unit sale" value; based on continued use and current occupancy;

value 3 = "unit sale" value; rented at the market rental value.

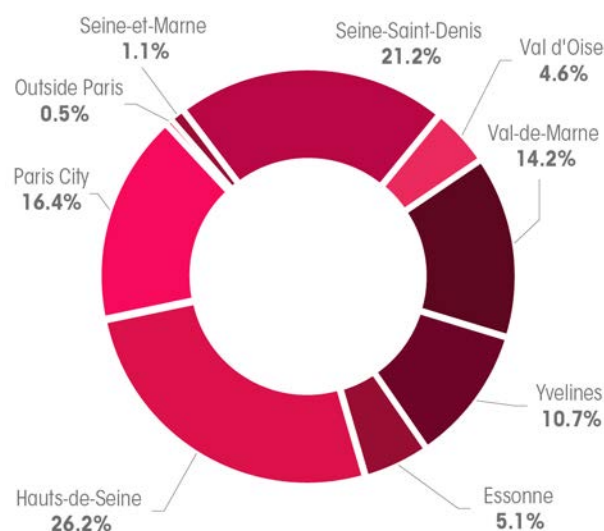
At 31 December 2024, the valuations were as follows:

APPRAISAL VALUE (EXCLUDING TAXES AND DUTIES)	31/12/2024	31/12/2023	Year-on-year change	Change on a like-for-like basis
value 1 = "block sale" value; based on continued use and current occupancy	€8,025 million	€7,991 million	0.45%	-3.47%
value 2 = "unit sale" value; based on continued use and current occupancy	€9,325 million	€9,236 million	0.99%	-2.66%
value 3 = "unit sale" value; rented at the market rental value	€11,085 million	€11,174 million	-0.78%	-4.11%

If we examine the block value of the portfolio (value 1), we note that:

- ▶ Over 99% of the portfolio is located in the Paris region;
- ▶ 99.7% of the portfolio is located in supply-constrained areas (i.e., zones A and Abis); Paris City and the Hauts-de-Seine department account for 42.6% of the value of the portfolio;
- ▶ Residential property (dwellings, car parks, etc.) comprises almost 98.8% of the real estate portfolio, with the balance made up mostly of shops and offices.

The geographic distribution of the portfolio is as follows:



The block sale value of the portfolio grew by 0.45% in 2024. This increase can be explained by the 3.47% decrease in the value on a like-for-like basis, offset by the 4.01% growth in the portfolio following the delivery of 2,258 new units and the disposal of 672 units.

## 2.1.2. Dynamic disposal activity

In'li ramped up its property selling strategy in 2024 around two methods of disposal:

- ▶ split sales, aimed at facilitating home ownership and enabling in'li to support the residential trajectories of its tenants and households,
- ▶ block sales to social landlords, mostly comprising intra-group transfers to Seqens and I3F.

In total, **672 dwellings were sold in 2024**, consisting of 110 split sales and 562 block sales, spread across the municipalities of Asnières (158 units to Seqens), Antony (12 units to Hauts de Bièvre Habitat), and both Gennevilliers and Champs sur Marne (392 homes to I3F).

These disposals generated income of €121.4 million (net of taxes and duties), which may be broken down as follows:

€74.8 million

from block sales

€27.8 million

from split sales

€18.8 million

from off-plan sales

## 2.1.3. A renovation policy focused on a high-performance, sustainable property portfolio

In 2024, we continued to ramp up our renovation and decarbonisation strategy, with the aim of eradicating very poorly insulated housing by 2028 and achieving carbon neutrality by 2040. **Consequently, our investments in our multi-year works programme through 2034 will be maintained at between €70 million and €80 million per year**, with the following objectives:

- ▶ Ensuring that our portfolio remains high-quality, compliant and secure
- ▶ Enhancing the comfort and living environment of our tenants
- ▶ Reducing our energy consumption and decarbonising our portfolio
- ▶ Factoring in our CSR strategy (biodiversity, adapting housing to climate change, etc.)

Of the €72.3 million committed for 2024, the bulk of investments went into improving energy performance in order to achieve a C, or even a B rating for both energy consumption and greenhouse gas emissions, in line with the Action Logement Group's objectives.

**These investments represent 1,530 units renovated in 2024**, including:

- ▶ 1,151 units subject to energy retrofits

- ▶ 1,041 units whose energy performance was improved by over 30%
- ▶ 816 units awarded a B rating/BBC renovation label



Aubergenville

Housing quality and tenant satisfaction lie at the heart of everything we do. Our renovation programmes focus not only on energy performance, but on improving the comfort and functionality of our homes. The reclassification of communal and outdoor areas also creates a more pleasant and secure environment for our residents.



St Denis

A number of major ongoing projects go beyond building renovation and involve large-scale urban redevelopment of entire neighbourhoods (e.g. the project to renovate 605 units of housing in Garges les Gonesse), by transforming the buildings themselves through façade thickening, extensions or raising the height of the buildings. Raised extensions permanently change building appearance and habitability while also creating new housing units around a mindset of efficient land use. Two projects of this type were launched in 2024 in the municipalities of Fresnes and Boulogne, and several others are being tested for feasibility, particularly in Paris.



Fresnes

At the same time, diverse initiatives are being ramped up to accelerate the energy transition – notably through the development of renewable energies – by facilitating connection to urban heating networks and improving the efficiency and

We are also pursuing our proactive approach to renewing and optimising our service contracts to guarantee top-quality services tailored to the needs of our tenants, our property portfolio, and our energy performance and CSR objectives. This covers not only maintenance contracts for technical equipment (heating, lifts, ventilation, hot water), but service contracts (cleaning of common areas, household waste collection, routine maintenance and maintenance of green spaces, etc.). Each time contracts are negotiated or renewed, they are (re)designed to enhance the responsiveness of our service providers, incorporate more environmentally friendly practices and ensure that communal areas are clean, functional and secure. This approach helps to improve tenants' living environment over the long term while optimising cost management. In 2024, a number of major maintenance contracts were either negotiated or renewed (cleaning of common areas and household waste collection, deep cleaning of networks and maintenance of lift pumps, maintenance of automatic doors, etc.).

We are continuing our efforts to promote energy efficiency, reduce costs and implement new initiatives designed to enhance

regulation of technical installations that continue to use fossil fuels. These solutions are systematically examined to ensure they do not increase costs for our tenants. In 2024, we delivered our first comprehensive retrofit of a heating system in Ivry Papin (16 units of housing), incorporating a hybrid air/water heat pump covering 60% of heating and domestic hot water needs.



Ivry Papin (interior and exterior)

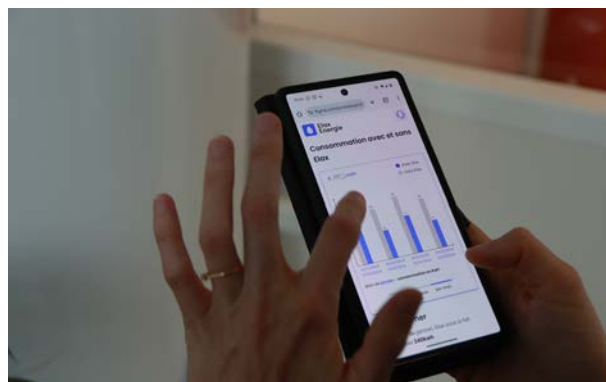
Particular attention is paid to renewing technical amenities to guarantee their reliability, improve energy performance and ensure the comfort of our tenants. This involves gradually replacing ageing heating systems with modern, more energy-efficient solutions, improving domestic hot water production, and renovating or replacing lifts to guarantee their safety and accessibility. These measures aim to reduce breakdowns, optimise energy consumption and provide our residents with a more comfortable and secure living environment.



Fontenay aux Roses Dormoy

service quality and communication with our tenants. To this end, we have rolled out a number of innovative solutions, including:

- ▶ **ELAX** - Temperature management solution for electric water heaters
- ▶ **TIKO** - Remote control of individual electric heating
- ▶ **KOCLIKO** - Solution for monitoring indoor temperatures and individual metering of heating costs
- ▶ **NOVACESS** - Badgeless access control system (via telephone)
- ▶ **ALACAZA** - Dedicated communication solution for our renovation projects



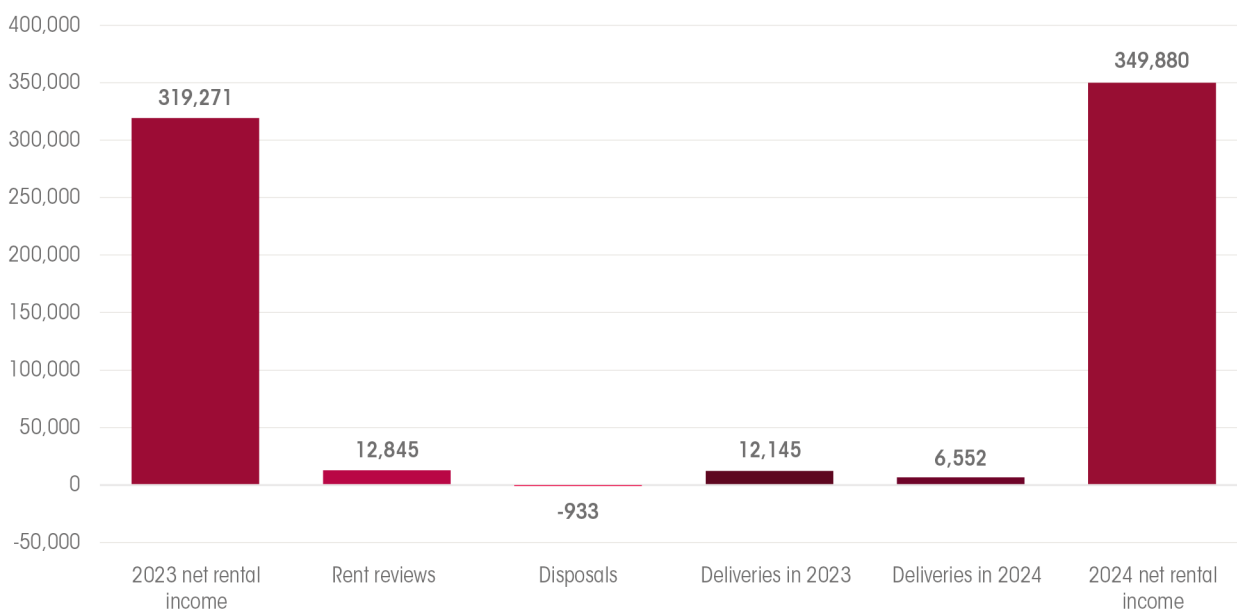
## 2.1.4. Dynamic rental management

### Higher rental income

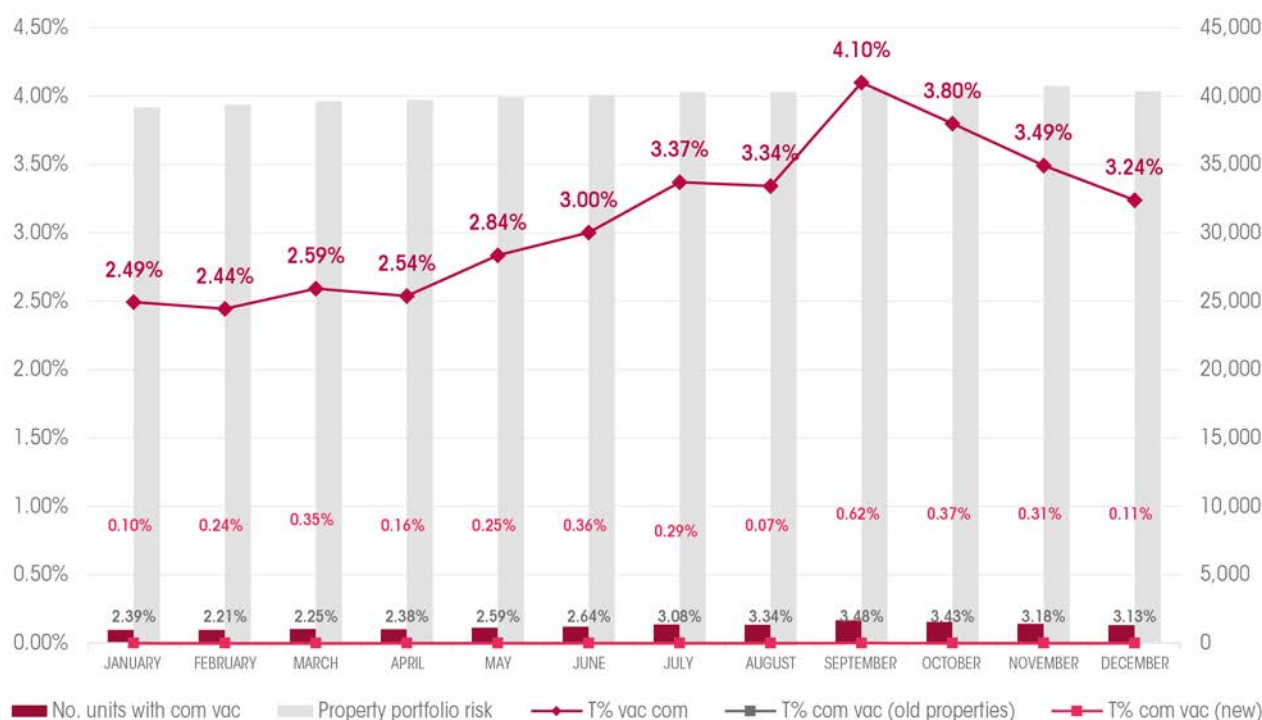
Rental income increased by **9.6% (or by €30.6 million)** year on year. This increase was mainly due to:

- ▶ Rent reviews driven by tenant turnover and the application of the 3.5% increase in the rent review index;
- ▶ The full-year impact of properties delivered in 2023;
- ▶ The delivery of 2,258 new units in 2024.
- ▶ The recovery rate for 2024 was 99.04%, up from 98.7% in 2023.

#### YEAR-ON-YEAR CHANGE IN RENTAL INCOME (€ THOUSAND)



## YEAR-ON-YEAR CHANGE IN MARKETABLE VACANCY RATE



Letting activity was brisk in 2024 and **5,514 new families** were housed, particularly in new build programmes delivered.

This dynamic letting activity, coupled with a controlled rate of turnover of 8.7%, resulted in a sharp drop in the marketable vacancy rate to 2.31%, compared with 3.1% in 2023.

Occupancy management initiatives for 2,109 units in 2024 bore fruit, with an occupancy rate of 92% at 1 month, 97% at 2 months and 99% at 3 months.

## An attractive rental offering for employees

Over 21,988 candidates selected from among the 421,260 applications submitted for our offers since the beginning of 2024 were invited by our letting teams to view our properties.

Our competitively priced rental properties remain as attractive as ever, with 106,304 separate applicants for the properties advertised on our website, representing an average of 38 applications per property, compared with 31 in 2023.

The focus on promoting our rental offering to the general public is essential, particularly in view of the specific features of the properties contained in our portfolio, and this is why in'li regularly participates in webinars aimed at contributor companies. These promotional efforts have resulted in an 86% allocation rate to employees of PEEC-contributor businesses.

Significant work has gone into reducing property viewing waiting times by adapting to the schedules of our future tenants and thus reducing letting periods.

Lastly, in'li is continuing to develop the in'li.fr platform by letting intermediate housing from landlords both inside and outside the Group.

### Data concerning our tenants:

- ▶ Young households: average age of **34**;
- ▶ Single people only represent **43%** of people housed;
- ▶ **96%** of tenant families are working;
- ▶ **38%** have management-grade status and **49%** have employee status;
- ▶ **86%** of successful tenants are employees of PEEC-contributor businesses;
- ▶ **50%** of incoming tenants come from the private market; and
- ▶ **16%** from social housing.

## 2.1.5. New production within property development companies

In'li is directly responsible for handling two property development companies – CRONOS and APEC – under the terms of an agreement to act as sourcing agent and provide project management consultancy services for new builds, and it is remunerated by the two entities based on this agreement.

### Foncière Cronos

Cronos had a busy year in 2024 with the delivery of 670 housing units.

### Foncière APEC

In 2024, two operations were ceded to Foncière APEC DEV PROPERTY 4 for a total of 86 units of intermediate housing in Bondy (40 units) and Clamart (46 units).

## 2.1.6. Diversified financing arrangements

In'li continued to diversify its financing arrangements in 2024 with the following initiatives:

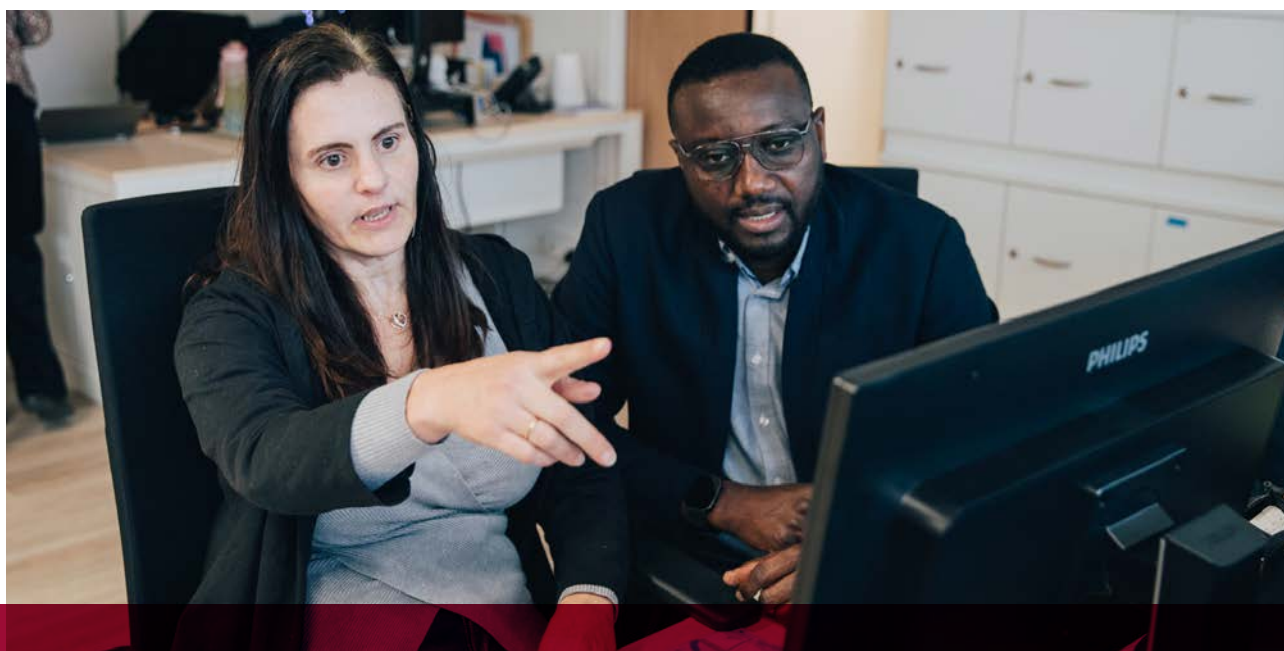
- ▶ €500 million as part of a syndicated club credit facility renewed for an additional four years;
- ▶ A €75 million, 19-year green private placement with an institutional investor;
- ▶ Support from the Banque des Territoires to finance two student residences with controlled rents in Orsay and Nanterre, for a total amount of €140 million.

In'li had a strong balance sheet at 31 December 2024:

- ▶ The LTV ratio was 26.6% <sup>(1)</sup>, in phase with the Company's highly prudent financial policy;
- ▶ Almost €1.2 billion in cash and cash equivalents, comprising:
  - > €294 million in cash on hand; and
  - > €877 million in undrawn facilities, including €770 million worth of revolving credit.

It should also be noted that around 19% of in'li's debt is indexed to the rate paid on Livret A passbook savings accounts and the cut in the Livret A rate in February 2025 will impact interest expense in 2025.

*(1) The property companies in which in'li has a stake have not all finalised their audited accounts at the reporting date. For this reason, the NAV shares of the property companies in which in'li has a stake have not yet been audited.*



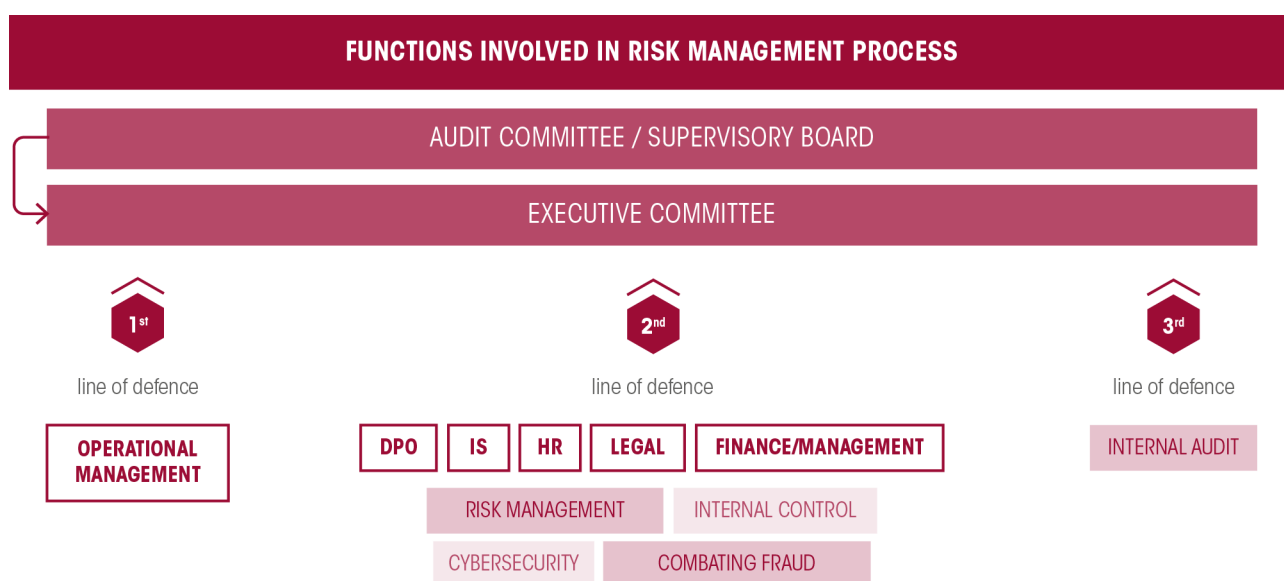
## 2.1.7. Stronger fraud risk and general risk management

### 1. A context of increased risk

In an environment marked by numerous uncertainties (i.e., geopolitical risks, rising interest rates, inflation, energy prices, etc.) and by rapid changes in lifestyles and working methods, in'li is continuing to reinforce its risk management system. Cyber risks are constantly increasing, with more and more attacks of an increasingly sophisticated nature. The appointment of a Chief Information Security Officer (CISO) in March 2022 ensures day-to-day oversight and helps foster a cyber security culture. Digitalisation is continuing apace with the ultimate aim of efficiency, control and customer satisfaction. **The creation of a dedicated anti-fraud unit enables us to take day-to-day action to prevent, investigate and remedy all types of fraud.**

#### Structure of the risk management process

Overview:



Our process is based on the framework developed by IFACI (French audit and internal control institute) and AMRAE (French risk management and assurance body), structured around "three lines of defence":

#### A. CONTROLS ARE DEFINED AND IMPLEMENTED BY LINE PERSONNEL:

The first line of defence is formed by line managers, who are responsible for assessing and mitigating risks, notably by deploying appropriate controls over the processes for which they are responsible.

## B. THE PROCESS IS ORGANISED AND COORDINATED BY THE SECOND LINE OF DEFENCE:

The second line of defence is formed by the functional departments tasked with coordinating the overall risk management process. Its purpose is to structure and maintain the business control processes, notably by:

- ▶ Helping line personnel to identify and assess the main risks that arise in their area of expertise;
- ▶ Helping line personnel to design more effective controls;
- ▶ Performing tests to ensure that the planned controls are actually performed and that they are effective.

In'li has made internal control part of a continuous improvement process. In 2024, in'li continued to structure the system in order to clarify the controls within each process that help to mitigate the risks identified, and to round out controls when residual risks are deemed to be excessive.

This work is used to identify key risks within each process, for which effectiveness testing is performed on a regular basis so that the second line of defence can ensure that the planned controls are effectively applied. Independent assessment of the process is performed by the third line of defence:

As the third line of defence, the internal audit function deploys a risk-based approach to provide independent assurance to the Company's oversight bodies and to Executive Management. This assurance covers the effectiveness of the first two lines of defence and the organisation's overall governance.

The internal risk management process is underpinned by:

- ▶ A process-based approach;
- ▶ A corpus of ethical guidelines and a culture of "zero tolerance";
- ▶ A system of delegation of powers;
- ▶ A secure information system;
- ▶ Risk and control mapping.

## 2. Summary overview of risks

The risk management approach is underpinned by Action Logement Group guidelines and structured by a group-wide application called DIAGON'AL.

**In'li has implemented a dynamic process designed to highlight, assess and rank risks in order of importance.**

These evolving risks – which stem from both exogenous and endogenous factors – are constantly tracked and reassessed. Risks are mapped and ranked by the Internal Audit and Risk Management Department, based on interviews with the various departments, its own expertise, and the results of audits and investigations conducted during the year. Once the risks have been identified, in'li determines the level of control and the control procedures that will enable it

to deploy its strategy and conduct its business under secure conditions. These controls are constantly adjusted in line with evolving risks. In'li has to contend with generic risks related to the economic and regulatory environment, generic risks inherent to the functioning of any company, and specific risks related to its activities.

These risks are organised around seven categories. Six of the risks identified in the risk map have been identified as major risks and are tracked especially closely: regular controls and actions are performed to reinforce control and prevent their occurrence. The following table sets out the main risks identified that could have a material impact on in'li's activity, financial situation or financial statements.

### Risk overview and summary of major risks monitored on a priority basis

#### 1. Risks related to the real estate market and external business environment:

- > Risks related to climatic events or disruptions and pandemics;
- > Risks related to the real estate market (rent levels, liquidity of assets, inflation, shortages, energy, etc.);
- > Risks related to changing trends and habits.

#### 2. Risks related to governance strategy:

- > Risks related to the achievement of strategic objectives;
- > Risks related to transformation management;
- > Risks related to crisis management and business continuity.

### 3. Risks related to business and activity management:

- > Risks related to development and building and renovation operations (major risk);
- > Risks related to occupancy management and rental management (day-to-day management of buildings);
- > Risks related to property disposals;
- > Risks related to inaccurate billing (major risk);
- > Risks related to marketing and vacancy;
- > Risks of non-recovery of rent arrears;
- > Risks related to compliance and upgrading of buildings and dwellings;
- > Health, safety and security risks;
- > Human resources management risks;
- > Risks related to supplier failure or sub-optimal procurement.

### 4. Risks related to information systems, data security and cybercrime:

- > Risks related to information systems security (major risk);
- > Risks related to information systems performance (major risk);
- > Risks related to data governance (existence, reliability, processing, etc.).

### 5. Regulatory, compliance and enforcement risks:

- > Risks related to regulatory developments and increasingly numerous and complex regulations;
- > Risks related to compliance with internal rules and regulations;
- > Risks related to fraud or unethical behaviour.

### 6. Financial risks:

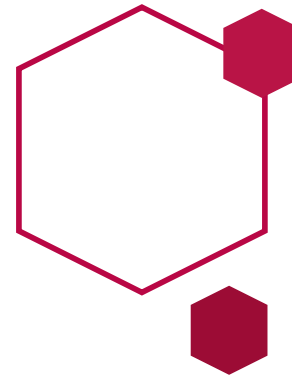
- > Risks related to financing;
- > Risks related to liquidity;
- > Risks related to the production of financial information;
- > Risks related to insurance.

### 7. Risks related to relations with stakeholders:

- > All major risks are covered by action plans designed to improve risk coverage by limiting the risk of occurrence or materiality and they are presented annually to the Audit Committee. Action plans are also drawn up for other risks when areas of weakness are detected (audits, internal or external controls, management initiatives) or for the purposes of improvement. 80 action plans have been identified and are integrated and tracked in the DIAGON'AL application. They are deployed by the business lines, with support and monitoring from the Internal Audit Department.

In'li attaches huge importance to the battle against fraud and has been deploying a proactive approach to identifying and dealing with fraud for a number of years. This process and the actions undertaken are set out in section 3 of the Sustainability Report.





## Information system security and personal data protection

As cyber risks grow and applications become increasingly digitised, IT security and personal data protection have become major priorities for in'li:

**A Data Protection Officer (DPO) is tasked with ensuring that in'li complies with GDPR.**

Aside from protecting personal data, IT security and cyber-security in particular is a major priority. It is overseen by the

Digital Transformation and Data Management Division and tracked by an IT Security Committee which meets twice a year and includes all the members of the Management Board, as well as by a weekly IS Committee, which has a more operational focus. Twice a year, the Audit and Accounts Committee receives a report on the risks identified and any actions taken.

In'li continues to deploy measures to reinforce information systems security.

## 2.2. Real estate operations in 2024

### 2.2.1. Results of deliveries

In 2024, 2,258 units of housing were delivered for in'li, 678 for Cronos and 153 for APEC.

TYPE	2018	2019	2020	2021	2022	2023	2024	2024 Property companies managed by In'li PM	TOTAL 2024	Breakdown (%)
As prime contractor	92	43	21	26	71	69	75	0	75	2.43 %
Densification	0	0	0	50	80	0	68	0	68	2.20 %
Off-plan	972	653	736	1,408	1,393	2,086	2,091	831	2,922	94.59 %
Acquisition & improvements					23	23	24	0	24	0.78 %
<b>TOTAL</b>	<b>1,064</b>	<b>696</b>	<b>757</b>	<b>1,484</b>	<b>1,567</b>	<b>2,178</b>	<b>2,258</b>	<b>831</b>	<b>3,089</b>	<b>100 %</b>
										-1.12 %

## 2.2.2. Operations undertaken and delivered

The following operations give a good overview of commitments and deliveries this year.

### Orsay (91)

In August 2024, In'li took delivery of a **312-unit co-living residence** called Athéna, developed by Demathieu Bard Immobilier and managed by Colonies, located right beside CentraleSupélec business school and Paris-Saclay university campus. In addition to the co-living units, which include duplex apartments, the residence also has communal areas containing gyms, laundries and home studios, as well as 340 m<sup>2</sup> of outdoor space.

The residence is mainly built from wood using a post-and-beam system and has been awarded the biosource Effinergie + (level 2), BBCA Performance level and NF Habitat HQE (excellent) labels.



### Chatou (78)

'Les Landes' residential complex in Chatou, inaugurated in September 2024, was built under a joint project ownership arrangement by in'li and Seqens. The design-build project, developed in liaison with Sud Architectes and Les Maçons Parisiens, was conceived to blend into the urban landscape of the town of Chatou while complying with energy and environmental performance standards. The residence has **63 units** divided between in'li and Seqens and has been awarded the CERQUAL, RT 2012 -20%, Effinergie + and NF Habitat HQE environmental labels.



### Cergy (95)

The Cyn'ERGY residence was delivered to in'li in July 2024 and is the result of **the conversion of a 1980s office building** that had long been occupied by the CAF du Val d'Oise (family allowance fund). Following a complete renovation designed by Quadri Fiore Architecture, the building now houses a mixed-use project comprising 81 co-living units, 47 affordable units for first-time buyers, a 460m<sup>2</sup> medical clinic and 820m<sup>2</sup> of retail and business space. In'li's investment focuses on the 81-unit co-living residence, which contains a gym, a laundry room, a multi-purpose room and a home studio.



---

## Noisy le Grand (94)

Conversion as project owner or prime contractor, of an office building into housing and business premises, featuring a **three-storey timber-framed extension**. The building will eventually comprise 51 housing units.

Clean-up and asbestos removal work took place in 2023. The work to convert the offices into residential units started in the 2nd quarter of 2024 and delivery is scheduled for spring 2026.

Photo credits: Eiffage / Architecte Séméio



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## Le Blanc Mesnil (93)

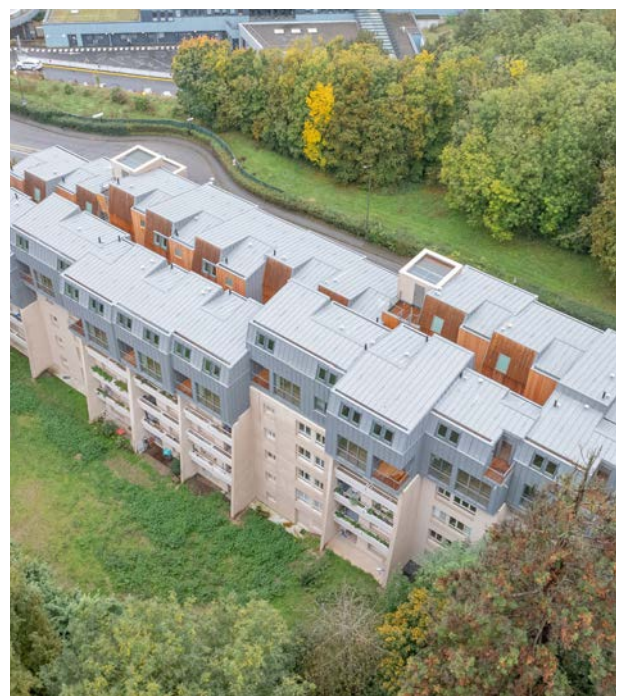
**Demolition and reconstruction of 222 units of intermediate rental housing from the existing portfolio**, spread over four 5 and 6 storey buildings in three phases. In'li is the project owner and delivery of the first phase comprising 69 units is scheduled for February 2026.

---

## Le Chesnay (78)

**Wooden elevated extension work on two levels to create 20 duplex dwellings** and External Thermal Insulation of the existing building; project carried out under direct ownership. This wooden elevated extension project illustrates in'li's commitment to this new building method while also reflecting the agreement signed with Fibois Île-de-France.

The operation was completed on 21 October 2024.



## 2.3. Activity of subsidiaries and controlled entities

### 2.3.1. In'li Participations

In'li Participations is an Open-ended Predominantly Real Estate Investment Fund (*SPPICAV*) wholly owned by in'li. At 31 December 2024, its share capital totalled €290,909,490 and consisted of 20,734,773.48 shares. The entity reported a net profit of €2,151,151 for the year.

In'li Participations carries in'li's 25% stake in Cronos SAS, which owns 100% of Foncière Cronos SAS.

### 2.3.2. In'li Property Management

In'li Property Management is a wholly-owned subsidiary of in'li with share capital of €2,224,950. At 31 December 2024, it provides property management services for 10,572 units of housing, 831 of which were delivered during the year (9% of the property portfolio).

The entity reported a slight loss of €57,303 for the year ending 31 December 2024. This represented a significant improvement in our results compared to 2023, mainly due to an increase in rental income, which has enabled us to increase our fees, as well as the stabilisation of development costs and carefully controlled personnel costs.



Résidence "L'Orangerie" - Puteaux (92)

## 2.4. Commitments and outlook

### 2.4.1. Our CSR commitments

As No. 1 in affordable housing in the Paris region, and in order to tackle social, environmental and ethical challenges, in'li has made CSR an integral part of the Company's strategy and made strong commitments on all ESG-related issues. These commitments are naturally aligned with our own strategic priorities as well as those of Action Logement Group.

CSR lies at the heart of our *raison d'être* and our corporate mission:



Providing employees and young working people with affordable, quality and sustainable housing. Innovative housing, professionally managed and adapted to the needs of businesses and local communities, located close to employment hubs.



In 2024, in'li continued to bolster its CSR strategy by maintaining its dynamic partnership activity with the following bodies:



Our commitments to meeting the challenges of tomorrow:

Aiming for carbon neutrality by 2040.

Helping our tenants to keep their costs down.

Being a stakeholder in the city of tomorrow.

Demonstrating land use efficiency and strengthening efficiency in our property portfolio.

Renovating our property portfolio by scaling up investment to a massive €80 million a year.

In'li has been rated by Sustainalytics since 2022 (disclaimer at the bottom of the page). In'li continued to figure among the top 5% of companies rated by the agency worldwide across all sectors in 2024. In'li is also an outlier at European level, which earned it an award from Sustainalytics for 2024.

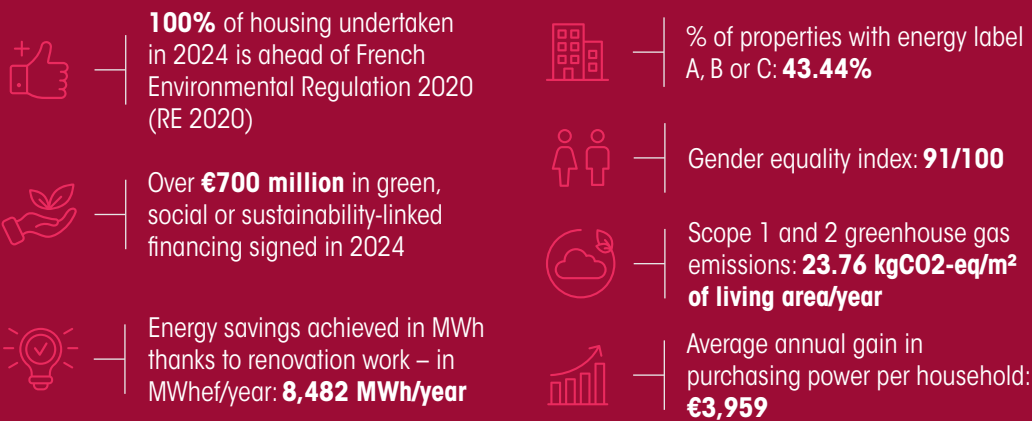
We are fully committed to the environmental transition with a goal of carbon neutrality by 2040. To achieve this, we favour sustainable housing, renovating our properties and enhancing biodiversity. Land use efficiency and adapting to climate change lie at the heart of our actions and are integrated into every stage of our business development.



Our CSR strategy is described in detail in the section dealing with the CSRD Directive.

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## Key figures 2024



### 2.4.2. In'li's ongoing digital transformation

As part of its overall business strategy, in'li has placed a strong focus on innovation, data and digital transformation to enable the company to boost its overall efficiency, forge ties with its customers and improve the quality of the service provided.

This is reflected in a 100% digital customer journey since 2018, regularly augmented by new features that make it possible to let out or sell all of our housing directly using a quick and simple process that allows prospective tenants or buyers to control their application based on their budgetary, professional or family-related criteria.

The new inli & moi customer space allows tenants to do everything online: they may change contact details, pay the rent (by credit card, direct debit), consult and print contractual documents, or view requests being processed by Customer Services. New features are regularly added to enhance the tenant experience.

The ongoing digitisation of our business processes and the use of RPA as a means of enhancing operational efficiency

Strengthening data governance and accelerating data quality enhancement

Moreover, regularly reinforcing protection, supervision and administration of information system security provides a service adapted to the challenges of cyber security.

Lastly, **we have integrated fresh in-house expertise and adapted both the organisation** and new working methods to guarantee an ever more seamless and efficient user experience.

These optimisation measures are also helping to speed up our internal processes, thus improving our operational agility.

### 2.4.3. Innovation @in'li: serving our customers and boosting our business performance

Innovation lies at the heart of in'li's strategy – designed to enable our various businesses to provide customer satisfaction. **Innovation focuses on major societal trends like the energy transition, customer experience and changing lifestyles.**

Throughout 2024, in'li continued to deliver on its commitments to develop innovation within the company, focusing in particular on several priority areas: tenant services, building security and reducing CO2 emissions from employee commutes.

The in'li teams worked hard to develop appropriate solutions for offering more services to our tenants, such as **Les Biens en Commun**, which provides a rental service for everyday equipment using connected lockers installed in communal areas. Connected lockers have been installed at two pilot sites. The long-term objective is to offer tenants a sustainable and eco-responsible alternative to purchasing equipment.



## Achievements of in'li LAB

In'li LAB has been partnering innovation through its incubation programme since its creation in 2018. At in'li LAB, we conceive the homes and cities of tomorrow and help accelerate transition in the sector.

**In 2024, in'li LAB welcomed five new startups into the sixth intake of its incubation programme: JOE AI, WATIO, MESETYS, SILLANT and ENEVILLE.**

These five newly-incubated start-ups demonstrate the Group's commitment to integrating artificial intelligence solutions into its business lines. They will benefit from a trial area of over 60,000 dwellings in which to test their solutions in liaison with in'li:

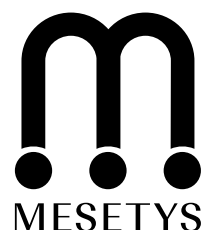
- ▶ **JOE AI** is a solution that automates customer and prospect interactions using very high-performance vocal AI technology available 24/7, and it may be tailored to different operating modes. The aim of incubating JOE AI is to facilitate the work of customer service agents and to process, qualify and respond instantly to requests for improved customer satisfaction.



- ▶ **WATIO** provides an amicable online water damage accident notification report via a simplified smart tracking platform. The aim of incubating this solution is to facilitate the reporting process, making it quicker and easier for our tenants.



- ▶ **MESETYS** is a project management platform for architects and an AI-powered tool for generating plans that saves time and optimises design options. This solution enables plans to be generated more quickly via a project management platform that greatly facilitates communication, design and quality control.



- ▶ **SILLANT** is a platform that secures purchases (made by marketing and procurement departments, for example) through automation and incorporating the latest innovations to minimise user input and save valuable processing time. In particular, the platform detects any irregularities in each offer before displaying a comparative table in just a few clicks.



- ▶ **ENEVILLE** offers a solution that accelerates decarbonisation of properties by generating building and energy data as well as decarbonisation scenarios for buildings studied using digital twins and open data.

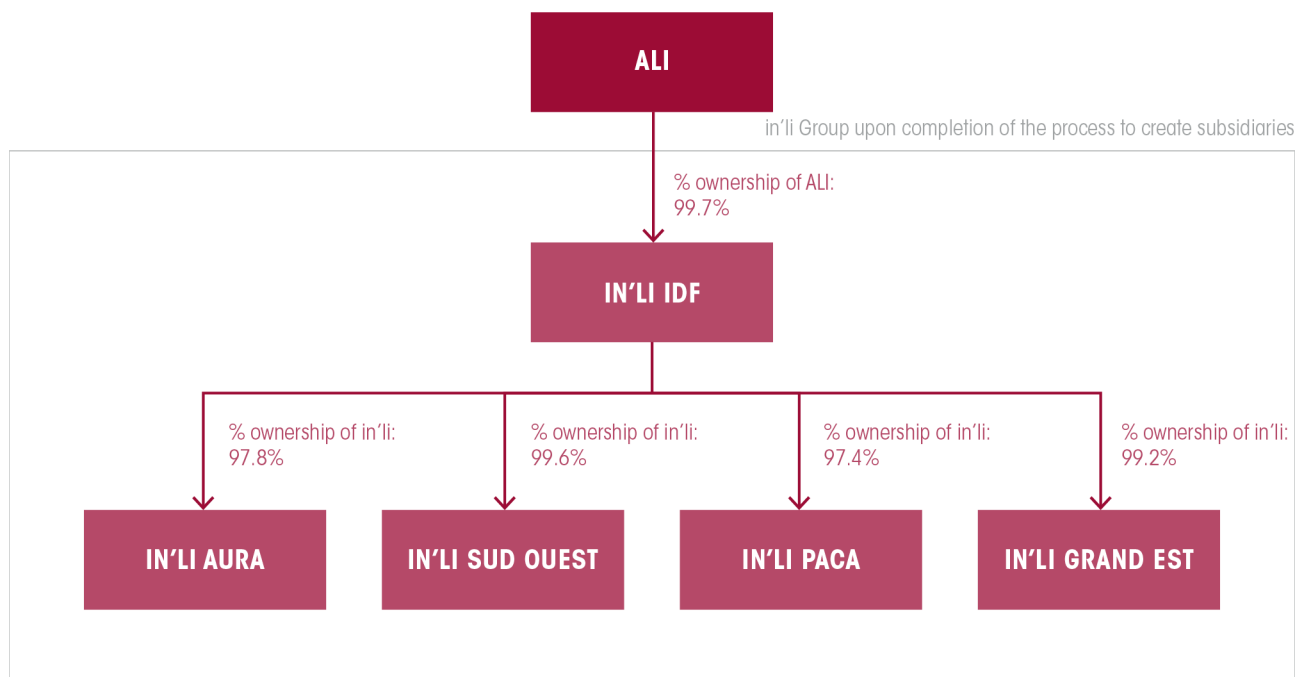


## 2.5. Subsequent events: preparing to create subsidiaries

Following the Extraordinary General Meeting of 31 March 2025, in'li AURA, in'li Grand-Est, in'li PACA and in'li Sud-Ouest became subsidiaries of in'li.

The in'li group was created through the transfer of shares in in'li Sud-Ouest, in'li PACA, in'li AURA and in'li Grand-Est held by Action Logement Immobilier and SOFONLY to in'li Île-de-France in exchange for an increase in capital. Once this operation was completed, Action Logement Immobilier's stake in in'li Île-de-France increased from 99.5% to 99.7%.

The structure of the in'li group is now as follows:



## 2.6. Financial overview

### 2.6.1. Results

In 2024, in'li reported **net profit of €36,429,984**, a year-on-year increase of €10,931,450, reflecting the €39,320,083 rise in operating income to €119,681,002 and a €22,555,579 drop in net financial income.

This increase was mainly attributable to the combined impact of the following:

- ▶ A €28,632,119 increase in revenue to €443,919,718.
- ▶ This increase may be broken down as follows:
  - › A €30,922,536 increase in rental income and fees, mainly attributable to rent reviews and the delivery of 2,258 units of housing during the period;
  - › A decrease of €3,799,647 in recoverable service and maintenance charges;
  - › Billing of a property development operation located in Pecq for an amount of €1,088,040;
- ▶ A €421,189 increase in other amounts billed;
- ▶ An increase of €6,106,077 in production transferred to inventory;
- ▶ An increase of €1,542,577 in capitalised production;
- ▶ A €3,357,595 reduction in the amount of provisions released;
- ▶ A €28,309,208 increase in other operating income related to asset disposals during the period;
- ▶ A €21,880,273 increase in operating expenses, mainly attributable to the €22,804,788 increase in depreciation, amortisation and provisions, the decrease in purchases and external expenses amounting to €15,241,301 (reflecting lower energy costs), and increases in other expenses and taxes of €8,348,696 and €4,790,662, respectively;
- ▶ Net financial income declined by €22,555,579, reflecting a €2,417,109 fall in financial income and a €20,257,605 increase in interest charges driven by higher rates and the use of debt over the period.
- ▶ Recurring income for the year climbed by €16,764,504 to €51,989,985.
- ▶ There was a net non-recurring loss of €1,057,693, a year-on-year decline of €766,119.

### 2.6.2. Proposed allocation of net income and distribution of dividends

The Company ended 2024 **with net profit of €36,429,984.48**. The Annual General Meeting to be held in May 2025 will be asked to recommend the payment of a dividend of €0.28 per share for a total payout of €17,193,980.16, and to allocate an amount of €1,900,539 to the legal reserve and the balance of €17,335,465.32 to retained earnings.

### 2.6.3. Amount of dividends paid over the past three years (Article 243 bis of the French General Tax Code)

Dividends paid out in the following years amounted to:

2023

€16,237,909.62

2022

€ 16,982,121.78

2021

€ 15,982,609.62

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# 3

# CSR strategy report



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# Editorial

A message from Eric Balci,  
Chief Executive Officer, in'lii



In an unstable and constantly changing economic climate, we remain fully committed to providing employees and young working people with affordable, high-quality and sustainable housing.

We guarantee rents below market rates, while offering our tenants a selection of innovative, professionally managed properties that meet the needs of local employment hubs and communities.

At the same time, we are firmly positioned as a committed player in the environmental transition. **We are aiming for carbon neutrality by 2040 by committing to producing sustainable housing that is ahead of environmental regulations, and renovating our existing portfolio.**

It is essential to have a vision and to meet our commitments.

However, this approach only really makes sense if we are able to provide a clearer description of the impact our businesses have on the environment and society, as well as how sustainability issues (environmental, social and governance) affect our activity. This is the whole purpose of the CSRD, which is presented hereinafter and is the result of several months of work.

I have noted several things during from this exercise:

- ▶ The sheer breadth of the work involved in defining double materiality, which encourages us to consider the impact of our activities. This exercise will enhance our CSR commitments and vision.
- ▶ The challenge of collecting data mobilised the IT, Finance and CSR departments, human resources, risk management and other key functions across the company. It is a challenge that we have been able to meet collectively.
- ▶ The value of the CSRD lies in its ability to assess the resilience of in'lii and our activities more effectively through comprehensive analysis and a holistic approach.

We have learned a great deal from this first CSRD and I would like to commend the commitment and hard work of all the in'lii teams involved. This first exercise will enable us to go further in future exercises: this is both our responsibility and a concrete response to the expectations of our financial partners, who are firmly committed to the environmental transition.

**Going further tomorrow means, in particular, anticipating the impacts of climate change more effectively and integrating this dimension into all our activities** It also means demonstrating efficient land use by making it a point of principle to enhance biodiversity on our properties.

Lastly, at in'lii we believe in the force of a committed collective, serving our employees, our tenants and our partners. Transforming our businesses and skills development are crucial for the future in order to improve the quality of life at work and the well-being of our tenants.

## 3.1. General disclosures (ESRS-2)

Chapters 3.1 Sustainability Statement – General Disclosures (ESRS 2) to 3.5 Verification of Sustainability Statements have been prepared in accordance with the European Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS).

ESRS 2 'General disclosures' sets out the general disclosure requirements for all material sustainability issues in the areas of governance, strategy, impact management, risks and opportunities, and indicators and targets. This standard is mandatory and is not subject to a materiality analysis.

### 3.1.1. Basis of preparation of the in'li Sustainability Report (BP-1)

#### 3.1.1.1. Context of the report

In'li meets the criteria for application of the Corporate Sustainability Reporting Directive (CSRD) defined by the European Commission in two respects:

- ▶ first, its Turnover **exceeds €40 million** and it employs more than **250 people**;
- ▶ second, in'li is a **public-interest entity (PIE)**, insofar as the bonds it issued in the summer of 2019 are debt securities admitted to trading on the Euronext Paris regulated market.

In'li must therefore publish a CSRD report **for the 2024 financial period**. In'li is **the only Action Logement Group entity that is subject to this reporting requirement** for this financial year.

#### 3.1.1.2. Reporting scope

The sustainability statements cover **the same scope as the financial statements**, enabling consistent comparison of financial and non-financial statements. They only concern a single legal entity and cover the entire in'li value chain. The in'li Group's value chain includes a variety of activities and stakeholders, and is presented in diagram form in section 3.1.8.1 In'li, a provider of affordable housing in the Paris region (SBM-1).

**Geographically**, the scope covers the Paris region and part of the Oise department.

**The time horizons** are defined in accordance with the CSRD guidelines:

- ▶ For the short term: 2024 and 2025;
- ▶ For the medium term: 2 to 5 years;
- ▶ For the long term: over 5 years

- ▶ For the very long term: over 10 years

The report covers in'li's activities from 1 January to 31 December 2024.

In'li has not exercised the option to omit the publication of information relating to intellectual property, know-how or the results of innovation, nor has it availed of the exemption relating to the disclosure of information on imminent developments or ongoing negotiations.

#### 3.1.1.3. Reporting methodology

**As regards social indicators**, reporting covers in'li's own workforce: salaried and non-salaried personnel (S1), workers in the value chain (S2), all communities affected by in'li's activities (S3), and customers and end users of housing (S4).

**Environmental indicators** cover in'li's own activities and those of its entire value chain, apart from the exceptions listed in the report. They concern climate (E1), biodiversity (E4) and resources (E5) themes.

**Lastly, governance indicators** cover all in'li employees and business ethics, payment terms and public policy orientation (G1).



### 3.1.1.4. Data gathering techniques

The collection of data is the foundation of sustainability reporting. In'li has identified three major challenges related to data collection: anticipation, coordination, and digitisation.

To deal with these challenges in this first reporting exercise as effectively as possible, In'li has:

- ▶ set up a steering committee comprising three departments: Information Systems, Data and Digital; Corporate Social Responsibility; and Audit, Internal Control and Anti-Fraud.
- ▶ adapted its internal controls to the processes of producing, collecting and verifying information and the challenges of the CSRD reporting.

The organisation is based around:

- 1. The involvement of all company departments** in data production to ensure accurate reporting and to involve the various business lines in sustainability matters and the implementation of the new directive.
- 2. Centralised collection** of data by the CSR Officer from three departments:
  - > **Social** reporting information provided by the Human Resources Department and the Customer Relations and Marketing department (for tenants).
  - > **Environmental** information, provided by the Property Portfolio Technical department and the Deputy CEO's department in charge of Investment and Construction.
  - > **Governance** information, collected by the Audit, Internal Control and Anti-Fraud Department.
- > Creation of **dedicated reporting for quantitative indicators**, headed up by the Information Systems, Data and Digital Department. This reporting is based around the definition and production of metrics by the business lines within a framework defined by the Information Systems, Data and Digital Department, a review of the metrics by this same department and then by the CSR Officer and the Audit, Internal Control and Anti-Fraud Department.
- 3. Consistency checks** are performed on the files, calculations and data submitted by the departments throughout the preparation of the sustainability statements by the three departments that comprise the Steering Committee.

## 3.1.2. Disclosures in relation to specific circumstances (BP2)

In'li hereby declares that this report on sustainability information, which forms an integral part of the Group management report as required by Article L.233-28-4 of the French Commercial Code (code de commerce) (hereinafter referred to as the 'Sustainability Report'), has been prepared and drafted in accordance with the regulatory requirements outlined in ESRS, and in Article 8 of Regulation (EU) 2020/852 on Taxonomy disclosures, applicable on the date this first Sustainability Report was prepared.

This report has been prepared based on the information and knowledge available at the date of its preparation and in the context of first-time application of the provisions of the CSRD Directive.

More specifically, this first Group Sustainability Report is characterised by specific contextual features related to first-time application of CSRD requirements:

- ▶ uncertainties remain regarding the applicability of certain data points and calculation methodologies as provided for under ESRS standards to report on In'li's control of the systems covering IROs (case No. 1);
- ▶ certain information required under ESRS standards is not available at 31 December 2024 due to the absence of common and shared guidelines within the sector or insufficient maturity of reporting applications to isolate and process the information (case No. 2);

The main sources of uncertainty or interpretation of the legislative texts, judgements by Group management or limitations by data point are presented below:

<b>NATURE OF WORK</b>	<b>Data Point concerned</b>	<b>Reference (section and page)</b>
<b>CASE NO. 1</b>	G1-6_01 Average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated G1-6_03 Percentage of payments aligned with standard payment terms	see section: Disclosures related to business conduct (ESRS-G1)-page 117
<b>CASE NO. 2</b>	E1-1_05 and E1-1_06 - Financial resources allocated to climate change ESRS E1 E5-5_04 The rates of recyclable content in products E5-4_03 Percentage of renewable and biobased materials E5-5_03 and E5-5_04 - Rates of recyclability/repairability E5-5_07 Total Waste generated and proportion of waste recycled, recovered and landfilled E1-6_11 - Scope 3	see sections: Climate change mitigation and adaptation (ESRS -E1)-page 79 and Resource use and circular economy (ESRS-E5)-page 94

In this context, based on evolving market practices and recommendations and a better understanding of these new regulations and standards, In'li may need to review certain reporting and communication practices in its Sustainability Report in future financial years.

Similarly, certain estimates may be refined in future reporting periods when more relevant data becomes available. Certain estimation methods may also be modified or adapted in line with generally accepted changes in practices.

Furthermore, the robustness of the information gathering process will continue to improve over time as data collection and analytical tool(s) (name to be specified) become more established.

The Group's internal control systems relating to the preparation of sustainability information [especially newly-produced and reported information] will gradually be strengthened based on the experience gained during the early reporting periods.

In'li also plans to periodically review and refine its process for assessing the materiality of the impacts, risks and opportunities associated with its activities.

This commits in'li to continuous improvement in its reporting and communication processes that take account of best peer practices, the publication of new EFRAG guidelines and the implementation of additional standards (especially sector-specific standards).

Sustainability information has been prepared in a context:

- ▶ of **first-time application of the CSRD**, as transposed into French law, and ESRS standards, characterised by:
  - > uncertainty in interpreting the texts, requiring the use of judgement to define and apply the criteria for obtaining information relevant to the prepa-

ration of sustainability information, as well as uncertainty concerning the applicability of certain data points and their relevance for reporting on in'li's control over risks, impacts and opportunities;

- > the use of estimates based on past experience and various other factors deemed reasonable;
- > the publication of information on a partial scope when data was not available and the use of estimates was not relevant (see methodological note on indicators);
- ▶ the absence of established practices and frameworks, in particular for double materiality assessment, the definition of materiality thresholds or for further analysis of impacts, risks and opportunities in the value chain;
- ▶ an evolving internal control system – including reporting and data gathering systems.

Among the estimates used during this reporting period, the following should be noted in particular:

- ▶ ESRS E1 : see appendix: methodological note on indicators.

In'li does not yet have a comprehensive transition plan for climate change mitigation or adaptation, but has devised and implemented policies with a view to its future plans and is continuing its efforts to formally document these by the end of 2025.

### 3.1.3. Composition and role of CSR governance bodies (GOV-1)

ESRS 2 GOV-1 reporting requirements are provided in the Overview of in'li and its organisation in the Management Report submitted to the Board of Directors.

**In'li was governed by a Supervisory Board and a Management Board until 19 December 2024. It is now governed by a Board of Directors and a Chief Executive Officer, supported by an Executive Committee.**

#### **THE SUPERVISORY BOARD (UNTIL 19 DECEMBER 2024), BECAME A BOARD OF DIRECTORS (AS OF 19 DECEMBER 2024):**

- ▶ **Composition and diversity:**
  - › It comprises 12 members, including the Chairman. The members of the Supervisory Board have become members of the Board of Directors (the names of the members are listed in Section 1.6.1 of the Annual Report).
  - › Number of executive and non-executive members: no executive members, 12 non-executive members, including the Chairman.
  - › Composition: It is composed of representatives of employer and trade union organisations.
  - › Experience of members: Five members of the Board are company directors; three members hold operational or executive positions in trade unions; three members hold operational or executive positions in private companies with links to the real estate sector.
  - › Gender breakdown: Five women (proportion of women/gender diversity ratio within the Board: 45%), 6 men (Proportion of men: 55%).
  - › Average age: the average age of Board members is 60.
  - › Proportion of independent members: 83%, as only the Chairman and Vice-Chairman are shareholders.
- ▶ **Duties and responsibilities:**
  - › Until 19 December 2024, the Supervisory Board granted the Management Board prior authorisation to conduct operations. It exercised ongoing control over the Management Board's management of the company, over the documents and disclosures provided by the latter, over the regularity of the accounts, the relevance of strategic choices and monitoring of the implementation of decisions taken.
  - › From 19 December 2024, the Board of Directors is responsible for in'li's strategic focus, appointing senior executives, supervising their actions and communicating with shareholders. It also ensures that the Company's operations comply with the law and the Company's articles of association, while representing the interests of shareholders and

ensuring the Company's long-term viability.

- ▶ **Sustainability expertise and skills:**
  - › Half of the Board members have taken one or more professional training courses on sustainability issues. Moreover, six directors report having CSR responsibilities in relation to social or environmental issues.

#### **BOARD MEMBERS THEREFORE DECLARE THAT THEY HAVE RECEIVED TRAINING ON THE FOLLOWING TOPICS:**

- ▶ Training on "plural performance" CSR.
- ▶ ESG/CSR training.
- ▶ Compliance training from the Bar Association and training in whistleblower practices.
- ▶ Training in public procurement practices and the offence of favouritism.

They also have various professional and personal commitments with an environmental focus (member of the AREAS association for soil and water conservation) or a social focus (voluntary positions as members of an employers' association), bearing witness to the importance of CSR within in'li's governance structure.

The Board of Directors is supported by **three specialised committees: the Audit and Accounts Committee, the Investment Committee and the Appointments and Compensation Committee.**

These committees, comprising members of the Board of Directors, have an advisory role and their *modus operandi* is set out in the Board's rules of procedure.

The Audit and Accounts Committee ensures that internal procedures for collecting and controlling information are applied. In particular, it reviews the company's internal control and risk management systems, internal audit work and fraud prevention and control initiatives. **The Audit Committee's financial reporting responsibilities have been extended to include sustainability reporting and monitoring the assurance provided by the auditors.** This committee is now responsible for monitoring the reporting process and the effectiveness of ESG risk management systems and internal controls over the quality of ESG data.

**The Management Board** (until 19 December 2024) comprised six members (the Chairman, a Chief Executive Officer and four other members: three members in charge of company departments and the Director of in'li Property Management. From 19 December 2024, executive management is provided by a **Chief Executive Officer**, supported by an **Executive Committee** (hereinafter referred to as "Executive management").

► **Composition and diversity:**

- › The Executive Committee comprises four members in charge of in'li's departments and the Chief Executive Officer, who acts as Chairman of the Executive Committee. An extended Executive Committee includes, in addition to the members of the Executive Committee, the Chief Financial Officer, the Human Resources Director, the Information Systems Director and the Director of in'li Property Management.
- › Number of executive and non-executive members: Five executive members, no non-executive members.
- › Representation of employees and other workers: no

employee representation.

- › Experience of members: All five members hold executive management positions within the company.
- › Gender breakdown: Three women (60%) and two men (40%).

► **Duties and responsibilities:**

- › The Chief Executive Officer is responsible for managing the company, overseen by the Board of Directors, to which s/he reports.

► **Sustainability expertise and skills:**

- › The members of the Executive Committee and extended Executive Committee declare that they have received CSR training and that they are committed to CSR-related issues.

► **This training may be of a general nature:**

- › CSRD and double materiality training.
- › Carbon audit training.
- › CSR awareness training.
- › Energy savings/efficiency planning.

► **Or more specialised training:**

- › ESG Sustainability training – new construction methods.
- › Training on biobased materials.
- › They also have professional and personal CSR commitments (Director of the APES association; deployment of energy savings/efficiency initiatives).

### 3.1.4. CSR governance involving all departments (GOV-2)

In 2020, in'li began devising a CSR strategy aligned with the strategic objectives of the Company and Action Logement Group.

In 2021, several projects enriched this CSR approach: the definition of an environmental strategy, the identification of in'li's climate change risk exposure and the improvement of non-financial reporting.

In 2024, a double materiality assessment, conducted with the help of ESG consulting firm BL Évolution, identified in'li's ESG impacts, risks and opportunities.

This enables the governance bodies to base their decisions on an accurate assessment of the impacts, risks and opportunities to which in'li is exposed.

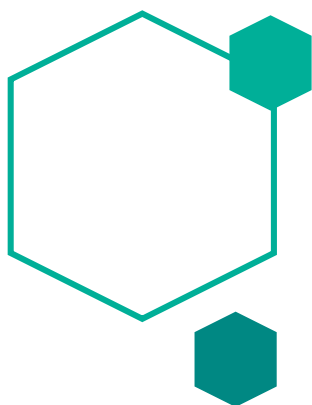
With the arrival of a CSR Officer in 2023, in'li has embarked on an ongoing process of restructuring its CSR approach, with a specific focus on organising, validating and formalising in'li's CSR strategy. By the end of 2025, this will result in an update of in'li's CSR strategy, to be developed and shared collectively.

**Three bodies oversee the entire CSR approach and management of impacts, risks and opportunities**, from strategy to roll-out across the Company:

- ▶ Executive Management
- ▶ The Strategy, Communication, Partnerships and Innovation department
- ▶ The CSR Strategy Steering Committee. This committee was set up in 2020 and brings together representatives from the departments involved in devising and implementing CSR strategy. All are internal experts specialising in the issues tackled in in'li's CSR strategy, and the committee is headed up by the CSR Officer.

**Executive Management** drives the company's CSR strategy and acts as guarantor of its implementation. It oversees monitoring and management of impacts, risks and opportunities.

**The Strategy, Communication, Partnerships and Innovation Department** is responsible for implementing CSR strategy and develops CSR policy jointly with the CSR Steering Committee. This department coordinates the actions of all the business lines concerned. It was created at the end of 2024 and its future mission will be to manage and oversee the impacts, risks and opportunities outlined in the 2024 CSRD report in conjunction with the Audit and Compliance Department and to help steer them in future CSRD reporting exercises.

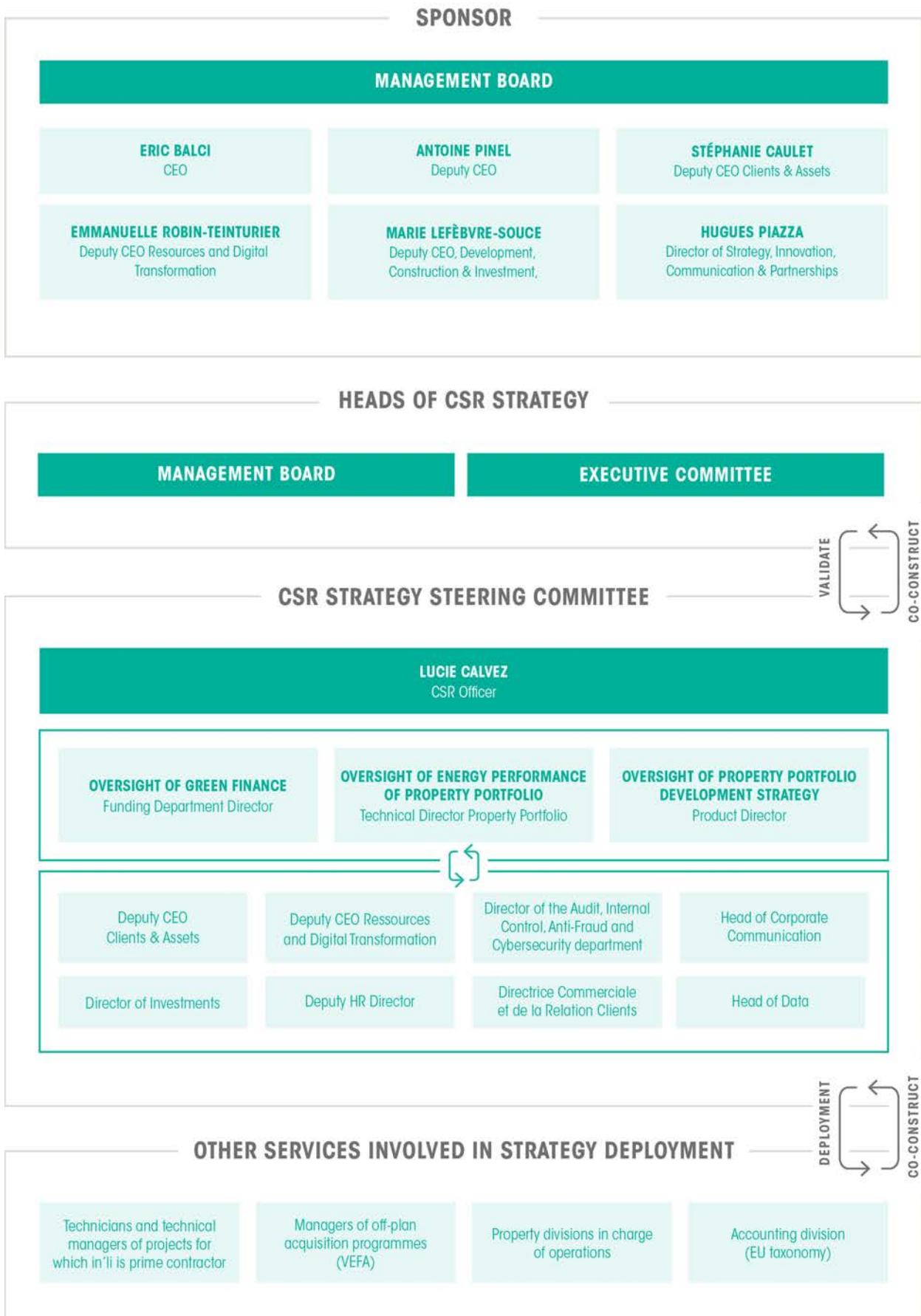


**The CSR Steering Committee** is responsible for ongoing improvements in the CSR sphere. It meets at least four times a year to strengthen communication between the different business lines and deploy in'li's CSR approach at corporate level.

- ▶ it is tasked with CSR deployment and promotion throughout the Company. It also devises and deploys CSR training courses for certain employees around specific needs identified in relation to their activities, as well as for all company employees (see section: Own workforce (ESRS-S1));
- ▶ it communicates important CSR developments and their impact on the Company to senior management and keeps them informed of the progress of the main projects in progress;
- ▶ it ensures effective communication between the business lines and proper implementation of in'li's CSR strategy throughout the company;
- ▶ it makes proposals to Executive Management and the Strategy, Communication, Partnerships and Innovation department for the continuous improvement of CSR commitments and communication;
- ▶ it reviews best non-financial reporting practices based on standard and sector-specific reporting frameworks applicable to the company's activities, such as the UN Sustainable Development Goals (SDGs).
- ▶ it supervises and helps each business line to manage and oversee the impacts, risks and opportunities they have to deal with.

**The CSR Officer** oversees the entire process of rolling out the CSR strategy and action plan. More specifically, s/he chairs the CSR Steering Committee and liaises with all departments to achieve the targets set.

The entire process and the sustainability reports **are approved by the Board of Directors, after consultation with the Audit and Accounts Committee.**



### 3.1.5. Integration of sustainability-related performance in incentive schemes (GOV-3)

In 2022, In'li introduced a profit-sharing agreement that includes a CSR criterion: customer satisfaction rate.

### 3.1.6. Statement on sustainability due diligence (GOV-4)

As In'li has fewer than 5,000 employees in France and 10,000 worldwide, it is not subject to Law No. 2017-399 of 27 March 2017 on the duty of care of companies and therefore does not publish a vigilance plan. In this regard, please refer to the Action Logement vigilance plan which is available online.

The law on the duty of care requires large French corporations covered by the law to develop, report and implement appropriate measures to identify risks and prevent violations of human rights and basic freedoms, and protect the health and safety of individuals, and the environment.

Although not subject to this law, during its major risk mapping exercise, and as part of its double materiality assessment, in'li identified the main impacts, risks and opportunities related to its activities and its entire value chain, in relation to the issues addressed by the duty of care law. **After ranking these risks, in'li has initiated policies, actions, targets and metrics to reduce their negative impacts.**

The essential elements of due diligence arising from the law are directly reflected in the CSRD disclosure requirements and are addressed in the following paragraphs:

#### TREATMENT OF THE ESSENTIAL ELEMENTS OF SUSTAINABILITY DUE DILIGENCE

Essential elements of sustainability due diligence	Sections in the statement relating to sustainability
a) Integration of sustainability due diligence into governance, strategy and the business model	<ul style="list-style-type: none"> <li>&gt; ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies</li> <li>&gt; ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes</li> <li>&gt; ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model(s)</li> </ul>
b) Cooperating with stakeholders at all stages of sustainability due diligence	<ul style="list-style-type: none"> <li>&gt; ESRS 2 GOV-2;</li> <li>&gt; ESRS 2 SBM-2: Interests and views of stakeholders;</li> <li>&gt; ESRS 2 IRO-1;</li> <li>&gt; ESRS 2 MDR-P; and</li> <li>&gt; ESRS theme: take account of the different stages and objectives of cooperation with stakeholders throughout the due diligence process;</li> </ul>
c) Identify and assess negative impacts	<ul style="list-style-type: none"> <li>&gt; ESRS 2 IRO-1 (including application requirements related to specific sustainability issues in the relevant ESRS);</li> <li>&gt; ESRS 2 SBM-3;</li> </ul>
d) Take measures to address these negative impacts	<ul style="list-style-type: none"> <li>&gt; ESRS 2 MDR-A; and</li> <li>&gt; ESRS theme: disclose all actions – including transition plans – to address the impacts.</li> </ul>
e) Monitor the effectiveness of these efforts and communicate	<ul style="list-style-type: none"> <li>&gt; ESRS 2 MDR-M;</li> <li>&gt; ESRS 2 MDR-T; and</li> <li>&gt; ESRS theme: metrics and targets.</li> </ul>

In'li has also deployed core policies and procedures relating to human rights, corruption, taxation and competition issues.

Criteria	Detailed criteria	In'li policies and procedures
Due Diligence on Human Rights	The Company has deployed an adequate human rights due diligence process, as outlined in UN Guiding Principles and the OECD Guidelines for Multinational Enterprises.	<ul style="list-style-type: none"> <li>&gt; Notice to property developers (for off-plan operations)</li> <li>&gt; Standard technical specifications (for project ownership / prime contractorship operations);</li> <li>&gt; Standard public procurement clauses;</li> <li>&gt; Quality of Life at Work Policy; Occupational Health and Safety Policy;</li> <li>&gt; Human Resources Policy; Whistleblowing procedure;</li> <li>&gt; Internal regulations;</li> </ul>
Anti-corruption procedures	The company has introduced anti-corruption processes	<ul style="list-style-type: none"> <li>&gt; Group Code of Conduct/Ethics</li> <li>&gt; Corruption risk mapping</li> <li>&gt; Conflict of interest management process</li> <li>&gt; Anti-corruption policy</li> <li>&gt; Anti-fraud guidelines</li> <li>&gt; Procedures for compliance with the Sapin II law</li> <li>&gt; Parcours Compliance (Compliance Pathway) must be completed by each employee</li> <li>&gt; Internal regulations + appendices</li> </ul>
Fiscal governance	Tax governance and compliance are considered key elements of oversight, and adequate tax risk management strategies, and processes have been put in place.	<ul style="list-style-type: none"> <li>&gt; Action Logement Group tax policy and procedures</li> </ul>
Free competition procedures	The Company makes its employees aware of the importance of complying with all applicable competition laws and regulations.	<ul style="list-style-type: none"> <li>&gt; Code of Conduct/Ethics</li> <li>&gt; Group Public Procurement Code (formally documented) Standard public procurement clauses</li> </ul>

### 3.1.7. Risk management and internal controls over sustainability reporting (GOV-5)

The disclosure requirements of ESRS 2 GOV-5 are presented in section: 5.1 Governance of the Management Report submitted to the Board of Directors.

#### 3.1.7.1. Strengthening the identification of key material impacts, risks and opportunities for sustainable development

Since 2021, In'li has been mapping risks in accordance with Action Logement Group guidelines. One third of the risks identified in this mapping exercise are updated each year and the results are presented to the Audit and Accounts Committee. A process to integrate non-financial risks was initiated two years ago and will continue through 2025. To take account of new issues and challenges, new financial and non-financial risks are identified each year. The risk map is then broken down into a finer grid at In'li level to take account of its specific characteristics and challenges.

Control measures are also identified in accordance with Action Logement Group guidelines. **Each year, 130 controls that have been identified as key are subject to a self-assessment and Group reporting process.** All residual risks identified as important or material are subject to action plans.

The risks identified in these procedures were factored into **the double materiality assessment performed in 2024.** Conversely, the work carried out to create the double materiality matrix feeds into the major risk mapping process.

### 3.1.7.2. Oversight of impacts, risks, and opportunities

Major CSR issues and risks are monitored regularly by the CSR Officer and the Finance Department using selected performance metrics and updated based on suggestions from the CSR Steering Committee and CSR reporting standards (GRI, taxonomy, CSRD, etc.) as well as stakeholder expectations.

Secondary metrics provide additional information on the Company's actions and commitments. They are accompanied by targets – validated by Executive Management and integrated into the CSR roadmap – and internal action plans.

### 3.1.7.3. Risk management and internal control over the sustainability reporting process

In'li is aware that the transition from the NFPS to the CSRD is not merely a change of acronym but a genuine paradigm shift, and it has strived to identify the risks associated with the creation of this new sustainability reporting framework.

It is **no longer possible to meet market and performance requirements without reliable and relevant sustainable development disclosures**. With this in mind, in'li has identified several risks associated with the preparation of the sustainability report:

- ▶ Compliance with regulations in a context of constantly evolving standards and interpretations;
- ▶ The large volume of data to be reported;
- ▶ The availability of data in information systems and in upstream and downstream value chains;
- ▶ The accuracy, completeness and reliability of data.

To manage these risks and ensure high-quality reporting, **in'li has set up a Steering Committee** and structured the internal control system process around several levels of control:

- ▶ Line managers are responsible for defining and calculating performance metrics, and for transmitting narrative data within their reporting scope. They are in charge of first-tier controls. They are tasked with identifying, assessing and managing risks within their scope;
- ▶ The Information Systems, Data and Digital Department centralises the metrics and performs a critical review of the proposed definitions;

- ▶ Second-tier controls are performed to mitigate the risks of regulatory non-compliance and ensure data reliability:
  - ▶ The Information Systems, Data and Digital Department is responsible for verifying the accuracy and consistency of the quantified metrics. It automates the calculation of certain metrics identified by the Steering Committee as complex, particularly due to the large volume of data.
  - ▶ The CSR Officer and the Audit, Internal Control and Anti-Fraud Department carry out spot checks and an overall consistency review.
  - ▶ Two outside consulting firms helped in'li throughout 2024 with the key stages of developing the CSRD reporting process.
  - ▶ The report is cross-checked by the business lines and Executive Management.
- ▶ Lastly, third-tier controls are performed by sustainability auditors, who are responsible for providing reasonable assurance, particularly with regard to regulatory compliance and data accuracy. The report and the conclusions of the audit work are presented in section 3.5. Verification of sustainability statements.

In'li's internal control systems relating to the preparation of sustainability disclosures will be gradually strengthened based on the experience gained during the early reporting periods and the gradual roll-out of internal control activities and audit of the sustainability reporting process.

## 3.1.8. Strategy and business model

### 3.1.8.1. In'li, a provider of affordable housing in the Paris region (SBM-1)

#### Activities, business model and value chain

In'li is a real estate subsidiary of Action Logement Group. Action Logement Group jointly manages the *PEEC* programme, whereby companies pay a share of building and construction work, thus boosting housing for employees, business performance and regional attractiveness. The Group underwent a major restructuring in 2015, with the merger of the former Interprofessional Housing Committees and their subsidiaries into two public limited companies (Action Logement Immobilier and Action Logement Services), controlled by a single shareholder with non-profit status, Action Logement Group.

In'li is owned by Action Logement Immobilier, a holding company that manages the real estate subsidiaries. It was created in 2017 from the merger of four entities all of which managed a portfolio of affordable housing for employees.

Because of its status and mission, in'li is a highly specific player within the real estate ecosystem.

In'li's mission is to develop the supply of affordable housing in the Paris region that brings middle-class and young working people closer to their place of work, reinforces the employment-housing link and boosts regional attractiveness.

In'li enables employees and young working people to benefit from housing with capped rents that are lower than those on the private market, and accessible based on income ceilings, particularly in areas with a supply-constrained rental offering. This mission is encapsulated in its brand signature: "Committed to providing you with better housing".

Its customers are tenants (individuals renting residential properties and businesses renting commercial premises), as well as buyers of in'li properties, as one of its missions is also to facilitate access to home ownership, especially for its tenants.

In'li is based in the Paris region where it manages 43,269 units of housing and rents to nearly 100,000 tenants. Almost all revenue comes from letting out housing, most of which is located in Paris City and the inner Parisian suburbs.

Its activity may be divided into four areas:

1. Management of its property portfolio based on letting out 43,269 units of housing to nearly 100,000 tenants
2. Improvement and renovation work on its property portfolio (€75 million per year)

3. The development of new affordable housing, either through off-plan acquisitions or project ownership / prime contractorship operations (568 housing units undertaken in 2024)
4. The sale of properties (672 units sold in 2024)

In'li's entire portfolio of residential, commercial and professional properties is spread throughout 1,003 groups of properties in 240 different municipalities, almost all of which are located in the Paris region (the remaining 1% is located in the Oise department).

In'li's business model is based around three categories of financial and human resources:

- ▶ Financial resources comprising:
  - > rental income (€350 million in 2024). Each year, new housing units are delivered and let out, which increases revenue.
  - > the sale of properties (672 units sold in 2024, i.e., €102.6 million).
  - > debt (LTV <sup>(1)</sup> of 26.6%). It is worth noting that in'li is one of the best-rated property companies in Europe: S&P global ratings "A" (long-term) and a Moody's rating of A2.
- ▶ Human Resources: 861 employees and a training budget of 3.55% of total payroll.

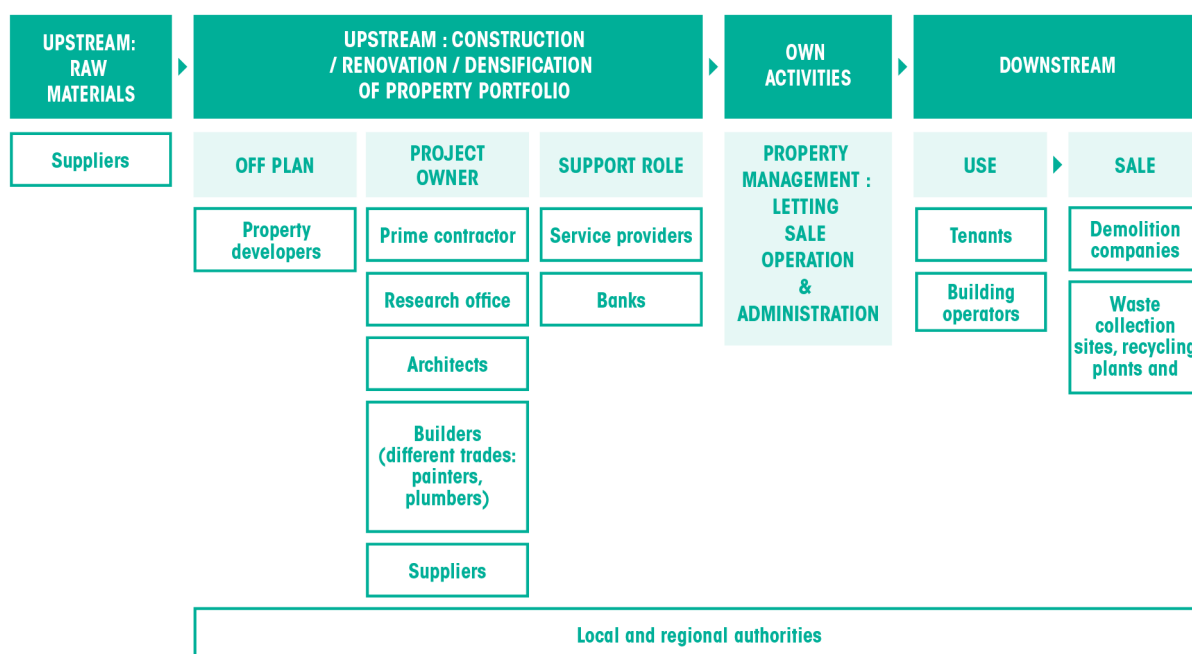
In'li's strategy is based on "Part 2 of the Strategic Plan", approved by the in'li Supervisory Board on 22 June 2022. This plan is an extension of the strategy adopted in 2018 when the Company was formed and it is structured around five areas: development, financing, management (including employee support and career development, customer relations, energy, operational and financial performance, and ethics), innovation, and strengthening partnerships with entities within the Action Logement Group and other players in the real estate sector. In'li's policies concerning these various areas are set out in this strategic plan.

(1) The property companies in which in'li has a stake have not all finalised their audited accounts at the reporting date. For this reason, the NAV shares of the property companies in which in'li has a stake have not yet been audited.

## Present across the entire real estate value chain

Through its four areas of activity, in'li operates across the entire real estate value chain: land acquisition, design, construction, marketing, rental management, renovation and sales.

### THE IN'LI VALUE CHAIN



### 3.1.8.2. Sustainability is integrated into in'li's business model and strategy

Sustainability matters lie at the very heart of in'li's development strategy: both because its *raison d'être* is to fulfil a social utility function, and because of the real estate sector's high exposure to environmental issues.

#### A model that creates social and environmental value

By developing a portfolio of affordable and sustainable properties for employees and young working people, in'li creates value for both society and the environment.

From a **social** perspective, its offering meets strong demand in the Paris region and boosts the local economy by housing employees and contributing to urban renewal. Its investment in new projects and the renovation of existing properties improves the quality of buildings and the living environment. Careful monitoring of the residential trajectories of its tenants helps to match their needs to appropriate housing solutions. Finally, in'li is committed to promoting technical and social innovation to create proper vibrant living spaces.

From an **environmental** perspective, in'li is committed to moving the real estate sector forward by going beyond regulations, through the production of sustainable, low-carbon housing and the renovation of its portfolio.

In order to make these sustainable focuses a long-term objective, in'li has defined a 10-year strategic plan based around its CSR commitments. This plan factors in both the Company's targets and changes in circumstances – particularly climate and financial conditions – which have a significant impact on the real estate sector.

It has five main operational focuses:

1. **Ramping up** our offering of new intermediate housing to remain No. 1 in affordable housing in the Paris region;
2. **Financing** by consolidating our partnership-based model to fund the growth and renovation of our residential property portfolio;
3. **Overseeing**, to improve our rental management and customer relations processes;
4. **Innovating** in favour of low-carbon and more accessible housing;
5. **Teaming up** with other intermediate housing stakeholders to bolster national strategy for this type of housing in supply-constrained areas.

In'li has aligned its CSR strategy with the UN Sustainable Development Goals (SDGs). The aim is to ensure that its actions are transparent and to gain recognition for its approach.

### IN'LI CURRENTLY MEETS 13 OF THE 17 SDGS:



► **Thanks to its environmental commitments, in'li contributes to the following SDGs:**

- > 6 (Clean water and sanitation);
- > 7 (Affordable and clean energy);
- > 13 (Climate action).



► **Thanks to its societal commitments, in'li contributes to the following SDGs:**

- > 1 (No poverty);
- > 3 (Good health and well-being);
- > 4 (Quality education);
- > 5 (Gender equality);
- > 8 (Decent work and economic growth);
- > 9 (Industry, innovation and infrastructure);
- > 10 (Reduced inequalities);
- > 11 (Sustainable cities and communities).



► **Thanks to its governance commitments, in'li contributes to the following SDGs:**

- > 12 (Responsible consumption and production);
- > 16 (Peace, justice and strong institutions).



### 3.1.9. Stakeholders integrated into the CSR strategy (SBM-2)

In'li maintains a regular and constructive dialogue with its main stakeholders. Five categories of key stakeholder have been identified based on their level of influence and impact on in'li's CSR strategy and business. The following table summarises the main channels for dialogue used with each of these categories, their expectations and in'li's responses.

Stakeholders	Workforce	Users	Partners	Local and regional authorities	Service providers
<b>IDENTITY</b>	Employees	Tenants	Financial partners, Investors	Elected representatives, local communities, local people	Suppliers and workers in the value chain
<b>CHANNELS OF COMMUNICATION</b>	Structured opportunities for dialogue are an integral part of the way the Company functions. The Human Resources Department also organises regular events that are conducive to informal exchanges.	In'li has committed to digitised processes aimed at simplifying and streamlining processes for prospective and sitting tenants.	Participation in conferences, publication of official documents.	In'li has established a consultation process with local residents, tenants and local authorities as part of its densification and renovation projects.	Procurement policy: calls for tenders, contractual agreements, regular evaluation of partners and payment deadlines – Development of joint projects with start-ups.
<b>EXPECTATIONS</b>	Better social dialogue	Flash surveys are conducted, as well as more comprehensive subsequent surveys. Optimisation of relations with tenants.	Environmental and financial commitment.	Contribution to local economic, environmental and social impact. Partnership-based relations.	Establishment of sustainable and balanced relationships.  > Equal treatment of suppliers. > Ethical business conduct.
<b>IN'LI PROPOSALS</b>	Creating and monitoring formal opportunities for dialogue: employee satisfaction surveys, annual employee interviews, meetings of the Social and Economic Committee (CSE) and the Health and Occupational Safety Commission (CSST).	An on-call service is provided by in'li employees during the day, and by a service provider in the evening and at weekends, 7 days a week. "SOWELL" is an app that allows local teams to dematerialise safety monitoring, increase the level of monitoring and ensure the reliability and follow-up of information in the app. Reorganisation of the Customer Relations Department (CRD) and upskilling of customer relations personnel and caretakers.	Over €500 million in sustainability-linked financing; €150 million in social financing, and €75 million in green financing.	In'li is committed to building collaborative relationships. Executive Management regularly organises meetings with local mayors.	In'li has signed up to the "Charter for Responsible Purchasing and Supplier Relations". A meeting was also organised with suppliers to foster a spirit of collaboration and dialogue.

In addition, in order to fully integrate stakeholder expectations and interests into its strategy, several actions were carried out in 2024:

- ▶ 20 interviews were conducted with key in'li stakeholders as part of the development of the double materiality matrix,
- ▶ a first meeting with suppliers was organised,
- ▶ a CSR questionnaire was sent to new in'li tenants to gauge their expectations and their vision of key issues.

**Stakeholder opinions are incorporated into the double materiality analysis, which was presented to the CSR Committee, the Audit Committee and Executive Management.**

### 3.1.10. Material impacts, risks and opportunities and their interaction with strategy and business model(s) (SBM-3)

In 2022, while it was developing the second phase of its strategic plan, in'li conducted an analysis of the materiality of these non-financial issues, enabling commitments to be made and translated into the policies and actions set out in this report.

The double materiality matrix developed by in'li, with the help of BL Évolution, completed this work and highlighted a number of impacts, risks and opportunities for the Company, as presented in the table below.

Challenge	CSRD sub-theme	Type of IRO	Upstream	Own operation	Downstream	Description
<b>ENVIRONMENTAL</b>						
Climate change adaptation	Climate change adaptation	Risk		✓	✓	Inability to rent out poorly-adapted housing
		Opportunity	✓	✓		Design of bioclimatic buildings
		Negative impact	✓	✓	✓	Exposure of housing to physical risks (flooding, extreme heat)
GHG emissions	Climate change mitigation	Risk	✓	✓	✓	Tighter regulations on GHG emissions
			✓	✓	✓	Increased cost of meeting stakeholder expectations on GHG emission reductions
		Negative impact		✓		Carbon impact of internal activities (property portfolio management, office activities, etc.)
			✓			Carbon impact of activities along the value chain (construction/renovation)
Energy management	Energy	Risk	✓	✓	✓	Increased energy costs
		Negative impact	✓	✓	✓	Contribution to increased GHG emissions through the use of fossil fuels
Nature in the city	Impact on the status of species	Negative impact	✓	✓		Degradation of natural habitats, soil sealing
Depletion of resources	Input resources, including resource use	Risk	✓	✓	✓	Resource scarcity and disruption of raw material supplies
	Output resources related to products and services	Opportunity	✓	✓		Use of recycled, recyclable or bio-based materials

Challenge	CSRD sub-theme	Type of IRO	Upstream	Own operation	Downstream	Description
Rehabilitation and renovation	Output resources related to products and services	Opportunity	✓	✓		Letting out new housing based on rehabilitation and renovation work carried out

## SOCIAL

Wellness and quality of life at work	Working conditions of the company's workforce	Risk		✓		Crisis in the real estate sector
				✓		Heavy workload and long working hours for in'li employees
Occupational health and safety	Working conditions of the company's workforce	Risk		✓		Damage to the health and safety of in'li employees
Job transformation	Equal treatment and opportunities for all	Risk		✓		Mismatch between the skills of company employees and changing requirements in the sector
Data protection	Other work-related rights	Risk		✓		Leaking of data from in'li employees
Health and safety along the value chain	Working conditions of workers in the value chain	Negative impact	✓			Damage to the health of workers in the value chain due to hazardous working conditions
Basic rights of workers in the value chain	Other labour rights	Negative impact	✓			Unacceptable living conditions for workers in the value chain
Data protection	Impacts related to consumer and/or end-user information	Risk			✓	Leak, disclosure or misuse of tenants' personal data (pay slips, identity, bank details, etc.)
					✓	Increased use of digital tools
Dialogue and close ties with tenants	Impacts related to consumer and/or end-user information	Risk			✓	Tenant dissatisfaction (messages and complaints posted on social media, etc.)
					✓	Absence of dialogue, mistrust and tenants' refusal to cooperate
Health, safety and comfort of dwellings	Personal safety of consumers and/or end-users	Risk			✓	Inability to let out dilapidated and poorly maintained housing
					✓	Accidents due to poor workmanship
Affordable housing	Social inclusion of consumers and/or end-users	Risk			✓	Rents too high compared to the private market and the income of the target public
		Positive impact		✓	✓	Access to affordable housing in the Paris region
Housing in supply-constrained areas	Social inclusion of consumers and/or end-users	Positive impact		✓	✓	Access to housing located close to employment hubs in the Paris region

## GOVERNANCE

Public policy advice and guidance	Political commitment	Opportunity		✓		Positioning in'li as a responsible stakeholder
Relations with suppliers	Management of relationships with suppliers, including payment practices	Risk	✓	✓		Failure to meet contractual commitments, particularly payment deadlines
				✓		Dependence on suppliers
Combating fraud	Corruption and bribery	Risk	✓	✓		Lack of training and processes to fight corruption
			✓	✓		Proven cases of fraud within the Company or its value chain

The financial impacts of material risks and opportunities on the financial position, financial performance and cash flows are taken into account in in'li's double materiality matrix without being quantified further.

## 3.1.11. Identification of impacts, risks and opportunities (IRO-1)

In 2024, in'li initiated its double materiality assessment to align with the requirements of the new European extra-financial reporting directive:

The principle of double materiality consists of determining in'li's material sustainability issues from two complementary angles:

- ▶ **an 'impact' perspective**, highlighting the Company's negative and positive impacts on the environment and society,
- ▶ **a financial perspective**, identifying the risks and opportunities associated with environmental and societal issues for the Company's activities and its ability to create value.

As part of this exercise, any risk, impact or opportunity that is tangible and significant for the Company is deemed to be 'material'.

The exercise was performed based on an initial double materiality assessment conducted in the first half of 2024. This initial exercise identified the main material themes, also known as 'CSR matters'. During the second half of 2024, in'li rounded out the initial analysis by conducting a detailed study of the impacts, risks and opportunities specific to each topic or sub-topic.

The double materiality assessment was conducted based on the standards applicable when the approach was designed and implemented. It is important to note that EFRAG methodology is constantly evolving with the publication of new texts. The assessment may therefore be further refined in light of future updates, reflecting new laws published by the legislator.

The double materiality assessment was carried out with the help of a specialist external consultancy, BL évolution, to ensure the robustness and neutrality of the methodology. It is based on a four-step approach:

### 1. Defining in'li's sustainability matters

The first step in the double materiality assessment was to identify the sustainability topics that were relevant to the assessment. This step forms the basis for in'li's double materiality assessment and the resulting reporting.

To ensure that all sustainability matters were covered, that the assessment complies with regulatory requirements and that it is aligned with market practices, in'li built its sustainability issue universe in three stages:

- ▶ **Identification and consolidation of existing sustainability topics;**
- ▶ **Review of all topics, sub-topics and sub-sub-topics** listed in ESRS 1 AR 16;

- ▶ **Analysis of data reported** by in'li's peers.

### 2. Identification of impacts, risks and opportunities (IRO) for each CSRD topic, sub-topic and sub-sub-topic relevant for the activity

From the list of topics, sub-topics and sub-sub-topics referred to in the standards (ESRS1 AR-16 of the CSRD), an initial selection was made to exclude topics that were not relevant to in'li's activities, i.e. those with no direct or indirect link and/or not mentioned by in'li's peers. For each of the sustainability topics retained, the negative and positive impacts, risks and opportunities were then identified based on analyses of internal documents and the previous double materiality assessment.

**This step identified 70 risks and opportunities as well as 64 negative and positive impacts associated with in'li's activities.**

### 3. Rating of impacts, risks and opportunities based on data from the first double materiality assessment

The impacts, risks and opportunities (IROs) identified were then rated according to EFRAG recommendations:

- ▶ on the one hand, financial materiality was assessed based on the magnitude and probability of occurrence of risks and opportunities;
- ▶ on the other hand, impact materiality was assessed according to the magnitude, scope, irremediability (for negative impacts only) and probability of the impacts.

In accordance with CSRD requirements, each IRO was assessed across in'li's entire value chain and over a defined time horizon (short, medium or long term).

The results of the first double materiality assessment were used for the financial materiality (risks and opportunities for the company's activities) and impact materiality assessments (impact of the Company's activities on society and the environment), and thus served as the basis for the rating.

These results were based on a review of in'li's peers in the sector, an analysis of sector benchmarks (impact benchmarks: GRI, ENCORE and UNEP-FI; financial benchmarks: SASB, DJSI CSA), a review of in'li documents dealing with CSR matters, discussions with the CSR Steering Committee and consultation with internal and external stakeholders. Twenty interviews with stakeholders were conducted in early 2024 to gather and take account of their expectations. External stakeholders were selected to ensure representation of the main players in in'li's value chain and an understanding of the sector's CSR matters (suppliers, tenant associations, local elected officials, financial partners, ESG experts, etc.). Internal stakeholders constituted a representative panel of the Company's strategic functions and the interests of its employees, providing a clear overview of the Company's activities.

#### 4. Consolidation of results and determination of the materiality threshold for assessing the materiality of sub-sub-topics based on the dimensions required by the CSRD

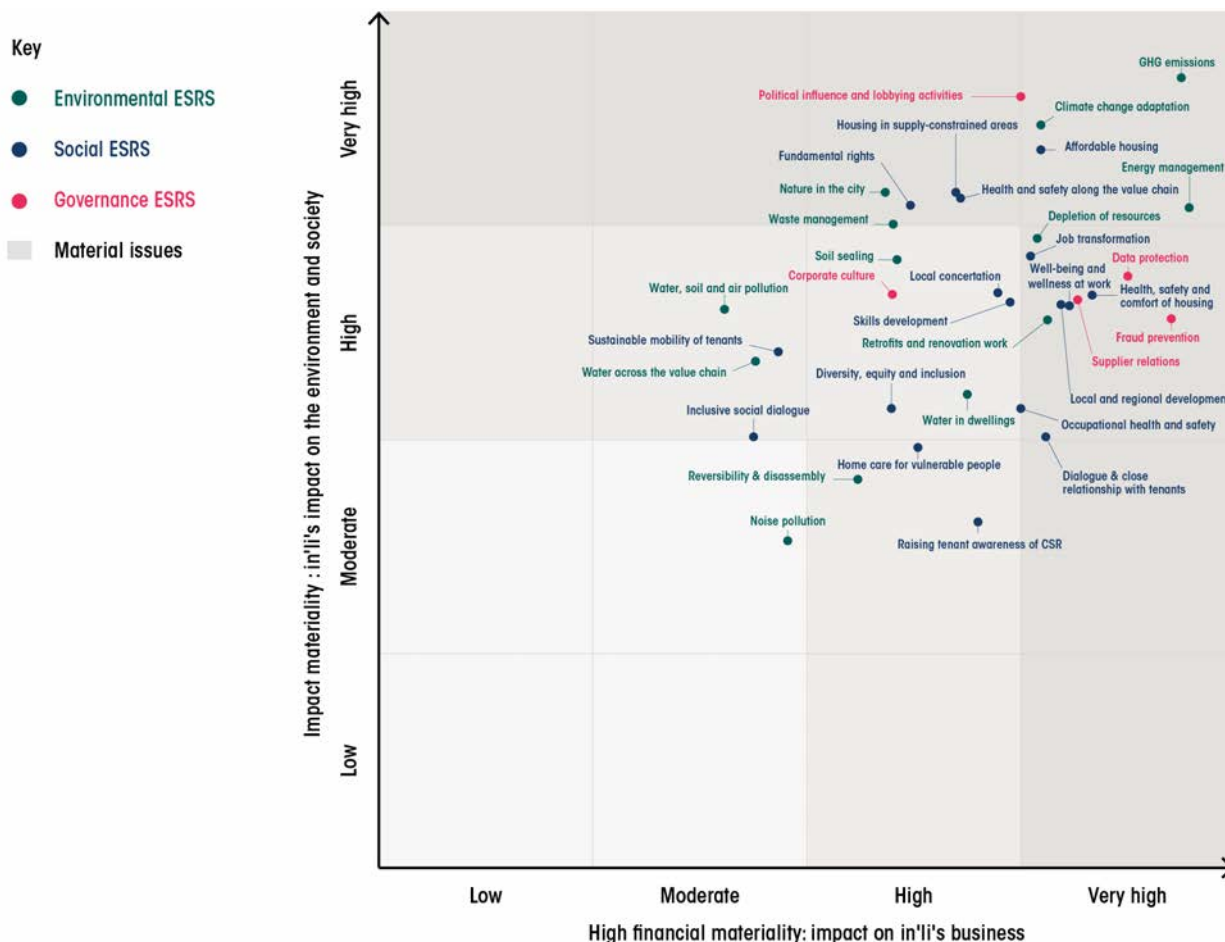
Consolidating the data from the previous steps enabled us to identify in'li's most significant impacts, risks and opportunities (IROs) and to assess the materiality of the sub-topics and sub-sub-topics to which they were linked.

As each company is free to set its own materiality threshold, in'li has chosen to use a 4-level materiality scale (1: not material, 4: highly material). In'li has set its materiality threshold at 3, meaning that ratings of 3 and 4 are considered material.

The results, validated by the CSR Steering Committee, enabled a final list to be drawn up, comprising **33 risks or opportunities, and 8 material impacts**. These elements formed the basis for the Company's non-financial reporting.

Lastly, to facilitate the understanding and presentation of the results, the CSRD sub-themes and sub-sub-themes were grouped into thematic families, corresponding to the various CSR matters defined during the first double materiality exercise. The results were presented visually in matrix form to facilitate their presentation. This matrix plots CSR matters along two axes: the x-axis represents financial materiality, while the y-axis illustrates impact materiality.

#### IN'LI'S DOUBLE MATERIALITY MATRIX



## 3.1.12. Disclosure Requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)

For all disclosures covered by IRO-2, see the appendix to the sustainability statement.

## 3.2. Environmental disclosures

In'li has signed up to the United Nations Global Compact and places the Sustainable Development Goals (SDGs) at the heart of its environmental commitment. The Company contributes to the following SDGs through ESRS E1 Climate Action, E4 Biodiversity and ecosystems, and E5 Resource use and circular economy:



### 3.2.1. Sustainable financing and European taxonomy reporting

#### 3.2.1.1. Sustainable financing

Since 2019, in'li has been committed to green financing, in line with its sustainable and responsible development objectives. This financing is either green and allocated to the financing of green assets, social and used to finance assets with a social impact, or sustainability-linked. This latter type of financing includes a mechanism for adjusting the interest margin based on three social and environmental criteria consistent with the objectives and strategy of Action Logement Group in terms of average purchasing power gains per tenant household, improvement in energy performance and energy retrofits to housing.



#### 3.2.1.2. EU Taxonomy

##### I. Overview

##### A. FRAMEWORK AND REQUIREMENTS OF GREEN EU TAXONOMY

LRegulation (EU) 2020/852 (**Taxonomy regulation**), adopted on 18 June 2020 by the European Parliament and Council, and effective from 1 January 2022, has introduced a system for classifying activities (**Taxonomy**), that establishes a common framework for European companies and investors to determine the part of their activities that may be considered to be sustainable.

Since 2021, in'li has been applying the Taxonomy regulation and its delegated acts, providing for reporting of indicators concerning the Taxonomy alignment of the activities of non-financial entities, in accordance with technical screening criteria. To be considered as aligned, an activity must comply with the following technical screening criteria (1) make a substantial contribution to at least one of six environmental objectives, (2) do no significant harm to any of the other five objectives, and (3) provide minimum social safeguards.

For 2024, in'li analysed the eligibility and alignment of its activities for all 6 objectives defined in the Taxonomy regulation.

The analysis of the alignment of in'li's activities with the aforementioned objectives was performed based on a detailed analysis of all its activities with regard to regulatory texts <sup>(1)</sup> <sup>(2)</sup> <sup>(3)</sup> and the various FAQs <sup>(4)</sup> <sup>(5)</sup> published by the European Commission.

## B. LINK WITH IN'LI GROUP CSR STRATEGY

In'li's activities are largely covered by EU Taxonomy, as evidenced by the proportion of Turnover, CapEx and OpEx eligible under the climate change mitigation objective, of 95%, 98.9% and 100%, respectively. The Taxonomy regulation therefore fully reflects in'li's commitment to protecting the environment and combating global warming set out in:

- ▶ Part 2 of the Strategic Plan of June 2022, attesting to in'li's proactive approach to positioning itself as an influential player in sustainable development and low-carbon construction;
- ▶ Its CSR handbook which sets out the Company's commitments in terms of the environmental performance and decarbonisation targets of its property portfolio;
- ▶ Action Logement Group's development plan, which goes beyond regulatory requirements: building new housing and improving the energy performance of its older housing, with environmental performance that exceeds regulatory requirements.

## II. Evaluation and methodology

### A. ORGANISATION AND SOURCES OF INFORMATION

In'li has been reporting its Taxonomy indicators since 2022. Every year, these indicators are compiled by:

- ▶ The Investment and Construction Department which qualifies the technical features of new properties acquired, new builds and demolitions under EU Taxonomy,
- ▶ The Property Portfolio Technical Department, which qualifies the technical features of renovations and decontamination activities,
- ▶ The Financing Department, which calculates CapEx, OpEx and Turnover within the meaning of EU Taxonomy, the share of Taxonomy-eligible CapEx, OpEx and Turnover, and the share of these same aggregates aligned with the 6 Taxonomy objectives with regard to:
  - > the specific features of each property, provided by

the two afore-mentioned departments,

- > and the technical screening criteria set out in the Taxonomy regulation. Generic criteria for DNSH are verified with the help of the Human Resources Department (for minimum social benefits) and the CSR Officer (for generic criteria for DNSH adaptation).

### B. DEFINITION OF INDICATORS

Taxonomy indicators (ratios for Turnover, CapEx and OpEx) have been calculated according to the strict definition provided in the Article 8 Delegated Act of the taxonomy regulation. Turnover net of recoverable charges, CapEx and OpEx are based on financial information taken from in'li's financial reporting systems and checked by the Accounting and Finance Department.

Moreover, the underlying data for each financial flow (Net Turnover, CapEx and OpEx) was measured by property group for each eligible activity. This availability of data greatly limits the risk of double counting.

#### Turnover

The denominator of the ratio relating to Turnover within the meaning of EU Taxonomy, corresponds to in'li's net Turnover, i.e. the revenue from goods and services sold, excluding the impact of rebillable service charges, to avoid double counting of these charges, i.e. €353 million.

#### CapEx

The denominator of the ratio relating to capital expenditure within the meaning of EU Taxonomy, corresponds to all acquisitions of property and equipment during the reporting period, i.e. €462 million. Because in'li signed a long-term lease in 2024 within the meaning of IFRS16, CapEx for 2024 includes flows for leases within the meaning of IFRS16s.

#### OpEx

The denominator of the ratio relating to operating expenditure within the meaning of EU Taxonomy corresponds to direct non-capitalised costs relating to maintenance and other direct expenditure relating to the day-to-day servicing of property, plant and equipment by the company or sub-contractors and short-term leases, less recoverable charges that are not included within the scope of Taxonomy, i.e. €43 million.

(1) *Climate Delegated Regulation of June 4, 2021 and its annexes*

(2) *Delegated Regulation 2021/2178 of July 6, 2021 and its annexes*

(3) *European Commission FAQ No. 2 of February 2, 2022*

(4) *Climate FAQ of December 19, 2022*

(5) *Article 8 FAQ of December 19, 2022*

## C. TAXONOMY-ELIGIBILITY

### C.1. Eligibility for climate objectives:

In'li's Taxonomy-eligible activities under the two climate objectives are the following:

#### CLIMATE CHANGE MITIGATION OBJECTIVE:

- ▶ The lease activities (rents, occupancy fees, prepaid charges) are Taxonomy-eligible under category "7.7 Acquisition and ownership of buildings", excluding the lease of terraces, balconies and car parks if these can be isolated.
- ▶ Property development projects:
  - › If intended for sale, property development is Taxonomy-eligible under category "7.1 Construction of new buildings";
  - › If intended for exercising ownership (renting), the activity may fall under either category "7.1 Construction of new buildings" or category "7.7 Acquisition and ownership of buildings", as stipulated in FAQs 144 and 147, published by the European Commission on 19 December 2022. In'li has opted to include these activities in category "7.7 Acquisition and ownership of buildings".
- ▶ Renovation and refurbishment of buildings falls under activity "7.2 Renovation of existing buildings".
- ▶ Densification projects, acquisition & improvements activity and conversion of offices into housing, consisting of acquiring a property and carrying out major renovation work with the aim of changing its final use (e.g., converting offices into housing or standalone housing into co-living units) are Taxonomy-eligible activities. These operations may come under two activities if the operation includes both renovation and new-build work. When a carve-out is possible, new-build work is eligible for activity "7.7 Acquisition and ownership of buildings" and renovation work is eligible for activity "7.2 Renovation of existing buildings". When it is impossible to distinguish between renovation work and building work, in'li considers the operation to be Taxonomy-eligible under activity "7.7 Acquisition and ownership of buildings", based on FAQ 144 on the European Commission's Climate Delegated Act, indicating that an activity in the acquisition process may be categorised under "7.7 Acquisition and ownership of buildings".

- ▶ In'li's Turnover includes fees for holding equity investments in property companies. In'li provides project management consultancy (PMC) services on behalf of these property companies (finders' fees, project management fees and fees for monitoring new builds) and the property companies include these fees in the cost of these real estate assets. This activity may therefore be considered part of the property development process, and Taxonomy-eligible under category "7.1 Construction of new buildings".

#### CLIMATE CHANGE ADAPTATION OBJECTIVE:

All in'li activities eligible for the climate change mitigation objective are also eligible for the climate change adaptation objective as regards CapEx and OpEx. As none of the activities (7.1, 7.2 and 7.3) are deemed to be enabling activities<sup>(1)</sup> under Annex II (Adaptation) of the Climate Delegated Act, Turnover related to climate change adaptation is nil and therefore in'li does not report a Turnover indicator for the climate change adaptation objective.<sup>(2)</sup>

### C.2. Eligibility for climate objectives:

In'li's Taxonomy-eligible activities under the two climate objectives are the following:

#### TRANSITION TO A CIRCULAR ECONOMY:

- ▶ The construction of new buildings for sale and the renovation of existing buildings – already covered by the climate delegated acts - are covered respectively in sections 3.1 and 3.2 of the transition to a circular economy objective.
- ▶ The demolition and wrecking of buildings as part of new-build projects in which in'li retains ownership, represent investments made by in'li and are covered by section "3.3 Demolition or wrecking of buildings and other structures" of the transition to a circular economy objective.

(1) Article 16 of the Taxonomy defines an enabling economic activity as one that directly allows other activities to make a substantial contribution to one or more of the objectives set out in the Taxonomy.

(2) As stated in the preamble of the Climate Delegated Act C(2021) 2800, page 6, paragraph 3, only expenditures incurred to make an activity resilient to climate change should be taken into account (unless the activity qualifies as an enabling activity), and not the revenue generated by that activity, unless it meets the criteria for substantial contribution.

Additionally, paragraph 1.1.1 of the Article 8 Delegated Act specifies the following: "The numerator of the KPI referred to in the first subparagraph shall not include the share of net turnover derived from products and services associated with economic activities that have been adapted to climate change in accordance with Article 11(1)(a) of Regulation (EU) 2020/852 and Annex II of Delegated Regulation (EU) 2021/2139, unless these activities: a) can be considered enabling activities within the meaning of Article 11(1)(b) of Regulation (EU) 2020/852, or b) are themselves Taxonomy-aligned."

Other CapEx is not eligible for the transition to a circular economy objective.

**POLLUTION PREVENTION AND CONTROL OBJECTIVE:**

Operations to search for pollutants, decontamination, asbestos removal, etc. are covered by section "2.4. Remediation of contaminated sites and areas under the Pollution Prevention and Control objective". For 2024, in'li only recognised €3k of CapEx relating to this activity, and no OpEx or Turnover. As this is not a material amount, it has been deemed immaterial and in'li does not therefore report a CapEx indicator for the pollution prevention and control objective.

**SUMMARY OF TAXONOMY-ELIGIBLE ACTIVITIES:**

The different activities identified as Taxonomy-eligible for 2024, based on the descriptions provided in the Climate Delegated Act are summarised below.

**TABLE 1: IN'LI'S TAXONOMY-ELIGIBLE ACTIVITIES**

Environmental objective	Activity referred to by EU Taxonomy	EU Taxonomy definition of activity	Corresponding in'li activity	Taxonomy indicators
Climate change mitigation	7.1 Construction of new buildings	Development of building projects for residential and non-residential buildings [...] for later sale.	Property development projects to be offered for sale Land bank operations in progress with a view to selling them to property developers	> Turnover > Capital expenditure
	7.2 Renovation of existing buildings	Construction and civil engineering works or preparation thereof	Renovation and restructuring work.	> Capital expenditure
	7.7 Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate	Property development projects to be offered for sale Letting out housing, commercial and office property. "Acquisition & improvement" activities Letting out office property (IFRS16) Fees for holding equity investments in property companies	> Turnover, Capital expenditure > Operating expenditure
Climate change adaptation	7.1 Construction of new buildings	Development of building projects for residential and non-residential buildings [...] for later sale.	Property development projects to be offered for sale Land bank operations in progress with a view to selling them to property developers.	> Capital expenditure
	7.2 Renovation of existing buildings	Construction and civil engineering works or preparation thereof	Renovation and restructuring work.	> Capital expenditure
	7.7 Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate	Property development projects to be offered for sale Letting out housing, commercial and office property. "Acquisition & improvement" activities Letting out office property (IFRS16) Fees for holding equity investments in property companies	> Capital expenditure > Operating expenditure
Circular economy	3.1 Construction of new buildings	Concerns the development of residential and non-residential new builds.	Property development projects to be offered for sale Land bank operations in progress with a view to selling them to property developers	> Turnover, Capital expenditure
	3.2 Renovation of existing buildings	Concerns construction and civil engineering works or preparation thereof	Traditional renovation work	> Capital expenditure
	3.3 Demolition and wrecking of buildings and other structures	Concerns the demolition and wrecking of buildings and other structures or the development or redevelopment of land.	Demolition of buildings	> Capital expenditure

## D. TAXONOMY ALIGNMENT

### Beginning in 2024, analysis of Taxonomy alignment focuses on all climate-related objectives.

For each category of activity, the assessment was performed as follows:

- ▶ Assessment of the substantial contribution of each eligible activity
- ▶ Assessment of DNSH criteria for the activities that comply with the substantial contribution criteria
- ▶ Verification that Generic criteria for DNSH (adaptation) apply to the activities identified
- ▶ Review of minimum social benefits

#### D.1. Analysis of alignment with the climate change mitigation objective

The analysis of Taxonomy-alignment with the climate change mitigation objective was performed as follows:

##### 7.1 CONSTRUCTION OF NEW BUILDINGS

This concerns property development: building projects to be offered for sale.

#### Substantial contribution

Certain buildings comply with the NZEB - 10% threshold (which corresponds to French RT 2012 – 10% and RE 2020 energy performance regulations). Properties built under RT 2012 energy performance regulations are subject to air tightness tests, demonstrating certain standards of performance in terms of a building's energy efficiency, but are not subject to thermal integrity tests. Consequently, properties built under RT 2012 energy performance regulations with a floorspace of greater than 5,000 m<sup>2</sup>, do not comply with the criterion for making a substantial contribution to climate change mitigation.

Conversely, properties built under RT 2020 energy performance regulation with a floorspace of greater than 5,000 m<sup>2</sup>, do make a substantial contribution to climate change mitigation, as they have been tested for air-tightness and thermal integrity.

However, as the DNSH – water criterion has not been complied with for the reasons set out below, flows from this activity cannot be aligned with the Climate change mitigation objective. Consequently, for this activity it was not deemed worthwhile to inspect buildings with a floorspace of greater than 5,000 m<sup>2</sup>.

#### Do No Significant specific Harm (DNSH):

##### DNSH – WATER

It could not be demonstrated that buildings comply with the following criterion: "Showers have a maximum water flow of

8 litres/min";

Most of in'li's new programmes are certified NF Habitat or NF Habitat HQE or comply with similar standards, however requirements for this certification indicate minimum flow rates greater than 8 litres/minute.

##### DNSH – CIRCULAR ECONOMY

Construction waste is managed so as to maximise reuse and recycling:

In'li hereby confirms that its buildings comply with relevant EU legislation such as the Waste Framework Directive<sup>(1)</sup>, which stipulates that by 2020 at least 70% of non-hazardous construction and demolition waste (by weight) must be prepared for reuse, recycling or other types of recovery. In'li is currently looking at how to incorporate procedures into its technical specifications to control the proportion of non-hazardous site waste prepared for reuse, recycling or recovery. The wrecking of buildings is not yet regulated in France, however, it is indirectly covered by local legislation on combating climate change and building resilience to the effects of climate change. In'li hereby confirms that the buildings included within this framework comply with Article 224 of French Law No. 2021-1104 of 22 August 2021, as of the application date, which permits the extension of existing buildings provided that they can be disassembled.

In'li has adopted a formally documented circular economy strategy consisting of (i) promoting the reuse of materials, (ii) strengthening responsible management of site waste, (iii) extending the useful life of materials and (iv) anticipating the circular economy, starting in the design phase.

##### DNSH – POLLUTION:

In'li hereby confirms that its buildings located in France comply with European and national requirements applicable to hazardous chemicals and pollutants<sup>(2)</sup>, as well as noise and dust emissions during construction. Moreover, in'li's Property Portfolio Technical Department regularly uses the services of independent third-party verifiers to ensure that all buildings comply with applicable regulations.

Between 2021 and 2024, market practice was to consider compliance with regulations as compliance with the requirements of this DNSH. Since 2024, certain market players have revised their position and now consider that compliance with regulations is not sufficient to comply with this DNSH. However, in light of the draft European OMNIBUS<sup>(3)</sup> legislation and in order to ensure the continuity of its methodology over time, in'li is maintaining the methodology validated in 2021 for 2024. In'li is therefore continuing to consider that compliance with European and French regulations means compliance with this DNSH and

(1) Directive 2008/98/EC as amended by Directive (EU) 2018/851

(2) In accordance with the provisions of Directive 2011/65/EU (RoHS) and Regulation 1907/2006 (REACH)

(3) Draft law dated 26 February 2025, which will be submitted to a vote by the European Parliament during 2025, with implementation scheduled for 2026. This draft legislation aims to simplify corporate sustainability reporting obligations. One of its articles specifically addresses the DNSH (Do No Significant Harm) criterion on pollution, with the objective of making it more accessible to stakeholders in the real estate sector.

it will review its position if and when the OMNIBUS bill is adopted by the European Parliament.

#### **DNSH – BIODIVERSITY:**

All of in'li's construction activities are located in urban areas. The building permits issued by the relevant authorities attest to compliance with terrestrial biodiversity criteria.

In'li hereby confirms that the buildings in its portfolio comply with French legislation concerning construction in areas of natural wildlife listed by ministerial order.<sup>(1)</sup>

In accordance with current regulations, in'li's real estate programmes are subject, where applicable, to an Environmental Impact Assessment (EIA) submitted along with the building permit application. This study assesses the potential impacts of the property development programme on fauna and flora and presents mitigation and compensation measures.

#### **For Generic criteria for Do No Significant Harm (DNSH):**

See section on Generic criteria for DNSH.

In brief, it was not possible to validate DNSH in its entirety for this category of activity (7.1), in particular because of minimum water flow requirements for sanitary equipment, which are incompatible with the comfort targets outlined in NF Habitat and NF Habitat HQE standards.

#### **7.2 RENOVATION OF EXISTING BUILDINGS**

In'li renovates existing buildings in accordance with the regulatory definition.

#### **Substantial contribution**

All Taxonomy-aligned renovation<sup>(2)</sup> work identified generates a reduction in primary energy consumption of at least 30%, as certified by an external energy performance assessment.

#### **Do No Significant specific Harm (DNSH):**

#### **DNSH – WATER:**

In'li's energy renovation work included in reporting does not contain water installations (i.e., taps, flushing cisterns). Consequently, activity 7.2 is not concerned with DNSH – Water for reporting in 2024.

#### **DNSH – CIRCULAR ECONOMY**

See section concerning activity 7.1.

#### **DNSH – POLLUTION:**

See section concerning activity 7.1.

#### **For Generic criteria for Do No Significant Harm (DNSH):**

See section on Generic criteria for DNSH.

#### **7.7 ACQUISITION AND OWNERSHIP OF BUILDINGS**

In'li is involved in letting out housing, construction of new buildings and acquisition & improvement with a view to exercising ownership over the acquired property.

#### **Substantial contribution**

The criteria for making a substantial contribution to climate change mitigation for building ownership activities are as follows:

For buildings for which the building permit was submitted before 31 December 2020, the assessment consisted in noting an A label on the energy performance assessment, or primary energy consumption below the top 15% ceiling as defined by Observatoire de l'Immobilier Durable (OID – Sustainable real estate observatory) for 2024, i.e. less than 135 Kwh/m<sup>2</sup>/year.<sup>(3)</sup>

For buildings for which the building permit was submitted after this date, the primary energy demand, measured by the building's energy performance, was compared to the the French NZEB-10% threshold (equivalent to RT2012 regulations -10%), given that since RE2020 regulations came into force on 1 January 2022, the French government has stated that application of this new standard automatically means compliance with NZEB-10%.

At 31 December 2024, five buildings categorised under this activity were under construction, with a floorspace greater than 5,000 m<sup>2</sup> and a building permit submitted after 31 December 2020, so they are concerned by building life cycle analysis and thermal integrity testing. Three of these properties are not aligned because they are covered by RT 2012 energy performance regulations, which do not include either thermal integrity testing or building life cycle analysis. The other two properties are covered by RT 2020 energy performance regulations, which provide for both thermal integrity testing and building life cycle analysis

#### **Do No Significant specific Harm (DNSH):**

Not applicable.

(1) Article L411-1 of the French Environmental Code

(2) As established in the national and regional regulations applicable to major renovation works undertaken in accordance with Directive 2010/31/EU. The energy performance of the building, or of the renovated part thereof, complies with the energy performance requirements applicable to major renovation works.

(3) Source: 2024 Barometer on the Energy and Environmental Performance of Buildings – December 2024

## GENERIC CRITERIA FOR DNSH ADAPTATION

In 2021, in'li commissioned a research office to conduct an annual assessment of potential physical climate risks to its building portfolio, based on the geographical location of properties. Among the list of potential risks in Appendix A, rising sea levels and heatwaves have been identified as potentially having a significant impact on the Greater Paris region and therefore on in'li's properties. IPCC scenarios for 2070 and 2100 have been tested and the resulting analyses indicate limited exposure to these risks. In'li has taken the following adaptation measures:

- ▶ Compliance with regulations and local policies concerning flood-prone areas in line with the National Adaptation Plans drawn up by the French Government;
- ▶ Prioritising insulation work at existing properties, focusing on the least well-insulated buildings, to improve the comfort and health of tenants, especially during heat waves;
- ▶ In new builds, compliance with a maximum summer comfort index not to be exceeded – degree-hours, which measures the number of hours of summer discomfort for tenants;
- ▶ Taking out a multi-risk insurance policy covering all properties for the risks associated with climate hazards.

In 2024, in'li also commissioned an external research office to map its property portfolio, highlighting exposure to expansion and retraction of soil rich in clay. This will help target properties on which a more detailed analysis will be performed in 2025 and subsequent years, to assess potential risks on a case-by-case basis.

Disclosures related to climate risks are outlined in ESRS E1.

### D.2. Analysis of alignment with the climate change adaptation objective

Qualifying as making a substantial contribution to climate change adaptation implies, inter alia:

- ▶ **implementation of physical solutions taken from the Adaptation Plan:** in'li systematically deploys adaptation solutions through dedicated infrastructures (rainwater drainage, levelling, etc.). However, these measures are systematic for new builds and do not necessarily result from a climate risk analysis at this stage.
- ▶ **the impact of adaptation solutions:** adaptation solutions comply with local regulations, however, they are not specifically monitored and measured and do not necessarily favour the nature-based solutions required by EU Taxonomy.

Consequently, in'li's activities are not deemed to be aligned with the Taxonomy climate change adaptation objective.

### D.3. Analysis of alignment with the objective of transition to a circular economy:

#### 3.1 CONSTRUCTION OF NEW BUILDINGS

Qualifying the substantial contribution of this activity to the objective of transition to a circular economy implies in particular:

- ▶ preparing 90% of non-hazardous construction and demolition site waste for reuse or recycling;
- ▶ complying with a maximum proportion of primary raw materials, listed by component in the delegated regulation. This criterion seeks to encourage the use of secondary raw materials.

All real estate programmes under this activity are acquired on an off-plan basis, an acquisition method whereby developers are required to prepare 70% of construction site waste for reuse or recycling, which is below the level required under the substantial contribution to the transition criterion. Moreover, transactions acquired off-plan do not comply with the maximum proportions of primary raw materials listed in the delegated regulation.

Lastly, the property developments in this activity do not comply with DNSH – Water criteria; as mentioned previously, the labels used for most developments are not compatible with water flow rates relating to this DNSH.

Consequently, flows for this business are not aligned with the objective of transition to a circular economy.

#### 3.2 RENOVATION OF EXISTING BUILDINGS

Qualifying the substantial contribution of this activity to the objective of transition to a circular economy implies, notably complying with a maximum proportion of primary raw materials, listed by component in the delegated regulation. This criterion seeks to encourage the use of secondary raw materials.

Renovation operations conducted by in'li do not comply with the maximum proportions of primary raw materials listed in the delegated regulation.

Consequently, flows for this business are not aligned with the objective of transition to a circular economy.

#### 3.3 DEMOLITION AND WRECKING OF BUILDINGS AND OTHER STRUCTURES

Qualifying the substantial contribution of this activity to the objective of transition to a circular economy implies, notably preparing 90% of non-hazardous construction and demolition site waste for reuse or recycling.

In'li could not show that this criterion was complied with in the few demolition operations concerned by this activity.

Moreover, it could not be shown whether foam or plywood panels were recovered during the demolition of the buildings concerned by this activity. Consequently, compliance with DNSH – climate change mitigation cannot be demonstrated.

Consequently, flows for this business are not aligned with the objective of transition to a circular economy.

#### D.4. Analysing minimum safeguards (MS)

In order for its activities to be considered as Taxonomy-aligned, an entity must implement procedures "to align with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including

the principles and rights enshrined in the eight fundamental conventions cited in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights" (Article 18 of the Taxonomy Regulation).

**TABLE 2: IN'LI POLICIES AND PROCEDURES REGARDING MINIMUM SAFEGUARD CRITERIA**

Criteria	Detailed criteria	In'li policies and procedures
<b>DUE DILIGENCE ON HUMAN RIGHTS</b>	The Company has deployed an adequate human rights due diligence process, as outlined in UN Guiding Principles and the OECD Guidelines for Multinational Enterprises.	<ul style="list-style-type: none"> <li>&gt; Notice to property developers (for off-plan operations)</li> <li>&gt; Standard technical specifications (for project ownership / prime contractorship operations)</li> <li>&gt; Standard public procurement clauses</li> <li>&gt; Quality of Life at Work Policy; Occupational Health and Safety Policy</li> <li>&gt; Human Resources Policy; Whistleblowing procedure</li> <li>&gt; Internal regulations</li> <li>&gt; 2024 Sustainability report</li> </ul>
<b>ANTI-CORRUPTION PROCEDURES</b>	The company has introduced anti-corruption processes	<ul style="list-style-type: none"> <li>&gt; Group Code of Conduct/Ethics</li> <li>&gt; Corruption risk mapping</li> <li>&gt; Conflict of interest management plan</li> <li>&gt; Anti-corruption policy</li> <li>&gt; Anti-fraud guidelines</li> <li>&gt; Procedures for compliance with the Sapin II law</li> <li>&gt; The Parcours Compliance (Compliance Pathway) must be completed by each employee; Internal regulations + appendices</li> </ul>
<b>FISCAL GOVERNANCE</b>	Tax governance and compliance are considered key elements of oversight, and adequate tax risk management strategies and processes have been put in place.	<ul style="list-style-type: none"> <li>&gt; Group tax policy and procedures</li> </ul>
<b>FREE COMPETITION PROCEDURES</b>	The Company makes its employees aware of the importance of complying with all applicable competition laws and regulations.	<ul style="list-style-type: none"> <li>&gt; Group Code of Conduct/Ethics</li> <li>&gt; Public Procurement Code (formally documented)</li> <li>&gt; Standard public procurement clauses</li> </ul>

To date, in'li has not been convicted of any charges related to corruption, tax, anti-trust or human rights issues. There are a number of procedures within the Company and in contractual documents that bind it to its partners.

### III. Results

#### A. RESULTS OF TAXONOMY-ELIGIBILITY AND ALIGNMENT FOR 2024

**TABLE 3 : REGULATORY SCHEDULE: TAXONOMY RELATING TO TURNOVER**

Year Y	2024			Substantial contribution criteria						Critères d'absence de préjudice important («critères DNSH»)										
	Economic activities (1)	Code (2)	CapEx (3)	Share of Turnover in Year Y (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Share of Taxonomy-aligned Turnover (A.1.) or Taxonomy-eligible Turnover (A.2.), Year N-1 (18)	Category (enabling activity) (19)	Category (transition activity) (20)
		EUR	%		YES; NO; N/EL						YES/ NO					YES/ NO	%	EN	T	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																				
<b>A.1 Environmentally sustainable economic activities (Taxonomy-aligned)</b>																				
Acquisition and ownership of buildings	CCM 7.7	€145,698,917	41.3%	YES	N/EL	N/EL	N/EL	N/EL	N/EL	YES	YES	YES	YES	YES	YES	YES	38.8%			
Turnover from environmentally sustainable economic activities (Taxonomy-aligned) (A.1.)		145 698 917 €	41,3%							YES	YES	YES	YES	YES	YES	YES	38.8%			
o/w enabling activities		0 €	0,0%							YES	YES	YES	YES	YES	YES	YES	0.0%	EN		
o/w transitional activities		0 €	0,0%							YES	YES	YES	YES	YES	YES	YES	0.0%		T	
<b>A.2 Activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned)</b>																				
				EL; N/EL																
Acquisition and ownership of buildings	CCM 7.7	€ 187,812,460	53.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								55.7%			
Construction of new buildings	CCM 7.1 CE 3.1	€ 1,794,848	0.5%	EL	N/EL	N/EL	N/EL	EL	N/EL								0.6%			
Turnover from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2.)		€ 189,607,308	53.7%														56.2%			
A. Turnover from Taxonomy-eligible activities (A.1. + A.2.)		€ 335,306,226	95.0%														95.0%			
<b>B. NON-TAXONOMY-ELIGIBLE ACTIVITIES</b>																				
Turnover from activities that are not Taxonomy-eligible		€ 17,748,548	5.0%																	
<b>TOTAL (A. + B.)</b>		<b>€ 353,054,773</b>	<b>100%</b>																	

**TABLE 4: SUMMARY REGULATORY SCHEDULE: TAXONOMY RELATING TO TURNOVER**

	Share of Turnover/total Turnover	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	41.3%	95.0%
CCA	NC	0.0%
WTR	NC	0.0%
CE	0.0%	0.5%
PPC	NC	0.0%
BIO	NC	0.0%

NC - Not calculated because no activity was concerned

**TABLE 5 : REGULATORY SCHEDULE: TAXONOMY RELATING TO CAPEX**

Year Y	2024			Substantial contribution criteria						Critères d'absence de préjudice important («critères DNSH»)									
	Code (2)	CapEx (3)	Share of Turnover in Year Y (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Share of Taxonomy-aligned Turnover (A.1.) or Taxonomy-eligible Turnover (A.2.), Year N-1 (18)	Category (enabling activity) (19)	Category (transition activity) (20)
Economic activities (1)		EUR	%	YES; NO ; N/EL						YES/NO						YES/NO	%	EN	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable economic activities (Taxonomy-aligned)</b>																			
Renovation of existing buildings	CCM 7.2 CCA 7.2 CE 3.2	€ 42,961,336	9.3%	YES	NO	N/EL	N/EL	NO	N/EL	YES	YES	YES	YES	YES	YES	YES	9.5%		T
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7	€ 332,028,513	71.9%	YES	NO	N/EL	N/EL	N/EL	N/EL	YES	YES	YES	YES	YES	YES	YES	73.3%		
<b>CapEx from environmentally sustainable economic activities (Taxonomy-aligned) (A.1.)</b>		<b>€ 374,989,849</b>	<b>81.2%</b>							<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>82.9%</b>		
<b>o/w enabling activities</b>		<b>0 €</b>	<b>0.0%</b>							<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>0.0%</b>	<b>EN</b>	
<b>o/w transitional activities</b>		<b>€ 42,961,336</b>	<b>9.3%</b>							<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>0.7%</b>		<b>T</b>
<b>A.2 Activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned)</b>																			
				EL; N/EL															
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5 CCA 6.5	0 €	0.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Renovation of existing buildings	CCM 7.2 CCA 7.2 CE 3.2	€ 58,845,827	12.7%	EL	EL	N/EL	N/EL	EL	N/EL								9.2%		
Construction of new buildings <sup>(1)</sup>	CCM 7.1 CCA 7.1 CE 3.1	(€1,976,573)	-0.4%	EL	EL	N/EL	N/EL	EL	N/EL								1.3%		
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7	€ 23,273,662	5.0%	EL	EL	N/EL	N/EL	N/EL	N/EL								3.7%		
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7 CE 3.3	€ 1,461,939	0.3%	EL	EL	N/EL	N/EL	EL	N/EL								0.0%		
<b>CapEx from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2.)</b>		<b>€ 81,604,854</b>	<b>17.7%</b>														<b>14.2%</b>		
<b>A. CapEx from Taxonomy-eligible activities (A.1 + A.2)</b>		<b>€ 456,594,703</b>	<b>98.9%</b>														<b>97.1%</b>		
<b>B. NON-TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
CapEx from activities that are not Taxonomy-eligible		€ 5,158,729	1.1%																
<b>TOTAL (A. + B.)</b>		<b>€ 461,753,433</b>	<b>100%</b>																

(1) For 2024, this activity only contains adjustments to notary fees on previous transactions, which is why the amount is negative.

**TABLE 6: SUMMARY REGULATORY SCHEDULE: TAXONOMY RELATING TO CAPEX**
**Share of CapEx/Total CapEx**

	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	81.2%	98.9%
CCA	0%	98.9%
WTR	NC	0%
CE	0%	21.9%
PPC	NC	0%
BIO	NC	0%

NC - Not calculated because no activity was concerned

**TABLE 7: REGULATORY SCHEDULE: TAXONOMY RELATING TO OPEX**

Year Y	2024			Substantial contribution criteria						DNSH criteria						Share of Taxonomy-aligned OpEx (A.1.) or Taxonomy-eligible OpEx (A.2.), Year N-1 (18)	Category (enabling activity) (19)	Category (transition activity) (20)	
	Code (2)	OpEx (3)	Share of OpEx in Year Y (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)				Minimum safeguards (17)
		EUR	%	YES; NO; N/EL						YES/NO						YES/NO	%	EN	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable economic activities (Taxonomy-aligned)</b>																			
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7	€ 14,130,711	32.6%	YES	NO	N/EL	N/EL	N/EL	N/EL	YES	YES	YES	YES	YES	YES	YES	30.9%		
OpEx from environmentally sustainable economic activities (Taxonomy-aligned) (A.1.)		€ 14,130,711	32.6%							YES	YES	YES	YES	YES	YES	YES	30.9%		
o/w enabling activities		0 €	0.0%							YES	YES	YES	YES	YES	YES	YES	0.0%	EN	
o/w transitional activities		0 €	0.0%							YES	YES	YES	YES	YES	YES	YES	0.0%	T	
<b>A.2 Activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned)</b>																			
				EL; N/EL															
Acquisition and ownership of buildings	CCM 7.7 CCA 7.7	€ 29,267,614	67.4%	EL	EL	N/EL	N/EL	N/EL	N/EL								69.1%		
OpEx from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2.)		€ 29,267,614	67.4%														69.1%		
A. OpEx from Taxonomy-eligible activities (A.1 + A.2)		€ 43,398,325	100.0%														100%		
<b>B. NON-TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
OpEx from activities that are not Taxonomy-eligible		0 €	0.0%																
<b>TOTAL (A. + B.)</b>		<b>€ 43,398,325</b>	<b>100%</b>																

**TABLE 7: REGULATORY SCHEDULE: TAXONOMY RELATING TO OPEX**

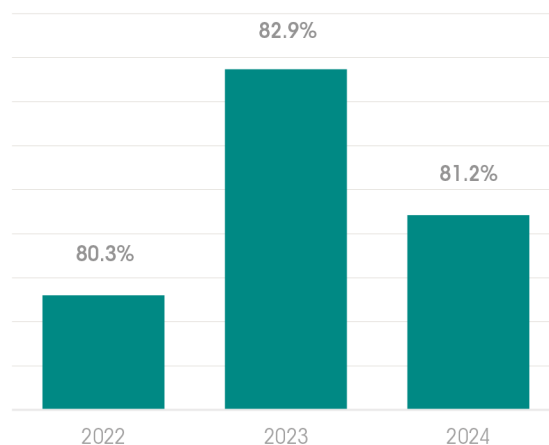
	Share of OpEx/Total OpEx	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	32.6%	100.0%
CCA	0.0%	100.0%
WTR	NC	0.0%
CE	NC	0.0%
PPC	NC	0.0%
BIO	NC	0.0%

NC - Not calculated because no activity was concerned

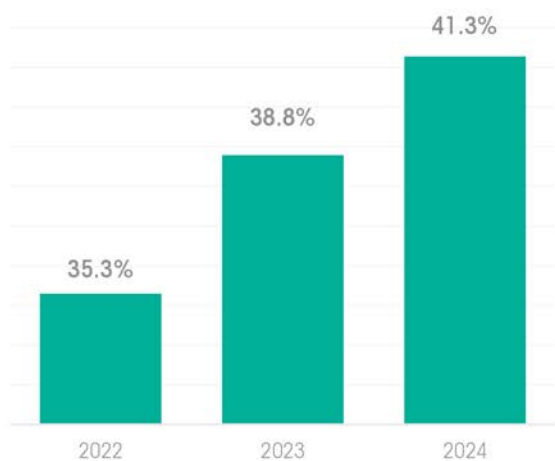
**TABLE 8: SUMMARY REGULATORY SCHEDULE: TAXONOMY RELATING TO OPEX**

Table 8: Summary regulatory schedule: Taxonomy relating to OpEx	2022	2023	2024
% aligned CapEx	80.3%	82.9%	81.2%
% aligned Turnover	35.3%	38.8%	41.3%
% aligned OpEx	28.0%	30.9%	32.6%

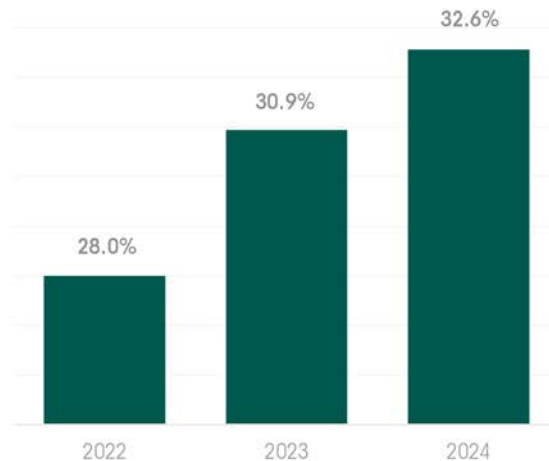
CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED CAPEX



CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED TURNOVER



CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED OPEX  
32,6%



## B. YEAR-ON-YEAR CHANGE

### Change in Taxonomy alignment and eligibility concerning the climate change mitigation objective

In'li is focusing its efforts on the climate change mitigation objective, in line with its CSR strategy. The analysis of its ratios will therefore focus on this objective.

#### Turnover

The ratio relating to eligible net turnover remained stable, at 95% in 2023 and 2024. The ratio of net turnover aligned with the Taxonomy Climate change mitigation objective continued to increase year on year, from 38.8% to 41.3%.

This increase was mainly due to new properties delivered during 2024 and the full-year impact of properties delivered in 2023, whose performances are EU Taxonomy-aligned.

#### CapEx

The ratio of CapEx eligible for the Taxonomy climate change mitigation objective increased by 1.8 points between 2023 and 2024, from 97.1% in 2023 to 98.9% in 2024. This increase was attributable to the fall in the proportion of land acquisition within CapEx. Because these acquisitions are not Taxonomy-eligible, their decrease automatically increases the proportion of eligible CapEx.

The ratio of CapEx aligned with the Taxonomy climate change mitigation objective remained very high at 81.2% (a slight year-on-year drop of 1.7%). This slight fall was attributable to a growing number of projects combining renovation of existing buildings and new building, where a pre-project energy audit has not always been performed. In the absence of an audit, in'li cannot certify the primary energy savings that will be achieved in the renovated portion of the building.

#### OpEx

As in previous years, 100% of OpEx recognised in 2024 (net of recoverable charges) was Taxonomy-eligible.

The proportion of OpEx aligned with the climate change

mitigation objective rose by 1.7 points, from 30.9% in 2023 to 32.6% in 2024. This increase is in phase with that observed in the ratio of net turnover aligned with the Taxonomy Climate change mitigation objective; as for this previous ratio, this increase was also mainly attributable to new properties delivered in 2024.

#### Changes in methodology

The methodology used to analyse the Taxonomy ratios for the 2024 financial year is identical to that used to calculate the ratios last year.

## C. OUTLOOK

### Integration of Taxonomy into strategic management processes

In'li continued to factor climate change mitigation criteria into its investment decisions. Eco-design, energy efficiency and comfort will make it possible to provide tenants with attractive housing that complies with best market practices in terms of energy and the ecological transition.

For information, between now and 2030, the objective is to reduce average primary energy consumption in the housing units we operate to below 95kWh/m<sup>2</sup> per year and average greenhouse gas emissions to less than 15 kg eq CO<sub>2</sub>/m<sup>2</sup>. Two levers will be used to achieve these objectives:

- ▶ Renovating existing buildings, with the aim of obtaining a 'B' energy performance assessment label for 33% of energy retrofits (BBC Rénovation label); and
- ▶ Systematically factoring environmental performance into new residential programmes.

These two levers enhance the alignment of ratios (Turnover, CapEx and OpEx) with the EU Taxonomy Climate change mitigation objective.

**Consequently, the share of Turnover aligned with the Taxonomy climate change mitigation objective is in phase with the targets set by in'li:**

% OF TURNOVER ALIGNED WITH THE CLIMATE CHANGE MITIGATION OBJECTIVE	2024	2025	2026	2027	2028	2029	2030
	Objective	40%	42.5%	45%	47.5%	50%	52.5%
Reported	41.3%						

## 3.2.2. Climate change mitigation and adaptation (ESRS -E1)

The housing sector is one of the biggest consumers of energy and one of the main contributors to greenhouse gas emissions in France.

Climate change mitigation and adaptation are therefore key issues for in'li, which faces a number of major challenges and issues in this area. It is also an opportunity to demonstrate its ability to innovate and position itself at the vanguard of the housing sector. It is in this spirit of anticipation and commitment that in'li is tackling these issues, to pursue an ambitious policy that will benefit its end customers.

### 3.2.2.1. A business model and strategy that takes climate change into account – identification of transition risks (ESRS2 – SBM-3)

Because all of in'li's stakeholders are impacted by its climate change actions, they are all included within the scope of disclosure under ESRS 2.

The completion of in'li's double materiality matrix has identified a large number of **physical and transition risks**, opportunities and positive and negative impacts related to climate change.

These fall into three categories: **climate change adaptation, greenhouse gas emissions and energy management** and they are presented in the table below.

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Type of risk/opportunity	Description	Time horizon			
Climate change adaptation	Climate change adaptation	Risk	> Financial	Inability to rent out poorly-adapted housing	Medium term			
			> Operational					
			> Physical					
Climate change adaptation	Climate change adaptation	Opportunity	> Financial	Design of bioclimatic buildings	Long term			
			> Operational					
			> Physical					
Climate change adaptation	Climate change adaptation	Negative impact		Exposition des logements à des risques physiques (inondations, fortes chaleurs)	Long term			
			GHG emissions	Climate change mitigation	Risk	> Regulatory	Tighter regulations on GHG emissions	Short term
						> Financial	Increased cost of meeting stakeholder expectations on GHG emission reductions.	Long term
> Operational								
GHG emissions	Climate change mitigation	Negative impact		Carbon impact of internal activities (property portfolio management, office activities, etc.)	Long term			
				Carbon impact of activities along the value chain (construction)	Long term			
			Energy management	Energy	Risk	> Regulatory	Increased energy costs	Short term
> Operational	Obligation to renovate energy systems in dwellings	Short term						
> Financial								
Energy management	Energy	Negative impact		Contribution to increased GHG emissions through the use of fossil fuels to conduct activities	Long terme			

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## I. Adapting in'li's property portfolio to climate change

In'li is primarily exposed to the economic risk of being unable to rent out its properties. Changes in regulations, for example for very poorly insulated housing, force landlords to adapt their rental properties to these new rules: criteria such as location, surface area, quality and appearance are no longer sufficient to guarantee the attractiveness or regulatory compliance of a property. Environmental criteria are now decisive: ignoring issues such as thermal insulation, flood risk and the thermal quality of buildings exposes the Company to regulatory risk and/or a lack of attractiveness for potential tenants.

**This development offers in'li an opportunity for designing bioclimatic buildings:** by integrating these new environmental criteria into the design of its housing, in'li can stay ahead of future regulations. It can also demonstrate its ability to innovate and be a leader in its sector.

**On the other hand, housing may be exposed to physical risks caused by climate change:** flooding or heat waves may have a negative impact on the habitability and comfort of housing if in'li's housing stock is not adapted.

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## II. Challenges related to greenhouse gas emissions

Two risks have been identified.

A physical risk relating to the **tightening of greenhouse gas (GHG) regulations:** the Climate and Resilience Act, which prohibits the rental of energy-inefficient properties, and the requirements of EU taxonomy expose in'li to regulatory risk. Financial penalties may also be imposed if GHG emissions caused by activities exceed regulatory thresholds. This could ultimately lead to a loss of confidence among in'li's tenants and the withdrawal of financial partners.

A transition risk linked to the **increased cost of meeting stakeholder expectations on GHG emission reductions could then jeopardize in'li's economic model.** Conversely, insufficient climate ambition could expose in'li to reputational risk.

**Moreover, two negative impacts related to GHGs have been identified:**

The first relates to the carbon impact of in'li's value chain activities, particularly construction: this could contribute significantly to increasing GHG emissions through the production of building materials, construction methods, transport of materials, etc.

The second concerns **the carbon impact of internal activities (property portfolio management, office activities, etc.):** in'li's internal activities, related to operations and portfolio management, also contribute to increasing GHG emissions.

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## III. The challenge of managing energy in the property portfolio

In'li is exposed to two energy management risks: **rising energy costs and the obligation to renovate energy systems in residential properties.**

**Rising energy costs** may increase In'li's operating costs as well as tenants' expenses, thereby reducing the attractiveness of its properties on the rental market. Moreover, such an increase in costs would go against in'li's mission to provide affordable housing.

The obligation to renovate energy systems in dwellings may also result in regulatory risk if the work is not actually carried out.

Lastly, in'li may also make a negative impact by **increasing GHG emissions through the use of fossil fuels to conduct activities**, especially heating and air conditioning.

As regards exposure to physical risks, in'li complies with government measures to prevent natural risks in new housing. These plans identify the natural risks specific to each area and regulate building activity accordingly.

**In addition, since 2021, a consulting firm has been assisting in'li with the annual monitoring of its property exposure by mapping climate-related risks.**

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### 3.2.2.2. Transition plan, policies and actions related to climate change mitigation (ESRS E1-2) (ESRS E1-3)

Given the crucial challenge that climate change represents for its business, in'li has made environmental goals the key pillar of its CSR policy, thereby aligning with its main shareholder, Action Logement.

The transition plan, initiated by senior management in 2022 as part of the strategic plan, is part of in'li's overall strategy and covers all identified impacts, risks and opportunities.

This transition plan will be completed in 2025 with the identification and costing of the investment required to implement it. So far, only the decarbonisation levers and associated actions have been reported. Consequently, In'li does not disclose a complete transition plan under ESRS.

**In 2021, in'li devised its carbon trajectory in line with the Paris Agreement, which aims to limit the rise in average global temperature to 1.5°C above pre-industrial levels.**

This scientific approach has made it possible to make long-term commitments in terms of energy performance and GHG emissions for the property portfolio, for scopes 1 and 2.

To define its climate trajectory, in'li enlisted the help of a specialist research consultancy. An initial phase resulted in the following:

- ▶ Mapping of in'li's properties,
- ▶ Optimising the environmental profile of buildings,
- ▶ Improving the collection of environmental data from properties.

The Company has made commitments in terms of energy performance and GHG emissions (scopes 1 and 2).

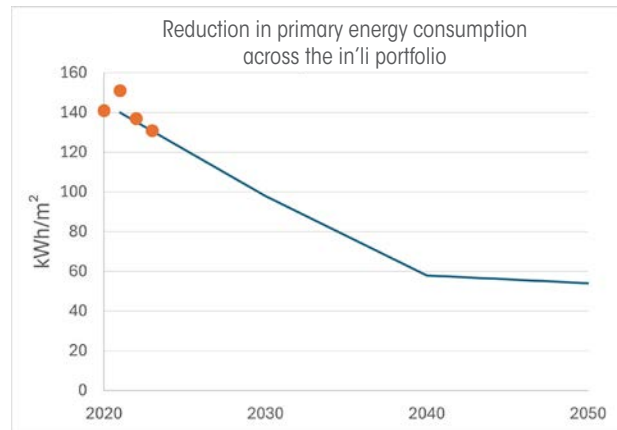
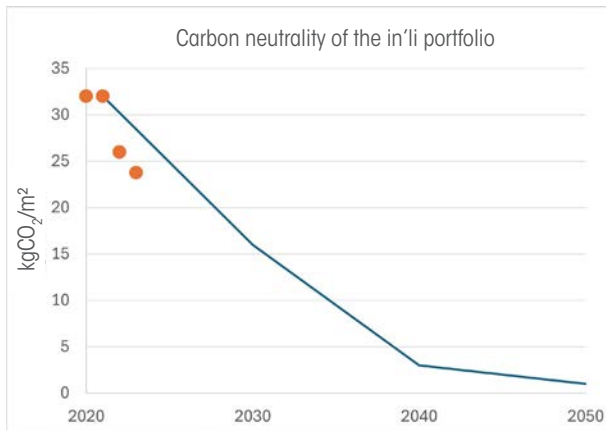


**In 2021, three long-term targets were defined for all of in'li's properties:**

- ▶ By 2030: to reduce primary energy consumption in the housing units we operate to below 95kWh/m<sup>2</sup> per year and greenhouse gas emissions to less than 15 kg CO<sub>2</sub>eq/m<sup>2</sup>
- ▶ By 2040: aim for carbon neutrality across the property portfolio.
- ▶ By 2050: reduce energy consumption by more than 60%, in line with the Paris Climate Agreement and the French National Low Carbon Strategy (SNBC).



In 2025, in'li will begin to measure and track the Company's overall carbon footprint (and not just that of its properties) in terms of scopes 1, 2 and 3.



In order to achieve these targets and integrate climate change into its business model, in'li has defined a transition plan based on three focuses:

- ▶ the renovation of existing properties;
- ▶ developing high environmental quality new builds; and
- ▶ increased use of carbon-light sources of energy.

Without conducting a specific study, in'li has estimated that the potential locked-in GHG emissions are mainly from properties that are earmarked for disposal, or to be added to the portfolio (acquisitions) and that consume fossil fuels.

In'li's transition risks are directly linked to climate change mitigation, and the actions implemented as part of the transition plan also help to manage these risks.

## Policies and actions

The policies and actions are sponsored by the following departments:

- ▶ Clients & Portfolio
- ▶ Development, Investment and Construction

### A. RENOVATION OF EXISTING PROPERTIES

Improving the energy performance of existing properties is in'li's primary lever for improving its climate change impact. With this in mind, the Company has devised a highly ambitious renovation policy aimed at eliminating very poorly insulated buildings from its portfolio by 2028, i.e. properties with an F or G energy performance assessment label.

For properties wholly owned by in'li, a first assessment was carried out by an independent third party in 2021. This made it possible to renew building energy performance labels and for an accurate assessment of the portfolio's energy performance to be performed in 2023.

The issue of buildings held in joint ownership is more complex, as in'li is neither manager nor sole owner. A mapping exercise was therefore initiated, in liaison with the co-ownership associations, for in'li properties held in joint ownership.

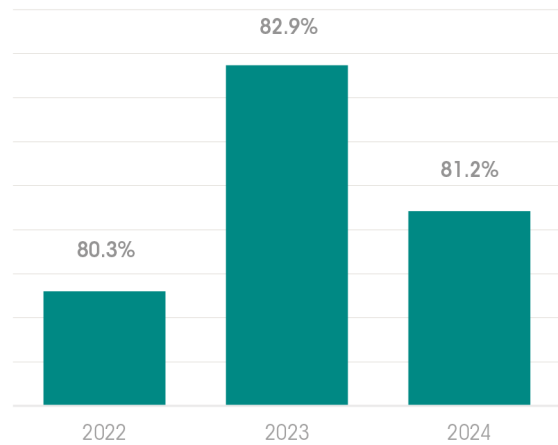
These accurate assessments formed the basis for a targeted and effective renovation and insulation programme, launched in 2021. Thanks to the plan, from 2023 on, 99.9% of the housing portfolio no longer included any dwellings with an F or G energy performance label. This plan will continue through 2034 for dwellings with an E label. By end-2024, 42.29% of the housing stock was contributing to the climate change mitigation target.

To keep its carbon trajectory on track, in'li has set a goal of renovating **750 dwellings each year**, equivalent to an annual reduction in primary energy consumption of at least **30%**.

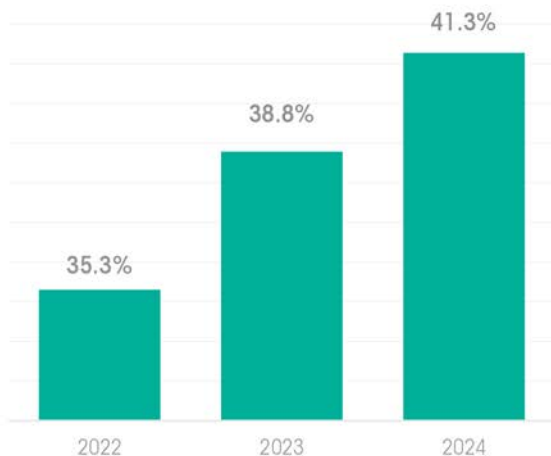
In 2024, in'li set aside a budget of **€75.2 million** for retrofits and renovation, including **€24 million** to boost the energy performance of its properties by 30%.

The work carried out represents savings of 8,482 MWh/year and a gain of **1,441 equivalent tons of CO<sub>2</sub> /year**. Most renovation projects have yielded a B energy label and **71%** of renovated properties have been rewarded with the BBC R novation label, or are aiming for an equivalent level. In'li has exceeded Action Logement's target of obtaining the French eco-label BBC R novation for 33% of its energy retrofits.

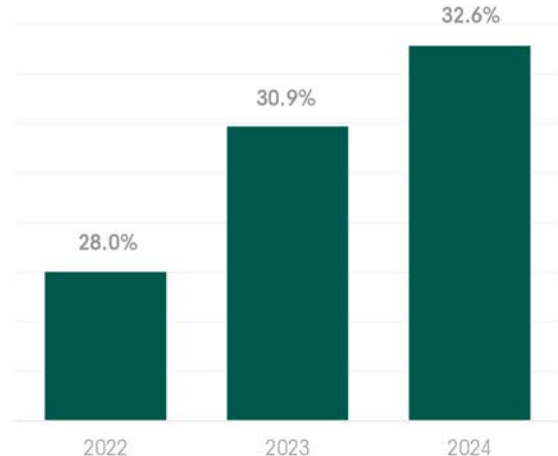
CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED CAPEX



CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED TURNOVER



CLIMATE CHANGE MITIGATION:  
% TAXONOMY-ALIGNED OPEX  
32,6%



Proportion of Taxonomy-aligned OpEx (operating expenses) and CapEx (capital expenditure or capital investment)

### An innovative new development in Gennevilliers

This project was unveiled in 2022. The 96-unit building in Gennevilliers, Hauts-de-Seine, will achieve carbon neutrality 25 years ahead of European regulations.

It will be the first-positive energy retrofit in Europe, meaning an energy bill of zero for most of its tenants. The project is currently in the design phase and will use high performance materials and new energy production solutions, such as digital boilers, computerised radiators and the installation of wind turbines and photovoltaic panels on the roof. Delivery is scheduled for December 2026.

In addition to its works programme, since 2021, in'li has been deploying solutions at certain properties to ensure more efficient management of its facilities, improve their performance and reduce energy consumption for its tenants.

Following analyses of data and results, in'li has decided to deploy these solutions on a permanent basis at its residences. Each one represents an energy saving solution.

#### Homey's

A solution for analysing electricity contracts in common areas.

#### Tiko

A remotely-controlled technology for electric radiators that allows tenants to reduce their consumption by at least 15%.

#### Elax

A connected thermostat that can be installed on electric water heaters to reduce their consumption by an average of 30% – and tenants' energy bills by €108/year.

#### Kocliko

A customised "sensor + software" solution for allocating heating costs and optimising energy performance that will generate gains of between 10% and 35%, depending on the equipment performance. By 2025, the sensors will be used to break down and allocate heating charges. This structure was incubated at the in'li Lab a few years ago.

## B. DEVELOPING HIGH ENVIRONMENTAL QUALITY NEW BUILDS

Integrating environmental criteria into in'li's new programmes is one of the pillars of its environmental strategy.

In'li has pursued an ambitious and proactive policy in this regard, largely anticipating regulations. Indeed, the design of in'li's new buildings already prioritises sustainability in terms of both energy performance of materials and resource management. For several years, the Company has adopted a policy aimed at staying ahead of environmental standards for its new operations, outperforming the French **RE 2020** energy performance regulation.

For example, for both direct project management and off-plan operations, in'li has been committed since early 2024 to achieving 10% **below the 2025 threshold**.

Moreover, the Company obtains NF Habitat HQE certification for 100% of its new programmes. This certification, which focuses on the environmental quality and overall performance of buildings, meets excellent standards in terms of design, construction and building management. It therefore guarantees sustainable and comfortable housing for its occupants.

Lastly, in'li is developing its activity in eco-neighbourhoods that meet strict environmental performance criteria, such as proximity to public transport, waste recycling and "green-building" techniques, etc. More than 1,400 homes have been built in eco-neighbourhoods since 2021.

### Initiative: a first positive energy building in Gentilly

In 2022, in'li initiated studies on the rue Raspail project in Gentilly to build a BEPOS-labelled positive energy building. It will produce more energy than it consumes. Reducing a building's energy footprint requires bioclimatic architecture (building orientation, solar protection, minimising heat loss surfaces) and the installation of efficient thermal and electrical equipment. The building permit for this project was submitted on 17 May 2023.



### C. INCREASED USE OF CARBON-LIGHT SOURCES OF ENERGY.

In addition to renovating existing properties, in'li's transition plan to reduce its carbon footprint focuses on the energy used to heat buildings. It aims to use the lowest-carbon energy sources in housing **and eliminated natural gas from new buildings from 2022.**

To achieve these objectives, in'li has mapped all of the residences and properties held in full ownership that use collective gas heating systems as well as their actual consumption in order to identify the most energy intensive properties and target actions accordingly. Studies are regularly conducted to examine the feasibility of connecting to the urban heating network (as part of thermal operations, but also off-grid). These studies also make it possible to calculate the financial impact on tenants' service charges. When a balance is struck between the financial impact and the carbon impact of connection to a heating grid, a works operation is scheduled.

In 2024, 992 units of housing were connected to a heating network and 100% have an energy mix composed primarily of renewable energy.

As part of its transition plan, **in'li has signed a contract with its gas supplier to provide a "green" guarantee of origin for 10% of its total consumption.** A new purchasing policy has been introduced: each time its energy contracts are renewed, in'li negotiates advantageous – and environmentally friendly – terms for its tenants. For example, remote equipment management has been negotiated to limit the operator's physical intervention.

**At the same time,** following a feasibility study carried out in 2023 with Action Logement Group, in'li tested the installation of solar panels on its properties in 2024. In'li is also participating in the Action Logement working group on self-consumption.

### 3.2.2.3. Climate change adaptation plan, policies and actions (ESRS2 IRO1) (ESRS E1-2)

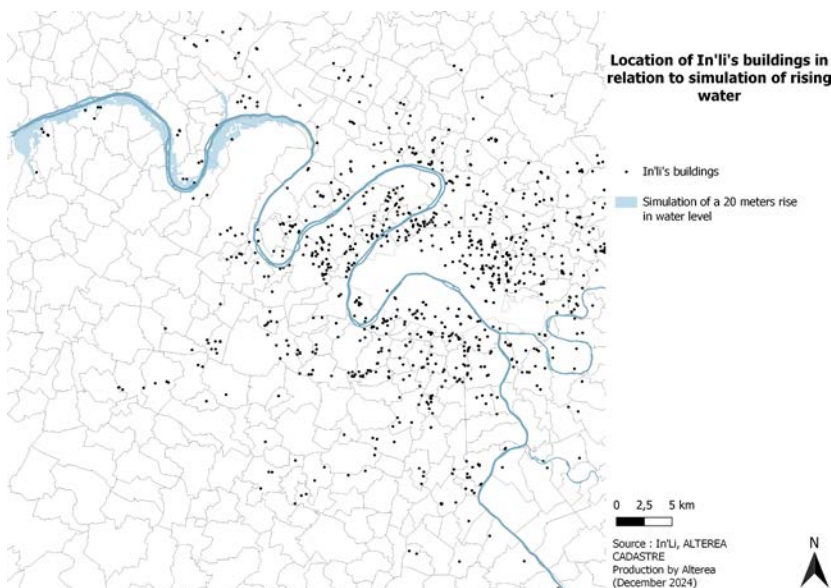
For more information on double materiality analysis and the methodology used to identify impacts, risks and opportunities, please refer to the section on Identification of impacts, risks and opportunities (IRO-1).

To adapt its properties to climate change, in'li has been implementing measures since 2021 to assess the physical risks to which its real estate portfolio is already exposed (or may be exposed in the near future).

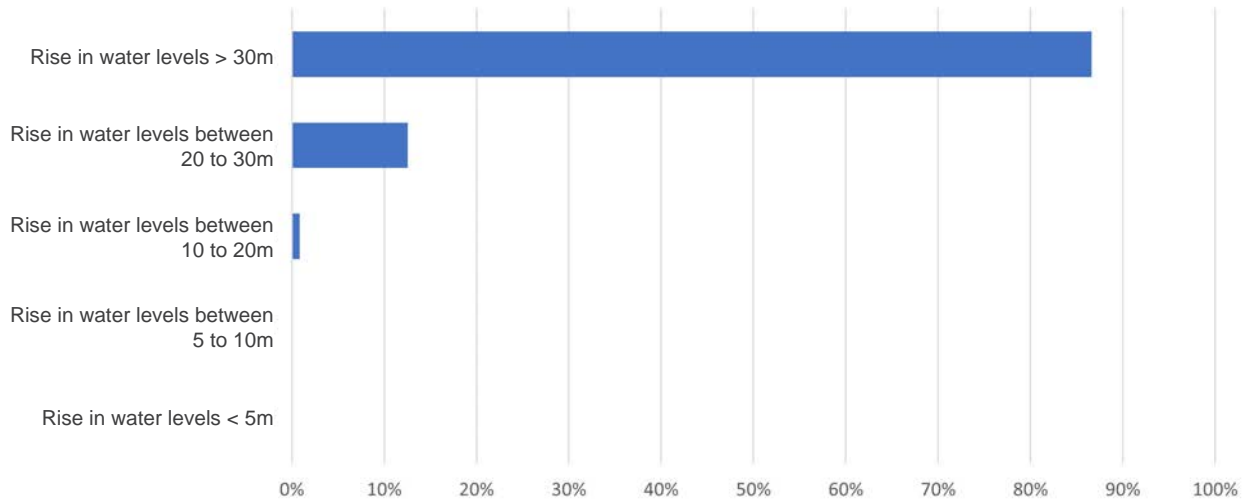
**Three specific physical risks are monitored annually by a research office:**

#### RISING WATER LEVELS

Risk mapping has revealed that in'li's properties are not exposed to this risk if sea levels rise by less than 10 metres. But none of the scenarios currently envisaged by the IPCC predicts a rise in water levels of more than 1 metre, and this scenario corresponds to a median probability of global warming of 4.4°C by 2100 (the most pessimistic SSP5 8.5 scenario). A plan to adapt to rising water levels is therefore not necessary.

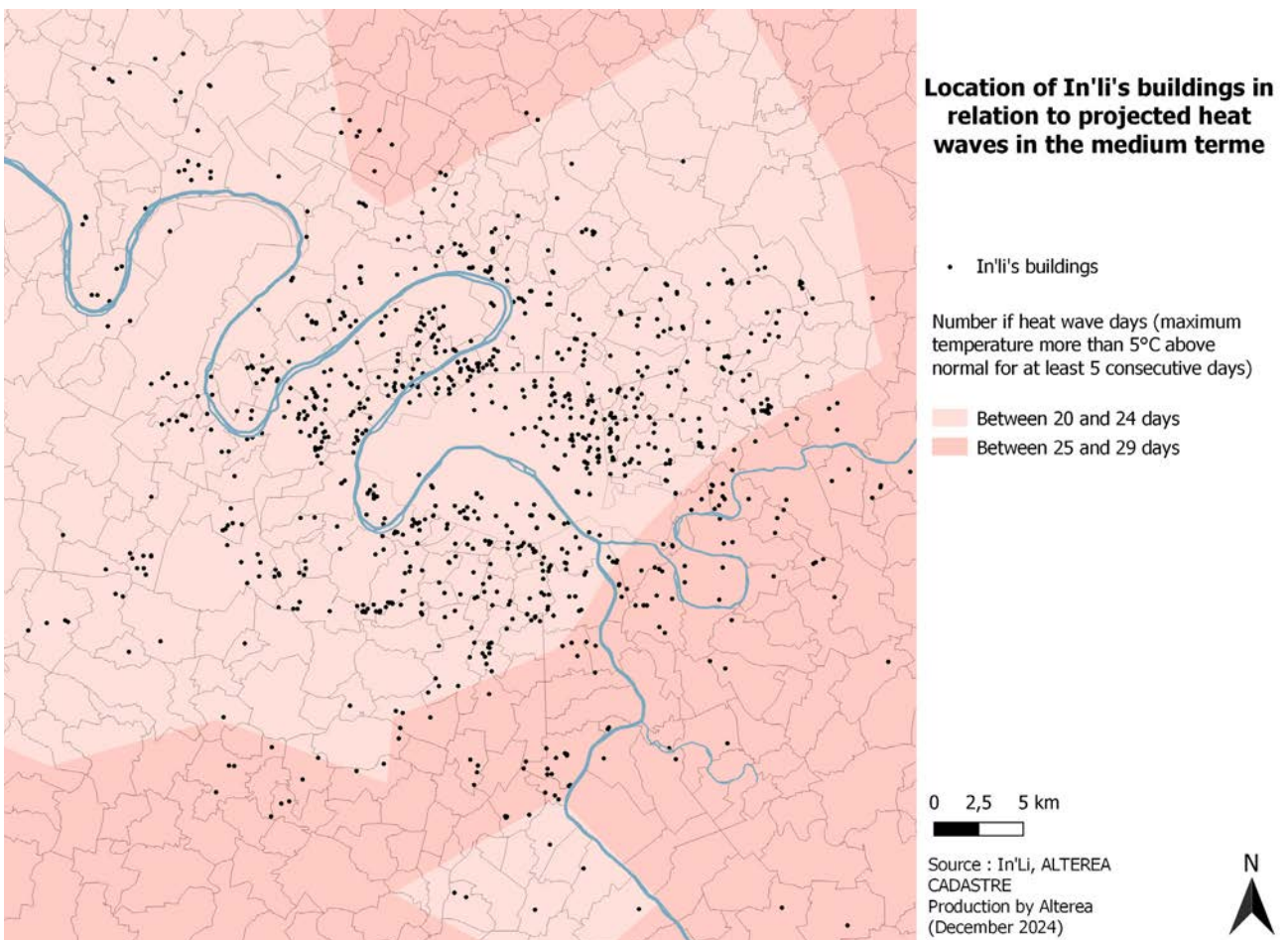


Portion of housing affected by rising water levels

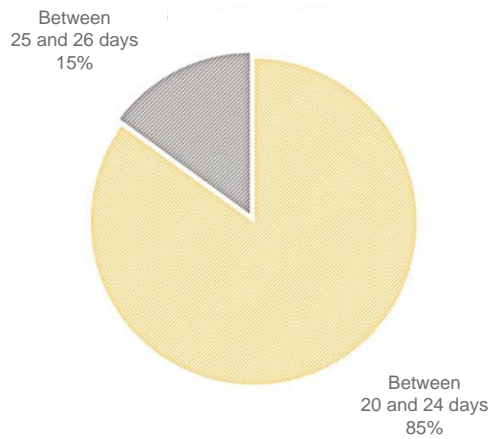


## HEATWAVES

Global warming has also driven in'li to consider the risk of heatwaves to which its properties could be exposed. The following maps present the heatwaves expected to occur between 2041 and 2060, corresponding to the IPCC's intermediate scenario (i.e., SSP2 4.5 scenario), which simulates a median temperature rise of 2°C between 2041 and 2060, and 2.7°C in 2100.



## NUMBER OF HEATWAVE DAYS



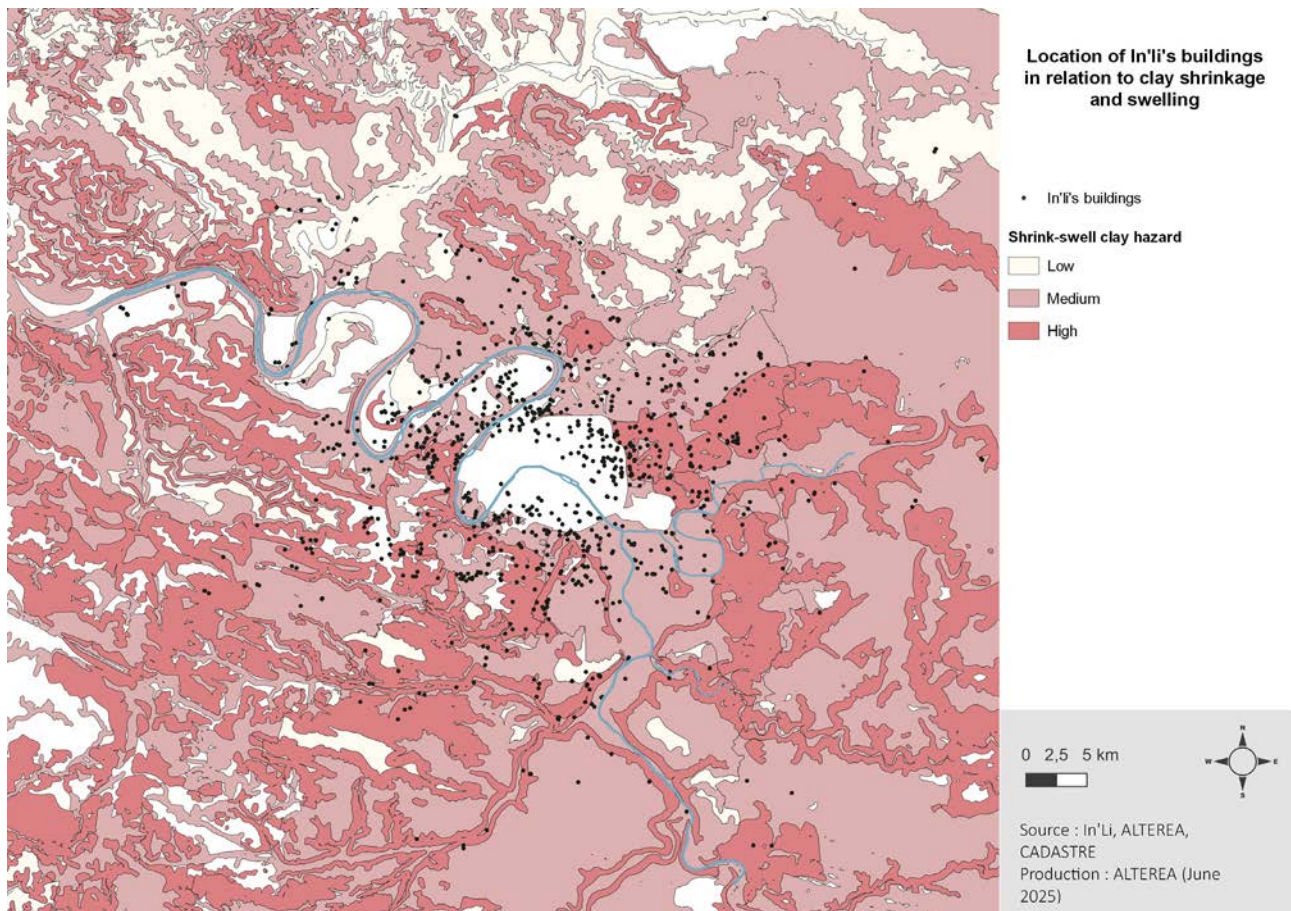
In'li has set up a system to track this risk and intends to monitor it closely over the coming years.

### THE RISK OF EXPANSION AND RETRACTION OF SOIL RICH IN CLAY

Soil rich in clay can expand or contract depending on its moisture content, causing vertical ground settlement that can damage building foundations.

According to the map identifying the risks of clay swelling in the Ile-de-France region, most of In'li's properties are at low risk.

This phenomenon mainly affects detached houses and lightweight constructions. In'li will continue its analysis in 2025 with soil studies for each targeted project concerned, enabling it to assess the risk over a longer timeframe.



## Policies and actions:

In'li is currently devising its climate change adaptation policy, but is already implementing specific measures:

- ▶ All new builds are designed in accordance with the requirements of government natural risk prevention plans to protect residents and buildings.
- ▶ In 2024, in'li renewed a multi-risk insurance policy that now covers all of its properties against climate-related risks, including potential loss of rents.
- ▶ In'li anticipates the risk of heat waves by incorporating a comfort index set out in French RE 2020 energy performance regulations into 100% of new housing. This index indicates a maximum threshold of hours of discomfort for tenants: 350 to 1,250 hours a year at +26°C at night, and 28°C during the day.
- ▶ In in'li's property portfolio, insulation work, installation of shading features and greening work are examples of measures taken to improve summer comfort and mitigate tenant discomfort.
- ▶ Lastly, in'li has strengthened its human resources dedicated to environmental issues: an Energy and Environment Project Officer position has been created, whose mission in 2025 will be to roll out a climate change adaptation plan.

## 3.2.2.4. Integration of sustainability-related performance in incentive schemes (ESRS2-GOV3)


Refer to ESRS 2.

## 3.2.2.5. Targets and metrics related to climate change mitigation and adaptation (ESRS E1-4), (ESRS E1-5), (ESRS E1-6)

To monitor its Scope 1 and 2 carbon trajectory, In'li draws up an annual report on energy consumption and savings achieved through the work it has carried out (Methodology available in the appendix).

As regards Scope 3, this year in'li is publishing the results of the carbon assessment performed by Action Logement Immobilier for in'li's reporting scope, based on 2022 consumption. Scope 3 will be updated for the entire In'li Group after its reorganisation to cover all subsidiaries included in its consolidated reporting scope.

The categories comprising Scope 3 are listed in the appendix in the methodology note on indicators.

ESRS	2025 Heading	Metric results	Targets	Target achieved
E1	Average consumption of primary energy estimated in kWh/m <sup>2</sup> /year	130.83	<ul style="list-style-type: none"> <li>&gt; 2040: &lt; 60 kWh/m<sup>2</sup>/year</li> <li>&gt; 2050: &lt; 55 kWh/m<sup>2</sup>/year</li> </ul>	
E1	Emissions estimated in equiv kilos CO2 emissions rejected /m <sup>2</sup> /year	23.76	<ul style="list-style-type: none"> <li>&gt; 2030: &lt; 15kg eq CO2/m<sup>2</sup>/year</li> <li>&gt; 2040: &lt; 5 kg eq CO2/m<sup>2</sup>/year</li> <li>&gt; 2050: carbon neutrality</li> </ul>	
E1	Number of units with an F or G energy performance label	<ul style="list-style-type: none"> <li>&gt; F energy label: 240 housing units</li> <li>&gt; G energy label: 83 housing units</li> <li>&gt; F or G energy label: 323 housing units</li> </ul>	<ul style="list-style-type: none"> <li>&gt; End-2023: no units with an F or G energy label</li> <li>&gt; Before 1 January 2034: no units with an E energy label</li> </ul>	
E1	% of properties with energy label A, B or C	43.44 %		
E1	% of units that contribute substantially to climate change mitigation	42.29 %		
E1	Number of households that benefited from work to improve energy efficiency	1,151 housing units		
E1	Emissions avoided by work carried	1,441 tCO <sub>2</sub> eq/year	399 tCO <sub>2</sub> eq/year through 2026	✓
E1	Energy savings achieved thanks to energy retrofits	8,482 MWh/year	1,356 MWh/year through 2026	
E1	Number of households that benefited from > 30% improvement in energy efficiency	1,041 housing units	750 units/year	✓
E1	% housing renovated with BBC Rénovation label, aiming for at least energy label C	71 %	33% every year	✓
E1	Amount of investment dedicated to energy retrofits and achieving > 30% improvement in energy efficiency	€ 24,083,547.67		

(in thousands of euros)	Unit	Value - benchmark year	Benchmark year	Value for 2024	Target for 2024	Target for 2030	Target for 2040	% reduction on benchmark year
Total energy consumption related to own operations	kWhEP/m <sup>2</sup> of living area/year	140.6	2021	130.83	121	95	60	6.90 %
In'li energy mix: fossil fuels	%			61 %				
In'li energy mix: nuclear power	%			9 %				
In'li energy mix: centralised district heating networks	%			30 %				
Total energy consumption from fossil fuels / gas	kWhEP/m <sup>2</sup> of living area/year			80.13				
Total energy consumption from nuclear power	kWhEP/m <sup>2</sup> of living area/year			11.35				
Total energy consumption from renewable sources (incl. centralised district heating networks)	kWhEP/m <sup>2</sup> of living area/year			39.35				
Total energy consumption related to own operations	KWh			330,625,857				
Total energy consumption from fossil fuels / gas	KWh			202,499,808				
Total energy consumption from nuclear power	KWh			28,683,050				
Total energy consumption from renewable sources (incl. centralised district heating networks)	KWh			99,442,998				
Renewable energy production				0				
GHG emissions (scope 1, 2)	CO <sub>2</sub> -eq/m <sup>2</sup> of living area/year	32.3	2021	23.76	25	15	<5	26.43 %
TOTAL LIVING AREA	m <sup>2</sup>	2,527,141	2024					
Gross greenhouse gas emissions (Scope 1 and 2) based on location	kg CO <sub>2</sub> eq.			60,047,102				
Gross greenhouse gas emissions (Scope 3)	kg CO <sub>2</sub> eq.			270,751,500				
GHG emissions (scope 1, 2)								
Gross greenhouse gas emissions (Scope 3)	kg CO <sub>2</sub> eq.			270,751,500				
Net revenue used to calculate intensity of greenhouse gas emissions	€			36,429,984				
Intensity of greenhouse gas emissions (Scope 1, 2 and 3) based on location (total GHG emissions relative to net revenue)	kg CO <sub>2</sub> eq.			9.08				

In'li does not yet have data on carbon offsetting, however it takes it into account and will report it in subsequent periods.

Biogas purchases are not yet included in data collection.

There is no consumption other than that indicated in the table above.

### 3.2.3. Biodiversity and ecosystems (ESRS-E4)

Due to soil sealing and reducing the amount of natural space, the real estate sector has a significant impact on biodiversity and the richness of ecosystems, as well as on water resources.

Through its activities, in'li has expertise across the entire building life cycle and this is why it believes it has a major role to play in preserving biodiversity and rewilding its property portfolio.

#### 3.2.3.1. Transition plan and consideration of biodiversity and ecosystems in strategy and business model (ESRS E4-1)

Because in'li is located in the Paris region, solely in highly urbanised areas, it has not drawn up a biodiversity transition plan.

In'li identified biodiversity preservation as one of its main challenges in 2023, alongside the circular economy. This proactive approach goes beyond regulatory obligations.

To define its strategic focuses around these issues, in'li set up several working groups in 2023, comprising employees representing all of its different business lines. These groups first conducted an in-depth review of the strategy in 2023. Then, in 2024, they worked on implementation by identifying objectives and actions and how to implement these.

The aim is to put the strategic commitments into practice by identifying levers for action, partnerships and internal synergies. This work will continue throughout 2025.

#### 3.2.3.2. Impacts, risks and opportunities related to biodiversity and ecosystems (ESRS2 – SBM3)

The analysis revealed that in'li's construction activity can have a negative impact on natural habitats and soil sealing.

The impact on endangered species was not analysed in 2024.

Sites in the vicinity of protected areas are identified in the section: Impact metrics related to the degradation of biodiversity and ecosystems (ESRS E4-5).

The topics identified as material are described in the table below.

Challenge	CSRD sub-topic	Type of IRO	Description	Time horizon
Nature in the city	Impact on the status of species	Negative impact	Degradation of natural habitats, soil sealing	Long term

Key: Material impacts, risks and/or opportunities identified under ESRS E4

#### 3.2.3.3. Description of procedures for identifying and assessing significant impacts, risks and opportunities related to biodiversity and ecosystems (ESRS2 IRO-1)

In order to perform its biodiversity assessment, in'li called upon the services of the start-up REVELEO, incubated in the in'li Lab in 2023.

The analysis is not intended to assess dependence on ecosystems and biodiversity or to take systemic risks into account.

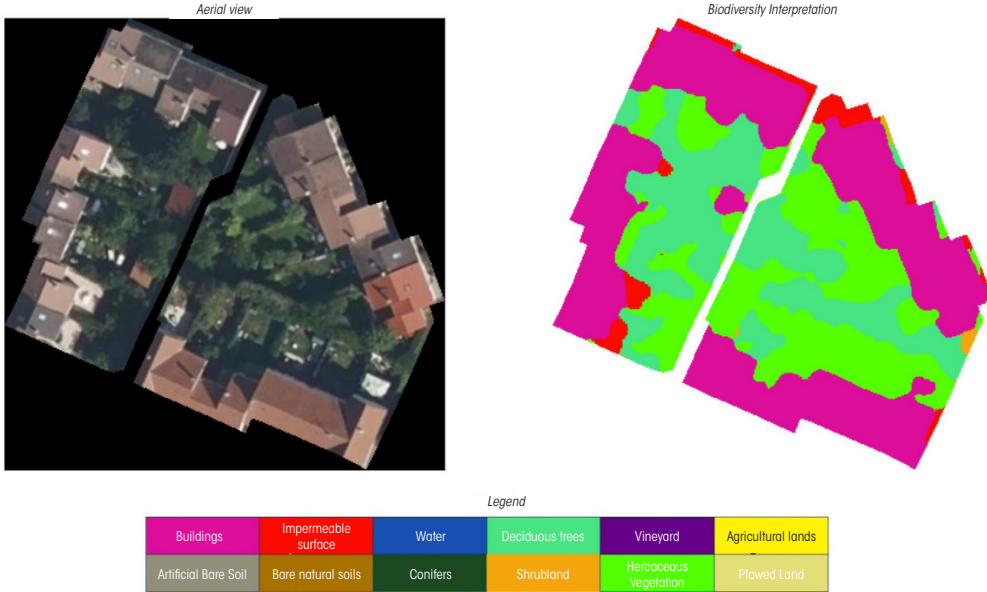
No transition or physical risks or opportunities were identified.

In'li teams were able to provide a list of the 410 sites owned outright, as well as the plots of land that make up these properties.

Once the scope of the study had been defined, REVELEO used IGN files (maps from the IGN, the French National Geographic Institute), in particular aerial and satellite views, to determine the Biotope Area Factor (BAF) for each site using a machine learning algorithm that segments and interprets the different zones.

The BAF corresponds to the proportion of surface area favourable to biodiversity in relation to the total area of a plot.

1 - 32 rue Victor Hugo, Villebon sur Yvette  
 Built surface: 1263m<sup>2</sup> - Roadway surface: 117m<sup>2</sup> - Weakly permeable surface: 861 m<sup>2</sup> - Highly permeable surface: 742m<sup>2</sup> - Total surface area: 2983m<sup>2</sup> - Minimum Biodiversity: 36%  
 Maximum Biodiversity: 47% - Average biodiversity: 41%

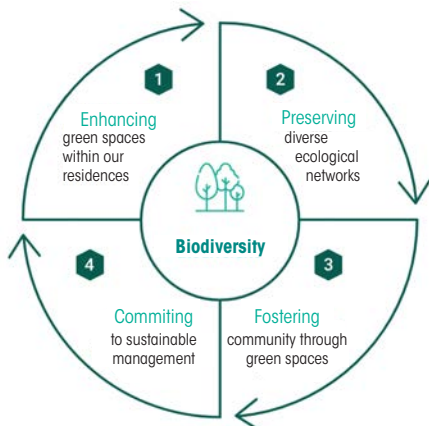


The four zones identified were then assigned a specific coefficient:

- ▶ built surfaces: 0
- ▶ sealed surfaces: 0
- ▶ surfaces with low vegetation cover: 0.6
- ▶ surfaces with high vegetation cover: 0.95

### 3.2.3.4. Policy related to biodiversity and ecosystems (ESRS E4-2)

In'li has the capacity to take action across its entire property portfolio and limit soil sealing. Conscious of the major role the Company can play in biodiversity and rewilding, Executive Management has committed to these issues through four strategic focuses, driven by the Strategy, Communication, Partnerships and Innovation department across the entire portfolio:



#### I. Making the most of green spaces:

The use of landscape architects in in'li properties enables the creation of high-quality green spaces that enhance the ecological and social value of densely-populated urban areas in a sustainable manner.

#### II. Preserving the different ecological networks:

Ecological networks enable animal and plant species to move between natural areas to feed, reproduce or rest. They are essential for safeguarding their life cycle.

By incorporating this requirement into building design and management, in'li helps protect biodiversity and ecosystems. Several networks are integrated into this preservation strategy:

- ▶ green belts, through the preservation of ecological continuity, rewilding the properties, the creation of open green spaces, and the integration of urban microforest projects;
- ▶ brown belts (soil conservation) by optimising open ground, compact infrastructure, and proximity between open green spaces and neighbouring plots;
- ▶ black belts (light pollution), notably through the choice of outdoor lighting;
- ▶ white belts (noise pollution) via in'li's requirements to reduce noise pollution through building design and designing spaces that could have an 'echo chamber' effect.

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### III. Bringing people together around green spaces:

True to its social mission, in'li also develops green spaces for the well-being of residents. Not only do they enhance their health and reconnection with nature, but they also help forge social ties between tenants.

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### IV. Committing to enlightened management practices:

In the interests of preserving resources, in'li has implemented policies for more economical management of green spaces, including rainwater harvesting and the creation of contemplative green landscapes, with late mowing and information display panels.

**With only four sites located in protected areas, in'li has decided not to implement any specific policies on these matters.**

**No deforestation policy has been implemented.**

---

## 3.2.3.5. Actions and resources related to biodiversity and ecosystems (ESRS E4-3)

No offsetting measures have been introduced by in'li, however in order to fulfil its commitments to biodiversity, it has appointed a Biodiversity Officer who is deploying a range of measures to improve the existing situation and innovate for the future.

---

### I. Biodiversity in the design and management of in'li's property portfolio

In'li has updated technical specifications for new builds to include biodiversity requirements for the design of outdoor spaces:

- ▶ The treatment of the three plant strata (i.e., herbaceous, shrub and tree), as well as the creation of green roof terraces;
- ▶ Principles for designing green spaces in residential areas (contemplative landscaped gardens, accessible, shared or private communal areas).

In addition, two key actions are currently being validated for 2025:

- ▶ Setting aside a minimum percentage of building costs to be allocated to green spaces and biodiversity;
- ▶ Developing a framework agreement on the maintenance of green spaces, which is due to come into force on 1 January 2026.

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### II. The implementation of a land-use efficiency and rewilding pathway

To safeguard the long-term future of its biodiversity strategy, in'li is currently preparing a **land-use efficiency and rewilding pathway**.

To do this, based on the assessment performed, in'li will prioritise the properties at which to take action and set targets for the coming years.

Priority properties will be those where work has been scheduled in the multi-year works programme, but also those with a high level of soil sealing due to a large outdoor car park, as these areas can be fairly easily converted back into permeable or even green spaces.

In'li also plans to take action on large existing green spaces that are poor in biodiversity because they are sparsely planted.

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### III. Innovation and social cohesion through urban micro-forests

To take its greening initiative even further, in'li has launched pilot projects to create urban micro-forests at two sites, in Fresnes and Paris.

This solution combats urban heat islands by recreating a forest ecosystem in a limited space, while preserving and nurturing the green belts of the Paris basin.

It also raises environmental awareness among urbanites. One of the project's aims is to onboard various participants (tenants, schools, associations, etc.) in planting and maintaining these spaces.

If the two pilot projects prove successful, the project could be rolled out as part of the land use efficiency and rewilding pathway from 2026.





Illustration of an urban microforest

#### IV. Optimising rainwater management

Rainwater management is a major concern for in'li due to the increasing scarcity of water, a vital resource for biodiversity. This is why the Company seeks to promote ground infiltration of rainwater, with the aim of achieving 'zero discharge' into the public domain for all of its new builds. The aim is for green spaces to be as water self-sufficient as possible thanks to optimal management.

##### 3.2.3.6. Targets related to biodiversity and ecosystems (ESRS E4-4)

In the absence of targets, policy is overseen by the CSR Officer and Biodiversity Officer.

As part of the land use efficiency and rewilding pathway, from 2025 in'li's property portfolio must be included within a global CSB (Carbon Sustainability Balance) to be defined at a later date.

##### 3.2.3.7. Impact metrics related to biodiversity and ecosystems change (ESRS E4-5)

In'li commissioned an outside consulting firm to identify all of its properties located in natural spaces, i.e., in:

- ▶ Protected areas
- ▶ Natura 2000 areas
- ▶ Natural areas of economic, fauna and flora interest (ZNIEFF)
- ▶ Important bird conservation areas (ZICO)



Four in'li sites affecting biodiversity and ecosystems have been identified:

- ▶ Three sites in protected areas in Senlis (one site) and in Gif sur Yvette (two sites)
- ▶ One site in a natural area of economic, fauna and flora interest (*ZNIEFF*) in Viroflay

These sites represent the following in terms of m<sup>2</sup> of living area:

- ▶ Viroflay : 1,139
- ▶ Senlis: 10,176
- ▶ Gif-Sur-Yvette: 338 and 184

In'li owns a plot of land within a *ZNIEFF* in the municipality of Viroflay. This 19-unit property is located directly on the edge of Meudon forest.

To take this constraint into account, the Viroflay local urban development plan (*PLU*) has included this area in its urban planning and programming guidelines (OAP). Our property development project, which was acquired off-plan in 2022, strictly complies with the requirements of this OAP by developing a 'residential offering' that ensures 'a transition between the entrance to the forest and the village'.

Three other sites in in'li's property portfolio are classified as protected areas due to their location in the heart of regional nature parks.

Two residences in Gif-sur-Yvette have been part of the Haute Vallée de Chevreuse nature park since 2011. The first is a joint acquisition with the local authority aimed at maintaining business services and increasing the supply of intermediate housing in the municipality. This approach is rooted in a desire for sustainable economic and social development. The second contributes to preserving green spaces in an urban area thanks to its small size, consisting of a detached house and a small building of four apartments surrounded by greenery.

Lastly, the site located in Senlis in the Oise department – Pays de France Regional nature park, preserves green spaces and biodiversity while offering a wide range of housing. The various buildings – comprising more than 170 apartments – are grouped around a green courtyard just a stone's throw away from Ermenonville national forest.

## 3.2.4. Resource use and circular economy (ESRS-E5)

Construction is one of the most resource-intensive sectors and one of the biggest producers of waste. As developer and manager of a large property portfolio, in'li is aware of its impact on the environment. To mitigate this, the Company is committed to introducing circular economy principles into its activities in order to become a benchmark for transformation within its sector.

### 3.2.4.1. Impacts, risks and opportunities related to resource scarcity and the circular economy (ESRS2 – E5)

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description	Time horizon
Depletion of resources	Resource inflows	<b>Risk</b>	Resource scarcity and disruption of raw material supplies	Long terme
	Resource outflows	<b>Opportunity</b>	Use of recycled, recyclable or bio-based materials	Long terme
Resource outflows	Resource outflows	<b>Opportunity</b>	Designing new housing based on retrofits and renovation work carried out	Long terme

In'li has analysed its activities via its sustainable construction department to identify its current and potential impacts, risks and opportunities, both in its own activities and in its upstream and downstream value chain. This double materiality analysis is detailed in the general disclosures section of this document.

According to the double materiality matrix, resource use highlights one risk and two opportunities.

#### I. A risk related to resource inflows

The increasing scarcity of resources threatens to significantly increase **the cost of supplies** and therefore the cost of in'li's operations. This scarcity may even **disrupt the supply** of raw materials.

#### II. Two opportunities related to resource outflows in products and services

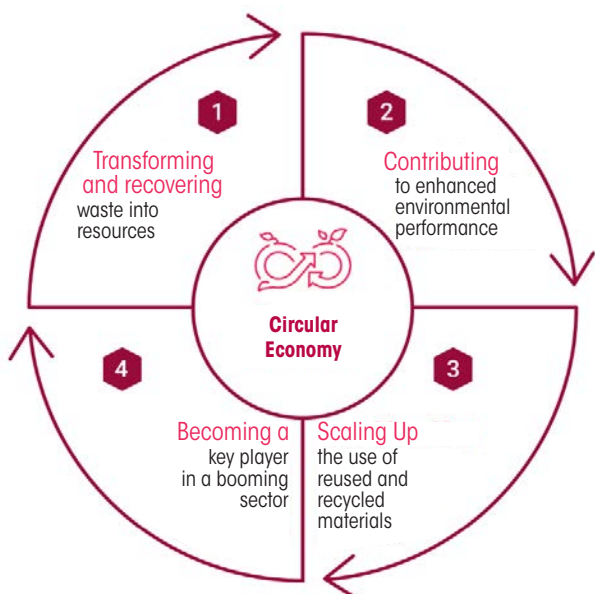
For in'li, the increasing scarcity of resources is also an opportunity to position itself at the forefront of its sector by playing a leading role in its transformation. **The use of recycled, recyclable or bio-sourced materials** would enable in'li to differentiate itself from the competition by demonstrating its innovative strength and commitment to sustainability.

Moreover, **the design of new dwellings around the conversion, refurbishment and renovation of existing buildings** drives in'li's growth and strengthens its position as a pioneer by demonstrating its ability to develop innovative urban regeneration projects.

### 3.2.4.2. Policies related to resource scarcity and circular economy (ESRS E5-1)

In'li's Executive Management is firmly committed to integrating circular economy principles into each of its activities: construction, renovation and management of its property portfolio. To deliver on this commitment in both new builds and existing properties, in'li's strategy is based on four focuses overseen by the Strategy, Communication, Partnerships and Innovation department:

1. Transforming and recovering waste into resources
2. Helping to improve the environmental performance of our properties
3. Scaling up the use of repurposed materials
4. Becoming a key player in a sector undergoing transformation



This approach is particularly crucial in the design and build phase, which determines the sustainability of in'li's future property portfolio. The Company has therefore defined several principles to integrate the circular economy into its projects and reduce its environmental impact.

These principles are as follows:

- ▶ **Promoting repurposing of materials** by working with partners to prioritise reused materials
- ▶ **Responsible management of site waste** by encouraging selective sorting and recycling of materials
- ▶ **Extending the useful life of materials** by reusing them and reducing demand for new resources
- ▶ **Anticipating the circular economy, starting in the design phase**, by incorporating criteria into its building projects that facilitate the dismantling of existing structures and plans for efficient deconstruction

In'li is also studying the possibility of incorporating circular economy objectives into technical specifications for service providers and contractors.

### 3.2.4.3. Actions to accelerate the transition to sustainability (ESRS E5-2)

To initiate its circular economy strategy, at the end of 2023, in'li joined Pirée, a repurposing platform set up by Upcycléa in liaison with Union Sociale pour l'Habitat. This platform brings together a community of partner landlords who share their PEMW assessments. Each landlord signatory can submit and search for reusable materials according to the needs and resources they have input to the platform. This collaborative system enables everyone to facilitate and maximise reusable materials in their operations.

In 2024, in'li continued this policy by appointing a Circular Economy Officer who is deploying a roadmap containing a wide range of qualitative and quantitative actions:

1. Continuous change management and support for teams on circular economy issues.
2. Operational support for integrating circular principles into construction and renovation projects.
3. Training for all employees from the Deputy CEO's department in charge of Investment and Construction is currently in progress, focusing on the Pirée platform, RE 2020 environmental regulations and the key role of the circular economy in achieving regulatory objectives.
4. Deployment of the Pirée platform among the teams involved in the circular economy together with its resources for optimising its use in circular economy projects.
5. Introduction of circular economy clauses in new build specifications, focusing on:
  - > Circular design;
  - > Selection of products with a low environmental impact.
6. Updating in'li's product reference system to ramp up decarbonisation:
  - > Prioritisation of items with FDES (environmental and health declaration sheets);
  - > Reducing the carbon footprint of the materials used.
7. Preparation of a framework agreement for drafting PEMW assessments.

In'li is contributing to sustainable real estate innovation via the ELAN'C programme in Stains. This exemplary project perfectly embodies the ecological transition of the real estate sector and reinforces in'li's commitment to responsible housing.

The ELAN'C circular economy model stands apart thanks to its impressive key figures:

- ▶ 735 tonnes of raw materials saved through reuse
- ▶ 131 tonnes of CO2 avoided (equivalent to 65 return flights between Paris and New York)
- ▶ 5% of locally recycled concrete incorporated into all structures



### 3.2.4.4. Targets related to resource use and circular economy (ESRS E5-3)

In the absence of targets, policy is overseen by the CSR Officer and Circular Economy Officer.

Targets relating to resource use and the circular economy will be defined in 2025 and 2026.

### 3.2.4.5. Resource inflows and resource outflows metrics (ESRS E5-4) (ESRS E5-5)

In'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.

## 3.3. Social reporting

In'li has signed up to the United Nations Global Compact and places the Sustainable Development Goals (SDGs) at the heart of its CSR commitment. The Company contributes to the following SDGs through ESRS S1 Own workforce, ESRS S2 Workers in the value chain, ESRS S3 Affected communities, and ESRS S4 Consumers and end-users:



### 3.3.1. Own workforce (ESRS-S1)

In order to meet the expectations of its customers, meet environmental challenges and keep pace with technological innovation, in'li is anticipating the needs of tomorrow by designing new jobs. Because its employees are the bedrock on which the business is built, building career paths and consolidating our skills base are an essential component of in'li's transformation strategy.

To recognise the commitment of everyone and support the teams in this transformation process, in'li's HR policy is underpinned by five key drivers:

- ▶ Supporting the transformation of the Company and its business lines,
- ▶ Developing employability, new skills and career paths,
- ▶ Engaging in inclusive social dialogue,
- ▶ Constantly enhancing our occupational risk prevention culture,
- ▶ Promoting a quality work environment and fostering the commitment of all employees.

#### 3.3.1.1. Impacts, risks and opportunities related to employees in a market undergoing a radical transformation (ESRS1 – SBM-3)

All in'li employees are significantly impacted by the Company's actions. Consequently, they are all included within the scope of disclosure under ESRS 2.

In'li's detailed double materiality matrix on page XX, produced with the help of BL Évolution, highlighted several material risks related to employee management that the Company has to deal with.

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description	Time horizon
Job transformation	Equal treatment and opportunities for all	<b>Risk</b>	Mismatch between the skills of company employees and changing requirements in the sector	Medium term
Wellness and quality of life at work	Working conditions of the Company's workforce	<b>Risk</b>	Crisis in the real estate sector	Medium term
			Heavy workload and long working hours for in'li employees	Short term
Occupational health and safety	Working conditions of the Company's workforce	<b>Risk</b>	Damage to the health and safety of in'li employees	Short term

Legend: Material impacts, risks and/or opportunities identified under ESRS S1

These risks are detailed below.

#### Non-material IROs

As in'li is a French company operating in France, the risk of forced or child labour among workers in its value chain is considered negligible.

#### I. Job transformation

The identified risk relates to training and skills development.

**Insufficient training and upskilling** of employees could render their skills inadequate for the new needs of the sector and the Company. Digitalisation of jobs and processes, regulatory changes and new environmental challenges are new trends that are disrupting professional practices. If these are not reflected in an adequate training policy, they can lead to the obsolescence of teams' skills and a loss of competitiveness for the Company. A lack of new training opportunities could lead to a decline in employee motivation and productivity, disengagement, or even departures, and therefore to financial risk.

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## II. Wellness and quality of life at work

Two risks have been identified in relation to these issues:

The first concerns **developments in the real estate sector**: the current difficulties in the sector may lead the Company to reorganise and restructure, with consequences for employees' career development.

The second risk relates to **working hours and work-life balance**: a heavy workload and long working hours can undermine the work-life balance of employees. They can also lead to a deterioration in teams' physical and mental health. This exposes the Company to an increased risk of sick leave and absenteeism, disengagement, lower employee retention, and therefore to financial and reputational risk.

With regard to workload and working hours, the Human Resources Department pays close attention to ensuring a healthy working environment. These issues are included in the annual review form so that any difficulties can be reported and addressed. In addition, HR correspondents hold individual meetings with managers and employees who so wish in order to adapt each employee's workload as closely as possible to the targets set.

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### 3.3.1.2. Human resources policy focused on dialogue (ESRS S1-3)

A number of individual and collective processes have been set up to listen to employees, their needs, ideas and expectations, and to integrate their professional experience into the remediation of negative impacts.

An **employee satisfaction survey** is regularly conducted to assess their understanding of the Company's strategy, their commitment, their work-life balance and their satisfaction with the career opportunities offered by the Company. After the most recent survey, in'li incorporated the areas for improvement suggested by employees into its 2023 action plan, such cross-cutting complementarity between departments (by creating cross-functional workshops on various development and innovation topics).



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## III. Occupational health and safety

**In'li is exposed to a risk related to working conditions: damage to the health and safety of its own workforce.**

A lack of preventative action in these areas could result in a deterioration in the physical and mental health of workers, an increase in accidents and sick leave.

In the event of non-compliance with regulatory obligations regarding the health and safety of its employees, in'li could be subject to fines or legal proceedings.

This applies to all employees, but especially to certain roles that are in closer contact with tenants, whose job is to deal with their complaints, such as security guards and customer services. As this situation would lead to a drop in productivity, the Company could witness a decline in its turnover.

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## IV. Protection of employee data

Finally, in'li has identified a risk relating to the protection of employee privacy. This issue is covered in section ESRS G1.

**Annual performance reviews and professional interviews** allow employees to discuss individual and collective issues: they talk to their managers about their career path, the training they have completed and requested, their career aspirations and, more generally, their skills, career path and wellness. They are also invited to share their feedback and thoughts on the Company. In addition to this special opportunity, formal (e.g. between departments) and informal discussions provide further opportunities to circulate information and share feelings, analyses and suggestions for improvement in the Company's various departments and business lines.

Finally, the digitisation of HR applications – from annual reviews to training and the HR survey – improves the flow, archiving and tracking of exchanges.

These various communication channels provide Executive Management with a clear and constantly updated snapshot of employee engagement and satisfaction. They also provide an effective means of gathering and incorporating the areas for improvement suggested by the teams into its action plans.

### 3.3.1.3. Policies and actions focused on supporting employees (ESRS S1-1) (ESRS S1-4)

In'li pursues a highly ambitious Human Resources policy, under the responsibility of Executive Management and more specifically the Resources & Digital Transformation Department. To reaffirm this ambition, the Company signed up to the United Nations Global Compact in 2022.

The five pillars of in'li's human resources policy are in phase with the ten principles of the United Nations Global Compact and the issues identified in the double materiality matrix. These are derived from the Universal Declaration of Human Rights, the Declaration of the International Labour Organisation, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.

#### I. Job transformation: developing employability, new skills and career paths.

##### POLICY

Property companies face significant recruitment challenges. The real estate industry is evolving and transforming, partly due to technological innovation and new customer expectations. The ability to attract and train talent and develop their skills over the long term is therefore a key challenge for in'li.

To ensure the career development and upskilling of its employees, in'li has set up a Manpower and Skills Planning process focused on current transformation projects. This takes the form of jointly-organised activities involving employee representative bodies, managers and employees. The objective is twofold: to identify the skills needed to keep pace with job transformation and to anticipate support measures that need to be implemented (training, mobility, etc.).

In'li is also expanding its use of apprenticeships and professional training contracts to broaden the career paths available within the Company.

These human resources policies enhance in'li's attractiveness by demonstrating its ability to help its employees to transition to new types of jobs in the real estate sector and to retain them.

##### ACTIONS

###### Training, the bedrock of commitment and employee loyalty

In 2024, in'li focused on strengthening employee skills.

Employees regularly receive professional training designed to boost skills (in property management, portfolio management, safety, etc.) and cross-functional management (management skills, CSR skills, customer relations, etc.).

Consequently, the number of training hours per employee has increased significantly since 2018. In 2024, 80.7% of employees benefited from training opportunities – an average of 19.3 hours training per employee.

Teams are supported in the transformation of the Company and its business lines through training initiatives, some of which are run by Company employees (36.8% of training provided in 2023). This programme promotes concrete exchanges between employees and managers.



## A response to specific needs

In'li's activities cover a wide range of jobs and skills that require specific training and this is why a skills development programme was designed in 2023 to meet the needs of certain categories of employees. It is based around five pillars:

1. Redesigning managerial training paths.
2. Providing a training programme on the theme of joint property ownership arrangements.
3. Helping employees to develop their property management expertise.
4. Boosting CSR expertise in connection with new build methods (new materials, elevated buildings, etc.).
5. Launching a "Relational excellence" initiative to enhance tenant satisfaction.

As regards the transition to a greener and more climate-neutral business model, **an online CSR awareness-raising programme was organised for all employees in 2024.**

In addition, in'li has co-developed a training programme, **Label'ID**, along with Observatoire de l'Immobilier Durable (OID – Sustainable real estate observatory), and in partnership with the Master's in Sustainable Real Estate and Buildings programme at École de Ponts ParisTech engineering school. The programme will be given in several stages and aims to strengthen the skills of professionals in sustainable real estate.

It will kick off in 2025 with a workshop featuring the Sustainable real estate fresco, followed by an online process for vetting professional sustainable real estate expertise.

The programme is designed to provide core skills and knowledge through four modules totalling 14 hours of training, accessible via an e-learning platform.

It tackles key topics, such as key sustainable development metrics, issues specific to the real estate sector, available standards and tools, and the opportunities and limitations of the sector. Two options are available: a comprehensive programme, including training and assessments, or a certificate course based solely on tests. Obtaining Openbadge Label'ID enables participants to showcase the skills they have acquired, thus enhancing their professional recognition in the area of sustainable real estate.

Certain employees receive specific training: **for example, managers have received training on psychosocial risks and attended a seminar on the topic.** In addition, the 'Manager's Club' regularly brings managers together around a specific theme so they can develop managerial practices together.

These customised training initiatives place a strong emphasis **on training caretakers.** A **"Building caretaker school"** was set up along with other Action Logement subsidiaries and the APES association. Its objective is to meet fresh recruitment needs on the ground at under-pressure sites. In'li is also

continuing its long-term partnerships with the Franchir and Egérie associations to train people in distressed situations or in social integration or reconversion programmes to be building caretakers. In 2024, 100% of building caretakers were certified "Pass Digital".

## Employee development throughout their career

In'li focuses on employee development throughout their career: new employees are carefully monitored, with a mentoring programme available for caretakers and work-study students from day one and specific support for new employees from a member of HR. The annual review is another important step, allowing employees to discuss their training and development aspirations with their manager.

To encourage employee engagement:

- ▶ internal mobility is encouraged and an internal mobility charter is currently being drafted,
- ▶ the intranet allows all employees to access mobility opportunities throughout the Action Logement Group.



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## II. Wellness and quality of life at work: promoting inclusive social dialogue, ensuring job security and promoting a healthy work-life balance.

### POLICY

The real estate sector is constantly evolving, and employees' concerns about job security and working conditions are very clear. Keen to respond to their expectations and concerns, in'li has established a genuine culture of inclusive social dialogue: continuous exchanges between employees and management shapes the way the Company works, both formally and informally. On the one hand, numerous communication channels ensure that information is effectively transmitted down to employees, whether this is on topics such as job security, health, training, quality of life or internal mobility.

A great example of this culture of dialogue is the "Live Teams" meetings with Executive Management: during these live sessions, management details the company's strategic priorities or results for all employees, who are able to ask questions in return – anonymously if they wish.

With regard to working hours, since 2020, in'li has been pursuing a policy designed to maintain a healthy work-life balance. One of the key measures was the introduction of teleworking at the request of employees and as part of an agreement with the social partners. It was originally intended for administrative staff and adopted by 95% of eligible employees. It was extended in 2023 to nomadic workers, employees on a trial period and to students on work-study programmes.

As regards social dialogue, following the renewal of the Social and Economic Committee (CSE) after the professional elections in 2023, negotiations on an agreement on quality of life at work began in 2024.

### ACTIONS

#### Job security: adapting to an exogenous situation

To address employee concerns, an HR framework has been set up to raise awareness, provide support and respond to employees in the event of identified psychosocial risks. An alert procedure has been devised, which provides for the gradual intervention of different actors, depending on the type and severity of each situation. In addition, a 'Managers' Seminar', one of whose objectives was to raise awareness of this issue among managers, was held in October 2024.

Aside from mental health policy, in'li carefully manages its workforce skills and manpower planning. Greater internal mobility, which is widely promoted throughout the Action Logement Group, offers rich and interesting career paths underpinned by training.

### Work-life balance

To maintain a healthy work-life balance, measures have been taken to enable everyone to adapt their working hours. Since 2020, teleworking has been introduced (with the exception of ineligible roles requiring on-site presence) and will be extended in 2023 to nomadic workers, employees on a trial period and to students on work-study programmes.

Work-Life Balance Week was also organised for the third time in 2024.

Finally, awareness-raising workshops run by experts on work-life balance, as well as conferences on performance and work addiction, were organised for employees.

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## III. Occupational health and safety: improving risk prevention culture

### POLICY

Employee safety is a top priority for in'li, which has defined a policy that goes beyond regulatory requirements.

It pursues a highly proactive policy on working conditions and worker health and safety, notably through a risk prevention strategy targeting the following areas: accidents, psychosocial risks, and occupational risks based around specific accreditations (electrical, ladder use, etc.).

Since 2020, this safety policy has been structured around **three committees**:

- ▶ A Safety Policy Committee, which meets with Executive Management twice a year.
- ▶ Safety Committees within each property management department, which deal with risk prevention on a quarterly basis.
- ▶ An Occupational Risk Prevention Committee, which also meets quarterly to analyse changes in occupational risks and set priorities for action.

This system is rounded out by the Occupational Health, Safety and Working Conditions Commission (CSSCT), which meets four times a year. These committees are made up of staff representatives and members of the Human Resources Department. The CSSCT enables employee representatives to present their viewpoint concerning the Company's health protection and occupational risk prevention policy.

### ACTIONS

In'li is fully committed to occupational health and safety and has deployed actions to ensure compliance with the Group's policy.

- ▶ 2,943 hours of regulatory and non-regulatory occupational health and safety training provided to all employees, i.e., 21.8% of training hours provided in 2024:

- > First aid training (approx. 56 employees received training)
- > Prevention of risks related to physical activities (for local staff)
- > Authorisations required for technical amenities (e.g., for caretakers and managers of programmes where the Company is prime contractor)
- > Continuing asbestos awareness training for local employees
- > Prevention of psycho-social risks for managers.

In accordance with regulations, in'li organises mandatory occupational risk training for the employees concerned. A session open to all in'li employees on the theme of first aid was organised to coincide with World Health and Safety Day in 2024.

- ▶ The introduction of digital safety data sheets to identify specific occupational risks at each property through dialogue between local staff and their managers. After a major project in 2021 to digitize the Consolidated Risk Assessment File (DUER), which is updated annually in accordance with regulations, risk assessment files were introduced for each site in digital form.
- ▶ A safety handbook on existing risks – 'Golden Rules of

Safety' – is made available to employees.

- ▶ Accident analysis has been extended and the Psychosocial Risk Prevention Plan and the Occupational Health and Safety at Work handbook have been updated. In addition, around ten on-site ergonomic studies have been carried out.
- ▶ Prevention of psychosocial risks
  - > The disruption of the last four years, linked in particular to the 2020 health crisis, has exposed in'li to these risks. To handle these situations, in'li has designed a HR framework to raise awareness, provide support and respond to identified cases of psycho-social risk (PSR).

In'li has set up a warning system, which is activated when a potential or proven individual or collective PSR situation is identified. It provides for the gradual intervention of different players depending on the reality/severity of each situation, and should enable each employee to receive the support needed to resolve the identified problem.

#### IV. Protection of employee data

In'li has identified a risk relating to employee personal data protection. This issue is covered in section ESRs GOUV 1.

### 3.3.1.4. Targets and metrics related to own workforce (ESRS S1-5), (ESRS S1 – 6), (ESRS S1-13), (ESRS S1-15)

For characteristics of the Company's workforce, refer to the Management Report submitted to the Board of Directors.

<b>WORKFORCE AT 31/12/2024</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Number of employees	452	409	861
Number of employees on permanent contracts	414	386	800
Number of employees on fixed-term and work-study contracts	38	23	61

Targets related to the management of impacts, risks and opportunities are determined by in'li's governance bodies and a dialogue is forged with the Social and Economic Committee around the number of hours and nature of training provided.

ESRS	2025 Heading	Metric results	Targets	Target achieved
S1	Proportion of employees who have received training	81 %	> 70% every year	✓
S1	Average number of hours training per employee	19.3h / women: 18.1h / men: 20.7h	> 14 hours every year	✓
S1	Total number of hours training	13,458	12,500 every year	✓
S1	Number of employees who benefited from functional mobility opportunities	39	Training provided for 100% of mobility opportunities	
S1	Turnover rate	10.60%	< 10% every year	↻
S1	% of employees covered by collective bargaining agreements	100 %	100% every year	✓
S1	Number of employees or average number of employees by contract type (permanent/fixed-term) and gender	800 permanent (414 women and 386 man) - 61 fixed-term (38 women and 23 man)		
S1	Number of employees who left the Company	69 at the end of a fixed-term contract - 115 after a permanent contract, including 2 internal mobility transfers to in'li PM, an entity within the in'li PM Economic and Social Group (UES)		
S1	Number of non-permanent employees	61 (fixed-term contracts)		
S1	% employees covered by employee representatives	100 %		
S1	Breakdown of employees by age group 30/30-50/50+	<30 = 136 >=30 and <50 = 449 >=50 = 276		
S1	Number of employees by gender and type of contract at 31/12/2024 (permanent and non-permanent)	861 employees (800 permanent, o/w 414 women and 386 men) and 61 fixed-term (o/w 38 women and 23 men)		
S1	% employees covered by a health and safety management system	100 %		
S1	Number of employee deaths due to a workplace accident or work-related illness	0		
S1	Number of other worker deaths due to a workplace accident or work-related illness	0		
S1	Number of workplace accidents	43		
S1	Workplace accident rate	15.33		

### 3.3.2. Value chain workers (ESRS-S2)

To guarantee responsibility across its entire value chain, in'li wishes to onboard its suppliers and partners to its CSR approach. For the Company, this guarantees ethical practices in its various activities, but also serves as a lever to engage its suppliers in a process of continuous improvement.

#### 3.3.2.1. Impacts, risks and opportunities related to value chain workers (ESRS2 – SBM-3)

Under ESRS 2, all workers in in'li's value chain are included in the scope of disclosure, including through its products or services and business relationships.

This value chain includes a wide variety of workers, as the Company is involved in all aspects of the real estate industry, from design to reconstruction, renovation, sale and rental of its properties.

- ▶ Upstream: its construction and property development activities involve raw material suppliers, financial partners, design offices and architects, construction companies and developers, and respond to demand from local authorities and local communities in the cities where the property development projects are located.
- ▶ Downstream, the rental, maintenance and sale of housing involve numerous subcontractors, tenants and buyers, as well as local communities.

Details of the value chain can be found in section ESRS2-SBM1.

As regards in'li's value chain workers, the material impacts identified during the development of the double materiality matrix are described in the table below.

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description	Time horizon
Health and safety along the value chain	Working conditions – Health and safety	<b>Negative impact</b>	Damage to the health of value chain workers due to hazardous working conditions	Short term
Basic rights	Other labour rights – Forced labour	<b>Negative impact</b>	Unacceptable living conditions for value chain workers	Short term

Legend: Material impacts, risks and/or opportunities identified under ESRS S2

They correspond to the following two challenges:

### 1. The health and safety of value chain workers

In the In'li value chain, working conditions can sometimes be dangerous, for example on construction sites that are not adequately secured. This can affect workers' health in the event of injuries or accidents.

### 2. The basic rights of value chain workers

In'li operates in a sector where the use of irregular labour by subcontractors is relatively widespread, particularly upstream in the value chain, during the construction or renovation phases. This practice could lead to poor living or working conditions for workers, who may be psychologically and socially vulnerable.

## 3.3.2.2. A framework for committing the entire value chain to responsible policies and actions (ESRS S2-1), (ESRS S2-4)

### Policies and actions

All actions carried out by in'li's purchasing department aim to ensure the operational deployment of Action Logement Group's purchasing policy.

This policy, which is headed up by the Group Purchasing Department:

#### 1. Defines, structures and organises the contribution of all subsidiaries to purchasing performance.

It must therefore serve the Group's CSR strategy and the roadmaps of the individual entities, propose a consolidated global vision of the purchasing function, and ensure visible purchasing performance.

#### 2. It is structured around four strategic focuses:

- > Focus 1 Performance and innovation
- > Focus 2 Developing mutually beneficial, sustainable and balanced relationships with suppliers
- > Focus 3 Strengthening environmental and societal imperatives
- > Focus 4 Legal security and ethics

### A. RESPECT FOR HUMAN RIGHTS

In compliance with international standards on fundamental rights and the protection of workers' health and safety, in'li complies with the regulations in force and applies the guiding principles of the UN Global Compact. **In'li is not aware of any cases of damage to the health and safety of value chain workers.**

### B. HEALTH AND SAFETY IN THE VALUE CHAIN, OVERSEEN BY THE PURCHASING AND CONTRACTS DEPARTMENT.

#### Alignment with public procurement criteria

In'li's relationships with its suppliers and service providers are governed by various legislation and voluntary commitments.

#### APPLICATION OF THE FRENCH PUBLIC PROCUREMENT CODE

Firstly, although in'li is a private company, as a subsidiary of Action Logement Group, it must apply the French public procurement code to all procurement relating to its needs, and for all amounts. This code is based on three core principles: freedom of access to public procurement contracts, equal treatment of candidates and transparency of procedures.

## THE PURCHASING AND CONTRACTS DEPARTMENT ENSURES COMPLIANCE WITH PUBLIC PROCUREMENT CRITERIA

A Purchasing and Contracts department was created in 2018 within the General Resources Department to manage and oversee the operational relationship between prescriber departments and services and suppliers. It provides administrative and legal support for the execution of contracts and supervises procurement procedures.

Its purpose is to ensure that departments and services comply with the legal principles governing in'li's purchases, both upstream in procurement strategies, and downstream.

It also manages pre-litigation and litigation relating to contracts and measures internal customer satisfaction at the end of the process.

### A culture of dialogue:

In'li is committed to forging a culture of dialogue with its suppliers and collaborative relationships with service providers. **In October 2023, it signed up to the "Charter for Responsible Purchasing and Supplier Relations".**

This was developed in 2019 to commit signatories to a process of continual improvement with their suppliers. It forms the basis of a responsible purchasing policy, encourages a culture of dialogue and promotes stronger relationships through regular, proactive two-way communication with suppliers.

In'li's actions are based on the 10 commitments of the Charter:

1. Ensuring a financially responsible relationship with suppliers
2. Maintaining a respectful relationship with all suppliers that is conducive to collaborative relationships
3. Identifying and managing situations of mutual dependence with suppliers
4. Involving signatory organisations in supply chains
5. Assessing all life cycle costs and impacts
6. Mainstreaming environmental and social responsibility issues
7. Ensuring that an entity's organisation is locally responsible
8. Ensuring professionalism and ethics in the purchasing function
9. Having a purchasing function that is responsible for overall management of supplier relations
10. Having a "supplier relations" mediator, responsible for ensuring smooth relations both inside and outside the company

To reinforce its commitment, in'li deployed the following actions in 2024:

- ▶ **A meeting was organised with suppliers to foster this spirit of collaboration and dialogue.**
- ▶ **Training and awareness-raising initiatives for all business line departments** were organised: 'public procurement meetings', i.e. training on defining requirements, analysing applications, analysing bids and tracking execution.
- ▶ The creation of a new space dedicated to suppliers on the corporate website.
- ▶ An SME Correspondent was appointed, with a dedicated email address for businesses to contact (correspondantPME@inli.fr), and the Supplier Relations Mediator also has a dedicated email address (media-teur@inli.fr).
- ▶ Participation in the initiative launched by Action Logement Group to draft the future SPASER scheme (Scheme for the Promotion of Socially and Environmentally Responsible Public Procurement), a regulatory document drafted by certain purchasers to set responsible purchasing targets in social and environmental terms and to report on these using specific metrics.

In 2025, in'li will continue to deploy actions to address the identified impacts on value chain workers and to measure their effectiveness. These actions will be sponsored jointly by the CSR Department and the Contracts Department.

### The commitment of service providers to in'li's CSR policy:

One of the pillars of in'li's CSR policy is to guarantee the ethical nature of its practices. To ensure compliance throughout its value chain, the Company requires its service providers to commit to this policy.

Therefore, when executing contracts, each service provider is required to make social and environmental commitments, appended to the Specific Administrative Terms and Conditions (CCAP) signed by the service providers.

In social terms, these commitments relate in particular to compliance with:

- ▶ the guiding principles of the Organisation for Economic Co-operation and Development (OECD) on responsible business conduct,
- ▶ the five fundamental principles and rights at work enshrined in the International Labour Organisation (ILO) Declaration, including a healthy and safe working environment and the absence of forced labour,

- ▶ human rights, which means avoiding, preventing or mitigating negative impacts on human rights,
- ▶ the prohibition of undeclared work.

In addition, service providers undertake to:

- ▶ apply a policy of non-discrimination to their own stakeholders,
- ▶ prohibit any direct or indirect relationship with non-cooperative countries and territories.

### 3.3.2.3. The Purchasing and Contracts Department, overseeing supplier relations (ESRS S2-2)

In'li is currently developing its general process for fostering dialogue with its value chain workers and the organisation of an initial meeting with suppliers was a first step in this direc-

tion. In'li is also working on the deployment of this process of interaction with its suppliers with a view to reporting on it in subsequent periods.

### 3.3.2.4. Processes to remediate negative impacts and channels for value chain workers to raise concerns (ESRS S2-3)

In'li has not yet established a channel for its value chain workers to voice their concerns, however it is considering doing so with a view to reporting on it in subsequent

periods. This channel will be opened as part of the SPASER project later in 2026.

### 3.3.2.5. Objectives related to the management of significant negative impacts, the promotion of positive impacts and the management of significant risks and opportunities (ESRS S2-5)

In'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.

Targets and objectives are currently being developed as part of the Action Logement SPASER project.

## 3.3.3. Affected communities (ESRS-S3)

In'li's public interest mission impacts the local communities where it deploys its projects: by building or renovating housing, integrating environmental considerations into its projects and attracting new populations, In'li's activities transform neighbourhoods in terms of urban planning, the environment, the economy and society.

This is why in'li pays special attention to dialogue with local communities to ensure the long-term success of its projects.

### 3.3.3.1. Impacts, risks and opportunities related to affected communities (ESRS2 – SBM-3)

Diverse local stakeholders are affected by in'li's activities: residents of buildings managed by in'li, trades people, businesses located nearby, elected officials and municipal services are all affected by house building or renovation projects.

The double materiality matrix has identified an opportunity for affected communities, linked to the issue of attractiveness and socio-economic development in the areas concerned.

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description	Time horizon
Regional and local development	Communities' economic, social and cultural rights	Opportunity	In'li's contribution to regional and local development	Long terme

This issue concerns the economic, social and cultural rights of communities, and relates to housing.

In'li's public interest mission is to provide affordable housing close to transport links and employment hubs for middle-class and young working people. By enabling these categories of workers to live in these residential areas where rents are often high, in'li enhances the attractiveness of these communities.

In the long term, their economic vitality is reinforced by a virtuous circle: the construction of new housing and the arrival of new residents create new needs, which in turn lead to the creation of new amenities (public facilities, restaurants, shops, nurseries and schools, for example). This subsequently reinforces the attractiveness of the area and therefore demand. All of these factors help revitalise a neighbourhood and strengthen social ties over time.

For in'li, this represents a major opportunity: projecting a highly positive image of the company, both through its *raison d'être* and the positive impact of its mission on local areas and communities.

### 3.3.3.2. A collaborative approach, the cornerstone of relations with local communities (ESRS S3-1)

In'li's Executive Management is specifically committed to active and regular consultation with local stakeholders affected by its projects. Projects are systematically conducted in consultation with the local community, and dialogue with local stakeholders is maintained throughout the operating life of the buildings being developed.

To conduct its projects in full collaboration with local stakeholders, in'li has developed a process of dialogue and consultation with local residents, tenants and local authorities as part of its densification and renovation programmes.



### 3.3.3.3. Dialogue adapted to each community (ESRS S3-4)

In'li is currently structuring its approach to enhancing local and regional development. Consequently, it is not yet in a position to provide all the disclosures requested, particularly regarding the scope, progress and timeframe of actions, as well as current and future financial resources allocated. In'li is taking this into account and will report on it in subsequent periods.

The opportunity represented by local and regional socio-economic development is partly contingent on the dialogue and consultation with stakeholders which in'li has established.

This is based around three pillars:

- ▶ Onboarding local residents and tenants to the project by involving them in its design
- ▶ Ensuring ongoing project communication and deploying actions to respond to the expectations of each community
- ▶ Securing "buy in" from local residents and tenants for new spaces and project uses to make them sustainable over time.

The communities affected by in'li's activities are each affected in their own specific way and that is why the Company has implemented measures specifically tailored to each community.

- ▶ **Local residents in the areas concerned** are regularly consulted when in'li is the project owner or prime contractor. In some cases, APES, an urban social development association and a partner of in'li, is involved in the consultation process. This association was created in 1961 to promote community spirit and social ties in residential areas. The association currently works with its partners to develop concertation and dialogue with residents around major urban projects. A communication / consultation handbook has also been prepared with the help of an independent mediator that helps in'li tailor its approach to each operation.

- ▶ In'li is committed to building collaborative relationships **with local representatives** and public authorities. Executive Management organised 20 meetings with local representatives in 2024 to present in'li's intermediate rental housing offering and discuss its strategy for local development and for ongoing and future projects.
- ▶ **Lastly, in'li has strengthened dialogue with tenants on the ground** by providing them with the Alacaza app. If building work is in progress, this app simplifies communication channels by giving residents direct contact with the project manager, architect and contractors. Tenants can flag or track incidents, contact their neighbours easily and access useful information.

In'li therefore attaches particular importance to dialogue with local stakeholders and contributes to the development of the areas affected by its projects.

### 3.3.4. Consumers and end-users (ESRS-S4)

In'li's public interest mission meets a fundamental need: access to housing. The scope of its activity goes far beyond mere property management. By promoting access to quality housing for young and middle-class working people that is suited to their needs and means, it transforms the lives of its tenants and plays a key societal role.

#### 3.3.4.1. Impacts, risks and opportunities related to end-users (ESRS2 – SBM-3)

All consumers and end users – tenants – who may be significantly affected by in'li's actions are included within the scope of disclosure under ESRS 2.

According to in'li's double materiality matrix, the Company faces several risks and impacts relating to its tenants, linked to a variety of issues. The topics identified as material are described in the table below.

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description	Time horizon
Health, safety and comfort of dwellings	Health and safety	<b>Risks</b>	Inability to let out dilapidated and poorly maintained housing	Medium term
			Accidents due to poor workmanship	Short term
	Personal safety	<b>Risks</b>	Inability to maintain security around residences due to anti-social behaviour	Short term
Dialogue and close ties with tenants	Access to (quality) information	<b>Risks</b>	Messages and complaints relayed by tenants on social media	Short term
			Absence of dialogue, mistrust and tenants' refusal to cooperate	Short term
Affordable housing	Access to products and services	<b>Risks</b>	Rents too high compared to the private market and the income of the target public	Short term
		<b>Positive impact</b>	Access to affordable housing in the Paris region	Short term
Housing in supply-constrained areas	Access to products and services	<b>Positive impact</b>	Access to housing located close to employment hubs in the Paris region	Short term

Legend: Material impacts, risks and/or opportunities identified under ESRS S4

These themes correspond to the **five challenges** described below.

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## I. Challenges related to health, safety and comfort of housing

**In'li has identified two risks related to the health and safety of tenants:**

- ▶ Poor workmanship in housing, which can lead to accidents and endanger the safety of tenants, exposing the Company to significant financial and reputational risk.
- ▶ Poor maintenance of housing, which could increase the risk of accidents or illness (particularly health risks) for tenants. The consequence would be an inability to let out dilapidated and poorly maintained housing, as well as regulatory risk and exposure to financial penalties for non-compliance.

**A personal safety risk has been identified.**

In'li's inability to maintain security at its residences and prevent incidents of anti-social behaviour could create a feeling of insecurity among tenants. In addition, this would require the deployment of costly security measures that would encumber revenue.

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## II. Dialogue and close ties with tenants

**In'li has identified two risks related to access to quality information:**

- ▶ Poor communication between landlord and tenant could lead to tenants posting messages and complaints on social media, thereby damaging the Company's reputation. This could result in a loss of trust among our stakeholders (investors, mayors, regulatory authorities, etc.).
- ▶ Absence of dialogue between tenant and landlord could lead to mistrust and a refusal to cooperate on the part of tenants. This could result in delays in work, legal action, lawsuits and, ultimately, damage to the properties and financial losses for the Company.

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## III. The challenge of providing affordable housing

**A positive impact related to access to products and services has been identified for in'li.**

Thanks to its affordable housing offer in the Paris region, in'li enables employees and young working people to access housing of a similar quality to that of the private sector, while benefiting from below-market rents.

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## IV. The challenge of providing housing in supply-constrained areas

**A positive impact related to access to products and services has been identified.**

In'li is responding to rising prices and the housing crisis by enabling employees to access housing close to transport links and employment hubs. This improves the employment-housing link, enhances tenants' quality of life and reduces the environmental impact of their commuting.

**A risk related to access to products and services has been identified for in'li.**

Rents charged on in'li's properties are a determining factor for potential tenants and, consequently, for in'li's financial stability. Rents that are too high for the target audience could represent a risk for the company.

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## V. Data protection challenges

In'li has identified two risks related to the protection of consumer and end-user privacy. This data point is covered in section ESRS G1.

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### 3.3.4.2. Policies and actions relating to dialogue and proximity, health, safety and comfort of housing with tenants and interaction processes related to impacts with customers and end users (ESRS S4-1), (ESRS S4-2), (ESRS S4-4)

Executive Management, and in particular the Clients & Assets division, is responsible for implementing policies relating to tenants of in'li properties in all their various aspects.

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## I. Dialogue and close ties with tenants

### POLICY

The satisfaction of all tenants is a key priority for in'li. The Company has formally documented its commitment to smooth communication and transparent information in a service quality charter, as well as its desire to support its tenants in all matters throughout their residential trajectory.

This charter sets out in'li's **six commitments** to its tenants:

- ▶ Supporting their residential trajectories and professional mobility
- ▶ Ensuring a smooth transition until they are settled in their accommodation
- ▶ Guaranteeing a quality living environment throughout their rental period
- ▶ Making their lives in their accommodation easier by listening to their concerns
- ▶ Ensuring quality processing of requests
- ▶ Helping to control their service charges.

Executive Management is responsible for establishing and maintaining effective and transparent dialogue with in'li residents in order to preserve the quality of the relationship and enhance service quality.

To this end, the interaction process set up with tenants is based on a two-tier network of contacts:

- ▶ Firstly, to respond to tenants' requests, local staff (caretakers, site managers) are responsible for day-to-day relations on the ground. A customer relations department performs the same task in central services. The Company also provides all its tenants with a range of communication resources: telephone, email, local services, appointments and an emergency service.
- ▶ Secondly, to better understand tenants' needs and improve the services offered, several types of surveys are conducted on an ad hoc or ongoing basis by in'li or external service providers.
  - › A flash survey is conducted with each tenant to assess their satisfaction at a key point in the user journey, i.e., in the week following allocation of the property. This feedback enables corrective measures to be taken if necessary. Another type of flash survey is being considered, which will focus on the responses provided by expert services.
- ▶ Surveys conducted after tenant requests have been closed out. These are now carried out following requests made via the 'in'li et moi' tenant extranet or by telephone – for all services.



▶ More comprehensive global surveys:

- › An annual survey to estimate the overall satisfaction rate and gather suggestions for improvement. This has been carried out since 2022 from a sample of 2,500 tenants, with a long-term target of 80% customer satisfaction. The 2024 satisfaction survey reported a customer satisfaction rate of 66% (up 4 points). The main area of dissatisfaction reported concerned the high sensitivity of in'li tenants to rent and service charges, which persisted in 2024. In 2023, in'li decided to adjust the service charge provisions billed to its tenants following the sharp rise in energy prices in order to avoid a catch-up upon regularisation of the charges, which had and continues to have an impact on tenant satisfaction.
- › The other survey is carried out to assess tenant satisfaction when they move into a newly-delivered home, and to identify any problems or specific needs.

The Company closely monitors the survey response rate and the satisfaction rate of its tenants. These surveys give the most vulnerable tenants in particular the opportunity to express their concerns, which in'li follows up on individually. Thanks to this system, in'li is developing a good understanding of its tenants' needs and adapting its services accordingly.

## ACTIONS

### Better response to requests thanks to multi-channel communication

A range of tools and actions have enabled in'li to respond more quickly and effectively to different requests.

- ▶ Direct communication: a single number has been created to contact the caretaker for each residence, thereby reducing the time it takes to get in touch.
- ▶ Optimal processing: to improve customer satisfaction and provide tenants with a more rapid solution to queries that cannot be dealt with by Level 1 contacts, the Customer Relations Department offers tenants a telephone appointment with a Level 2 expert. For technical queries, the Customer Relations Department uses an app that can send a link to the tenant so they can film or take a picture of the problem encountered. This enables telephone advisers to qualify the problem more effectively so that it can be dealt with more quickly by local staff.

- ▶ Innovative tools: in 2024, a technical diagnostic tool was introduced, using diagrams of different types of household equipment to identify the most common malfunctions. For 2025, in'li is working on an artificial intelligence tool to help its teams and customers identify requests and the appropriate responses.
- ▶ Improved processing of enquiries from prospects by providing a dedicated service for handling commercial, technical and administrative queries using staff trained to provide quality solutions.

### Strengthening the Customer Relations Department (CRD)

- ▶ Ongoing training for CRD employees to develop their skills in specific areas has enabled them to become specialised in several processing streams (technical, administrative, commercial or digital).
- ▶ Establishing cross-functionality between the business lines to serve customers more effectively: all new CRD personnel spend time in the property divisions and vice versa;
- ▶ The creation of CRD correspondents has reassured customer advisors by facilitating faster support.

### Monitoring and evaluation of actions

In'li's service quality charter informs tenants of all the services to which it is committed. It also provides information on request processing times, committing to both clarity of information and response times. For example, technical and administrative requests will be dealt with within 48 hours, and requests to adapt dwellings will be processed within 30 days.

To monitor its actions, in'li has defined performance criteria that enable it to assess the quality of its interactions with its tenants and the relevance of the responses provided.

Monitoring the overall satisfaction rate and responses to surveys enables the properties, services and processes to be adapted in line with tenant feedback.

In addition, the percentage of 100% digital customer services provided is also closely tracked.

Finally, indicators related to specific situations (rehousing for safety or health reasons, for example) are also monitored.

### Tailored support for tenants

In'li pays particular attention to supporting its tenants and takes specific action to enable its most vulnerable tenants remain in their homes.

Certain situations require specific follow-up, for example when tenants are facing particular health or safety issues: victims of domestic violence or violence within their residence, tenants who have suffered a loss in income or who occupy accommodation that is poorly adapted to their needs, and tenants who have become ill or disabled since they moved in.

To deal with these situations, the Company has a social services department that provides support for social, economic and health issues. Its tasks are as follows:

- ▶ Referring vulnerable households to general public services.
- ▶ Assisting vulnerable tenants and putting them in touch with specialist social services.
- ▶ Assistance with managing their budget or accessing social benefits in the event of financial difficulties, including €300 worth of energy assistance for the most vulnerable households.
- ▶ Assistance with rehousing for health reasons (in the event of illness or disability) to accessible accommodation or for social reasons in the event of overcrowding.
- ▶ Home care for elderly people through a partnership with Camarage, a service that brings young and older people together to organise intergenerational living.
- ▶ On-site visits to help vulnerable tenants (dependent people, people with reduced mobility, etc.) to cope better with a prolonged period of renovation work in their home.
- ▶ Preventing arrears: the Visale guarantee offered by Action Logement Services is offered to prospective tenants when the property is let out. If no guarantee exists, debt repayment plans are offered to tenants.
- ▶ Support with the energy assistance scheme, which helps offset increases in utility bills due to rising energy prices. This scheme offers two different types of assistance.

### Digitisation of customer relations

To streamline the tenant experience, in'li has been committed from the outset to digitising the entire tenant journey, from submission of applications to the purchase of housing, including e-signature of leases. The aim is to simplify and streamline the prospective tenant's journey, while strictly respecting the confidentiality of their personal data. This digital management also guarantees equal treatment of applications: automated applications rating eliminates any risk of discrimination. The transparency of the housing allocation process therefore helps to build a relationship of trust between in'li and its tenants.

In 2023, the launch of the 'in'li et moi' platform further strengthened the relationship between in'li and its tenants by digitising all administrative aspects of the rental process, thereby offering tenants greater autonomy.

This means that tenant's requests and problems – whether technical, administrative, financial, security-related, social or economic, or related to maintenance work – are dealt with quickly and efficiently.

### A network of committed partners

Finally, in'li relies on committed partners to strengthen its social action in favour of vulnerable people, whether they are tenants of its properties or not:

- ▶ In'li is a member of APES, an association that works to provide social amenities that enhance the quality of the living environment, cohesion and social integration within the residences of its members. APES has initiated actions such as "*conciergerie séniors*" to combat isolation among the elderly, or "*école des gardiens*" which trains people in reconversion programmes to be building caretakers.
- ▶ In'li is a member of the Plateau Urbain public interest cooperative, with which it has forged a partnership. As a result, socially useful and environmental activities have been set up at properties earmarked for renovation or construction studies. In 2023, one site was made available to Plateau Urbain in Paris.
- ▶ Since 2021, in'li has been corporate sponsor of Lazare, an association that provides co-living accommodation to young working people and to people who used to be homeless as part of the ongoing social reinsertion of the latter.

## II. Health, safety and comfort of housing

### POLICY

The quality of its housing is one of the pillars of in'li's tenant policy and it regularly invests in renovating its property portfolio to ensure both the health and comfort of its tenants.

Safety is also a major focus. It is part of a proactive strategy to prevent property risks (particularly plant pest control risks), anti-social behaviour and crime, both inside and around properties.

### ACTIONS

In'li does not yet have data on the financial resources allocated to a plan of action, however it takes it into account and will report on it in subsequent periods.

#### Personal safety

In terms of personal and building security, tenants benefit from a dual system: in addition to a caretaker for each residence, there is a system that allows them to contact an on-call service 24/7 in the event of an incident, which then triggers a response. Furthermore, equipment ensures tenants' day-to-day security: video surveillance was installed in 36 residences at the end of 2024.

Incidents are reported and documented by the customer service department and local staff in the CRM system. Processing of this data was optimised in 2024 and it is now used to map incidents in order to improve response procedures.

#### Building safety

As regards building safety, external audits are regularly conducted on the physical integrity of the buildings, their amenities and plant health standards. Their recommendations are then incorporated into the Property Portfolio Technical department's works plan.

Numerous training courses are also provided for employees of the Property Portfolio Technical division and the property divisions:

- ▶ Some are designed to protect employees and improve their building safety management skills: training in building safety, regulations and control, technical safety of properties, roof access, use of scaffolding, lifts and automatic systems, etc.
- ▶ Other programmes provide training in plant pest control and technical risks: termite detection; exposure to lead and asbestos; detection of legionella in water; installation of individual or collective heating systems; fire risk prevention; lift and automation safety (e.g. automatic doors).
- ▶ Finally, the 'SOWELL' application provides more effective oversight. It allows local teams to dematerialise safety monitoring and ensure the reliability and follow-up of information reported in the app.



THERMAL INSULATION	REPLACEMENT OF PLUMBING AND SANITARY EQUIPMENT	TREATMENT OF DAMP AREAS
INSTALLATION OF CVS	ELECTRICAL REWIRING	UPGRADING OF HEATING SYSTEMS
REPLACEMENT OF LIFTS	THERMAL INSULATION	UPGRADING AND MAINTENANCE OF COMMON AREAS

Legend: Upgrading and renovating existing properties

### Building health and comfort

Building quality is a key criterion for in'li and that is why it carries out upgrades and renovation work on its properties every year with two objectives in mind: to ensure the comfort of residents by improving the quality of housing and services, and to meet environmental challenges, in particular through energy retrofits.

### 3.3.4.3. Policies and actions relating to the provision of affordable housing in supply-constrained areas (ESRS S4-1) (ESRS S4-4)

#### I. Provision of affordable housing

##### POLICY

Providing this type of housing lies at the heart of in'li's mission and concerns all of its tenants.

To this end, the Company pursues an ambitious policy that protects tenants' purchasing power in a context of inflation and rising rents by offering a discount on market rents.

##### ACTIONS

To enable middle-class and young working people (whose incomes are too high to qualify for social housing, but too low to be able to afford adequate accommodation in the private sector) to get housing close to employment hubs, in'li deploys several measures:

- ▶ **To ensure that rents remain affordable – the cornerstone of its action – in'li offers rents that are on average 15% below market rates for most of its properties: this discount averages 33.6% for 91.2% of in'li's properties. It should be noted that this discounted rent policy gives each tenant household an annual gain in purchasing power of €3,959, or approximately €330 a month.**

- ▶ To perform its mission of providing housing for middle-class and young working people, in'li **allocated 86% of its housing in 2024** to employees who pay into the *PEEC* scheme under which companies pay a share of building and construction work (contributions are mandatory for companies with more than 50 employees, to finance social and intermediate housing and provide housing subsidies for employees of contributing companies). This gives people access to high-quality housing at affordable prices, without sacrificing proximity to their place of work.
- ▶ To ensure that tenants' profiles match its target group, in'li tracks the average income of incoming tenants, with the aim of giving priority to tenants eligible for Intermediate housing rental status (*LLI* or *Logement Locatif Intermédiaire* in French) (i.e., people whose Y-2 income is below the ceilings defined annually by French ministerial decree and calculated based on household composition and zone (i.e., A bis, A, B1). The average income of new incoming households is currently well below *LLI* income thresholds.
- ▶ Finally, to respond accurately to demand, in'li identifies municipalities where there is a significant gap between market and social housing rents in order to build new housing there. This targeting strategy enables it to use its development projects to provide something that is lacking in these towns and urban areas and that meets a real need among the middle classes.

## II. Providing housing in supply-constrained areas

### POLICY

Improving the employment-housing link is part of in'li's *raison d'être*.

In order to meet the needs of middle-class and young people working in areas where private housing is scarce and expensive, in'li's strategy is to produce housing exclusively in areas where there is a very high demand. This is why 95% of its housing portfolio is located in the Paris region.

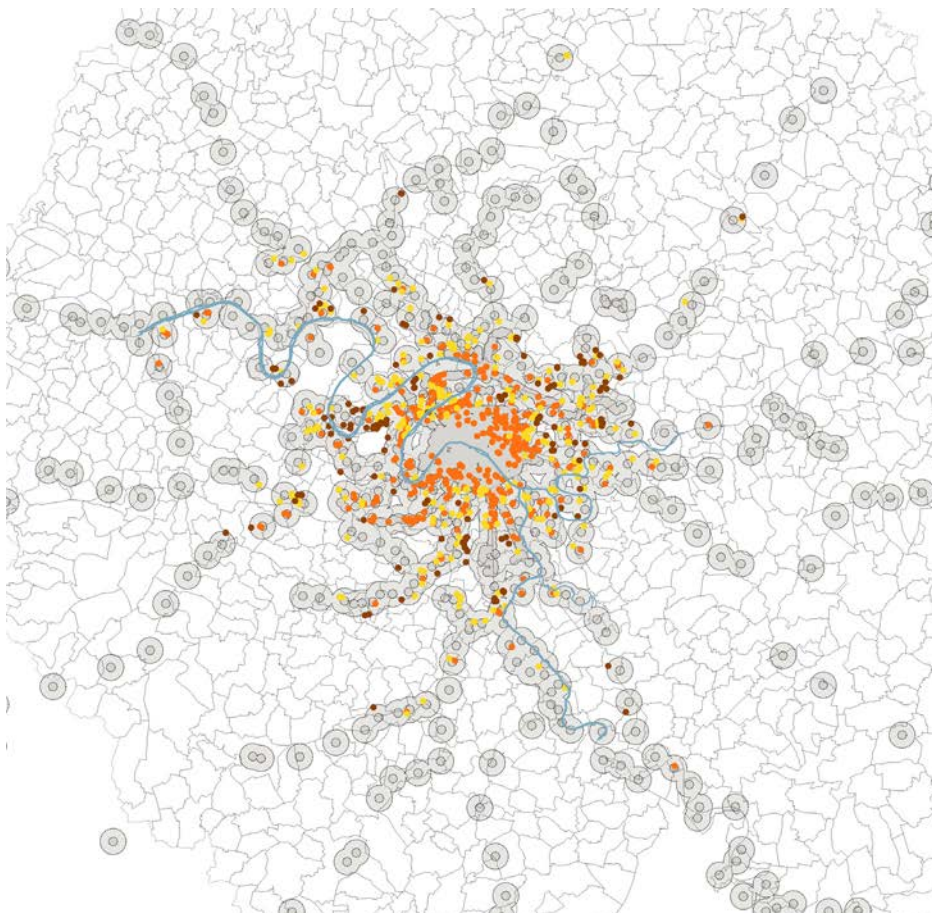
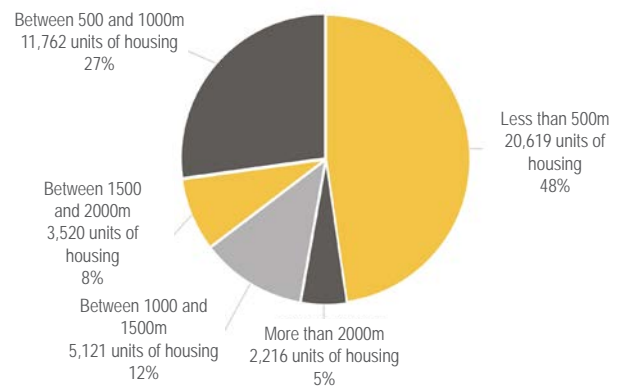
To do this, in'li is densifying its existing portfolio by creating new housing, while upgrading its properties and ensuring minimal soil sealing.

Another strategic focus is to allocate the vast majority of its properties to company employees and their families. In this way, the Company contributes to the socio-economic development of the areas where its housing is located.

### ACTIONS

To guarantee housing located close to public transport and employment hubs and improve the employment-housing link, this is the first criterion in in'li's targeting policy for its future development projects. This both improves tenants' quality of life and reduces their carbon footprint by cutting their commuting time. 48% of in'li's properties are currently located less than 500 metres from a train station and 75% less than 1 kilometre away.

Proximity of In'li's Properties to rail public transport



Location of In'li's buildings in relation to train stations and public transport stations in Paris Region

- In'li buildings located within 0,5 kilometer of a train station or a public transport station in Paris Region
- In'li buildings located within 0,5 kilometer to 1 kilometer of a train station or a public transport station in Paris Region
- In'li buildings located within 1 kilometer to 1,5 kilometers of a train station or a public transport station in Paris Region
- 1,5 kilometers zone around a train station or a public transport station in Paris Region
- 0,5 kilometer zone around a train station or a public transport station in Paris Region

0 5 10 km

Source : In'Li, ALTEREA  
CADASTRE  
Production by Alterea  
(December 2024)



### III. Data protection and cybersecurity

Data protection is a strategic priority for in'li, given the sensitive nature of the information it collects from its tenants. That is why the Company takes the utmost care to create a trusted digital environment that safeguards the security and privacy of all its users.

Information relating to cybersecurity and GDPR compliance policy and actions is detailed in the section on ESRS G1.

#### 3.3.4.4. Structuring risk and impact management (ESRS S4-3)

As explained previously, in'li has set up various communication channels to respond effectively to tenant concerns and needs. Tenants are informed of the channels available to express their requests, whether directly to local staff, via the customer relations department, or through various surveys. The resulting actions are detailed in the section on the actions taken by in'li.

Security incidents are recorded by local in'li staff or the on-call service provider – who are in direct contact with tenants – via the Ali Tranquil app.

This app – designed in compliance with GDPR – enables tenants to report any type of incident, from simple rudeness to anti-social behaviour. After initial roll-out in properties in Seine-Saint-Denis department in 2020 as part of the “Tranquillity & Social cohesion” plan, Ali Tranquil was extended in early 2023 to all in'li properties in the Paris region (i.e., 99% of in'li's housing).

Since Ali Tranquil was deployed in 2019, some 3,140 incidents have been recorded, including 1,849 incidents related to disturbances of the peace, 1,147 related to damage to property and 144 to attacks on people.

In 2024, 425 incidents were recorded.

This data, which is Integrated into in'li's Customer Relationship Management (CRM) system, has made it possible to map the level of security in each property and improve response procedures in 2024. Security measures have been adapted to the severity of the incidents reported. In addition, this data is also shared with partners responsible

#### ALITRANQUIL - ILE-DE-FRANCE (DINO/DIOU/DIES)

**IN 2024**  
**425 INCIDENTS**

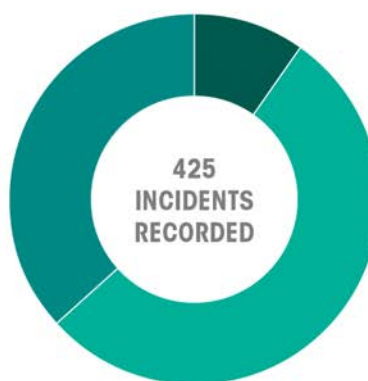
Breaches of the peace **264 (62,12%)**    Attacks on goods **145 (34,12%)**    Attacks on people **16 (3,76%)**



- Breaches of the peace
- Attacks on goods
- Attacks on people



**BREAKDOWN OF INCIDENTS**  
**BY PROPERTY DIVISION**



- DINO - 36,94 %
- DIOU - 53,41 %
- DIES - 9,65 %



Caption: Types of incidents reported via the Ali Tranquil app

for maintaining security: the police, local councils and neighbourhood associations. Finally, the app has made it easier to support local staff dealing with such incidents: caretakers now have a clear procedure for each type of problem, specifying the actions to be taken and the services to be informed or alerted.

At the same time, the Company is implementing a proactive policy to prevent anti-social behaviour and damage, through measures such as neighbourhood enhancement.

Three committees assess and monitor new risks to buildings and people (tenants or employees) throughout the year:

- ▶ The Safety Policy Committee;
- ▶ The safety committees;
- ▶ The Occupational Risk Prevention Committee.

Lastly, the social services department deals with specific situations by helping tenants facing social, economic or health issues.

## Protection of tenant data

Due to its expansion and digitisation of its processes, in'li manages an increasing volume of data. However, protecting tenant data is key to maintaining a relationship of trust and transparency and that is why in'li has implemented procedures to secure this data and trained its employees on the matter. Information relating to actions deployed by in'li relating to cybersecurity and GDPR compliance are detailed in the section on ESRS G1.

### 3.3.4.5. Targets and metrics related to consumers and end-users (ESRS S4-5)

Targets related to the management of impacts, risks and opportunities are determined by in'li's governance bodies.

ESRS	2025 Heading	Metric results	Objectives	Target achieved
S4	Units of affordable housing operated	41,183		
S4	Units of new affordable housing operated	2,258		
S4	Units of programmed affordable housing	545		
S4	% affordable housing operated in supply-constrained areas	43% in zone A 57% in zone A bis 99% in supply-constrained areas	Over 95% of affordable housing units in supply-constrained areas (i.e., A bis et A) every year	✓
S4	% programmed affordable housing in supply-constrained areas	88% in zone A 12% in zone A bis 100% in supply-constrained areas	100% of affordable housing units undertaken in supply-constrained areas (i.e., A bis et A) every year	✓
S4	% of properties located less than 1 km from a rail or public transport station	75 %		
S4	Rate of allocation to employees of PEEC-contributor businesses	86 %	75% of families housed every year	✓
S4	Percentage of the value of the rental housing stock with a discount of at least 10%	91.2 %		
S4	Percentage of the value of the rental housing stock with a discount of at least 15%	79.4 %		
S4	Average annual gain in purchasing power per household	3959		
S4	Overall tenant satisfaction rate	66 %	70% in 2025	🔄

## 3.4. Disclosures related to business conduct (ESRS-G1)

In'li has signed up to the United Nations Global Compact and places the Sustainable Development Goals (SDGs) at the heart of its commitment to good governance. The Company contributes to the following SDGs:



ESRS G1 is the standard relating to business conduct. It covers a range of topics concerning ethics, transparency and the Company's relationships with its partners.

In'li's Executive Management, and in particular the Resources & Digital Transformation department, are committed to building responsible and transparent corporate governance and exemplary business conduct. By making these issues a priority, in'li commits each of its stakeholders to a shared vision of the Company: employees, suppliers, elected officials and tenants. In'li thus reasserts its credentials as a player committed to moving its sector towards sustainable and ethical practices.

### IMPACTS, RISKS, AND OPPORTUNITIES

Challenge listed in the matrix	CSRD sub-topic	Type of IRO	Description
Combating fraud	Corruption and bribery	<b>Risks</b>	Lack of training and processes to fight corruption Proven cases of fraud within the Company or its value chain
Data protection	Information-related impacts for consumers and/or end-users	<b>Risks</b>	Leak, disclosure or misuse of tenants' personal data (pay slips, identity, bank details, etc.) Increased use of digital tools
Data protection	Other labour rights	<b>Risks</b>	Leaking of data from in'li employees
Political influence and lobbying activities	Political commitment	<b>Opportunity</b>	Positioning in'li as a responsible stakeholder
Relations with suppliers	Management of relationships with suppliers, including payment practices	<b>Risks</b>	Failure to meet contractual commitments, particularly payment deadlines Dependence on suppliers (property developers, suppliers of building materials, etc.)

#### Prevention of fraud (G1-3 and 4)

Inadequate measures and controls to prevent and detect fraud – and more specifically corruption – may expose in'li to reputational, legal and financial risks. Breaches of ethical and professional rules may impact adversely on in'li's development.

In the event of proven instances of corruption, the relationship of trust between in'li and its partners could be damaged, and in'li could be considered a risky third party.

#### Personal data protection

In'li has identified a risk relating to the protection of the privacy of its employees, prospects and customers. In'li generates and manages a very large volume of data, some of which is personal data. Breaches of data security, integrity and confidentiality can have detrimental consequences for individual rights and freedoms and compromise compliance with regulations. In a context of a rising number of cyberattacks, digitalisation and growth in exchanges, in'li is increasingly exposed to the risk of data leaks. Without strong measures to ensure the security of its data, the Company would be exposed to regulatory and financial penalties under the General Data Protection Regulation (GDPR), and to reputational risk.

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## Political influence and lobbying activities (G1-5)

As the leader in intermediate housing in the Paris region, in'li is committed to promoting access to housing near employment hubs in this region. In'li has positioned itself as a responsible player and engages in dialogue with public authorities in strict compliance with ethical and regulatory rules.

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## Relations with suppliers (G1-2 and 6)

Late payments to suppliers have a significant impact and can lead to business failures, particularly in small businesses. In'li is exposed to regulatory, operational, reputational and financial risks in the event of non-compliance with applicable regulations on payment terms or its contractual commitments.

Consideration of social and environmental criteria in the selection of service providers is covered in the ESRS S2 section.

### 3.4.1. Governance issues at the heart of the Company's strategy

The balance of power is based around separation of the roles of Chairman of the Board of Directors and the Chief Executive Officer, limitation of the powers of Executive Management, the independence of the Board of Directors, the effectiveness of specialised committees and a system for preventing conflicts of interest.

The history of Action Logement Group is based on a strong conviction shared by the entire governance structure: building and renovating housing and making it available to working people cannot be envisaged without a civic spirit and irreproachable behaviour.

This ethical and responsible governance is structured around:

- ▶ An Ethics Committee at Action Logement Group level, responsible for establishing the rules of ethics applicable to all entities within the Group.
- ▶ An Ethics unit within Action Logement's Audit, Risk, Internal Control, Compliance and Ethics division, which in'li can consult on any issue related to the practical implementation of ethical rules.
- ▶ An Audit and Accounts Committee at in'li level,

reporting to the Board of Directors, and responsible for reviewing the robustness of prevention and awareness-raising measures in relation to ethics and fraud, as well as any open investigations on proven breaches.

- ▶ Operational oversight of these issues within in'li's Audit, Internal Control and Anti-Fraud Department, which has a service dedicated to preventing, raising awareness of, and investigating any issues relating to ethics, fraud and conflicts of interest.

In'li is committed, alongside other real estate players, to serving the collective interest and moving towards sustainable and responsible real estate practices.

Consequently, in'li's CSR Officer has been a member of the Board of Directors of *Observatoire de l'Immobilier Durable* (OID – Sustainable real estate observatory) since 2024. This independent association aims to accelerate the ecological transition of the real estate sector both in France and internationally. With over a hundred members and partners – including leading real estate companies – OID is the benchmark for the entire value chain in the sector and promotes collective intelligence to solve environmental, social and societal real estate issues.

### 3.4.2. Business ethics and preventing fraud

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#### Policies

The exemplary approach that the governance of Action Logement Group and in'li wish to cultivate and develop is based around the commitment of each director and employee to comply with:

- ▶ Strict regulations,
- ▶ Preventing all types of fraud,
- ▶ Honesty in all circumstances.

This collective code of conduct is formally documented in:

- ▶ **A Group Ethics Charter** setting out the principles of solidarity, efficiency and loyalty that guide managers and their teams, and dictating how these should be deployed. It also formally sets out the Group's values, which serve to guide the actions of managers and employees:
  - > solidarity and social utility
  - > openness and proximity
  - > fairness and transparency
  - > commitment and service
- ▶ **A memorandum of ethics** for publicly-held elected positions issued by the Group Ethics Committee, **"director files" created by the Group to identify and prevent any conflicts of interest** within its governance bodies, **and guidelines established by the Group for declaring any interests** represented to the HATVP (French agency responsible for verifying the independence of elected officials).
- ▶ **Internal regulations:** these require employees to act in accordance with business ethics in the course of their professional activities. They cover fraud and corruption prevention, conflicts of interest, confidentiality obligations regarding information held, and the prevention of discriminatory behaviour and harassment. They outline the penalties for employees who fail to comply with these rules, including criminal prosecution where appropriate.
- ▶ **Anti-corruption Code Of Conduct:** approved by the employee representative bodies and appended to the internal regulations, this code applies to all members of the Board of Directors, managers and employees. It defines corruption and passive or active influence peddling, as well as situations of conflict of interest that are prohibited by the Company. It sets out the Company's policy on gifts, invitations, donations and sponsorship. It also reiterates the obligation to apply preventative policies and procedures, as well as the obligation to provide training. Finally, it outlines reporting and monitoring procedures, as well as the penalties incurred in the event of non-compliance with these principles.
- ▶ **Stock market ethics charter:** this charter is appended to the internal regulations. It sets out the obligations regarding the possession and communication of inside information and the risk of insider trading. Its purpose is to make all employees aware of the legal framework

governing the possession, dissemination and use of sensitive information relating to the Company, known as inside information. It also covers the rules on possession of certain data, procedures relating to company securities and the preventive measures put in place. Finally, it outlines the administrative and criminal penalties applicable in the event of non-compliance with these rules.

- ▶ **Implementation procedures and tools:** in'li has established procedures to provide practical guidance to employees and develop tools to enable them to play an active role in their own accountability:
  - > Rules on gifts and invitations.
  - > Rules on managing conflicts of interest based on transparency, recusing oneself and vigilance.
  - > Online forms for declaring gifts, invitations or conflicts of interest allow each employee to declare gifts and invitations received as well as any conflicts of interest.
- ▶ **A procedure for gathering whistleblower reports and rules governing the operation of the whistleblowing hotline** have also been established at Action Logement Group level.

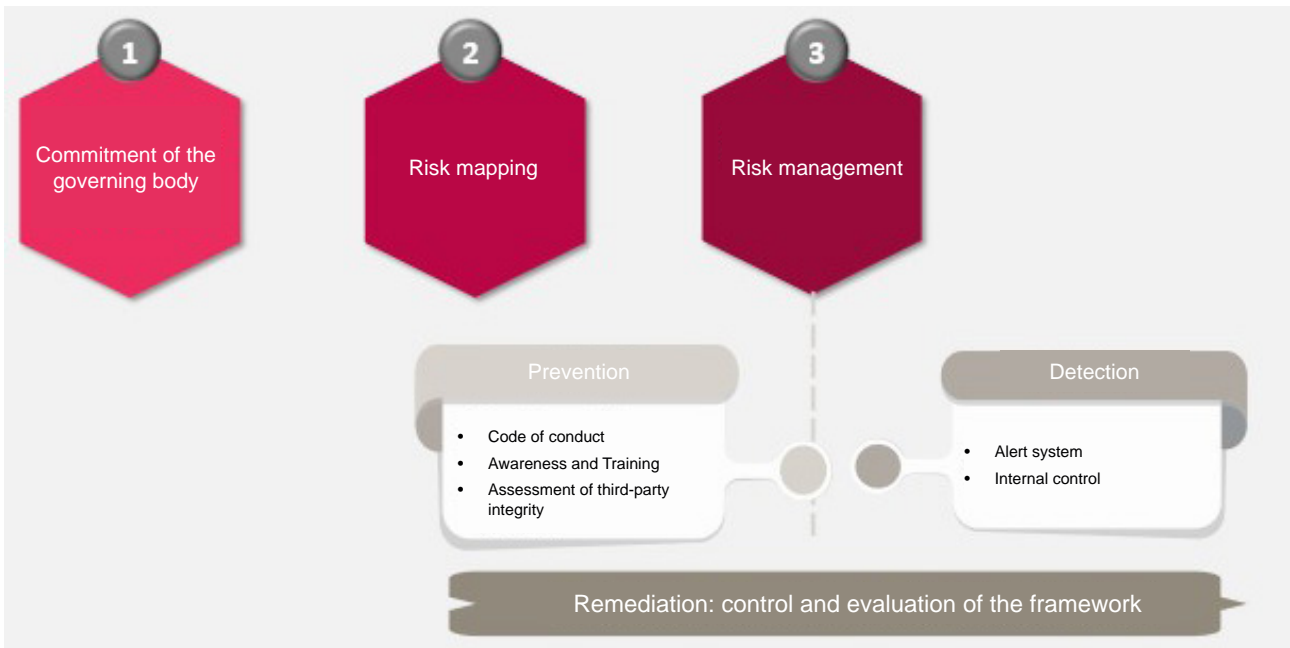
In'li interacts with many stakeholders and is committed to defending its values both inside and outside the Company. It demands high ethical standards from both its employees and partners. In 2024, In'li reaffirmed its values and commitments in an ethical charter based on the guiding principles of the UN, the ILO and the OECD on protecting human rights, preventing corruption and transparency in economic activities. The charter reiterates in'li's commitments to:

- ▶ Respect the fundamental rights of individuals.
- ▶ Act in a fair and equitable manner.
- ▶ Prevent conflicts of interest.
- ▶ Fight fraud and corruption through the implementation of internal whistleblowing systems and a ban on financing political parties or lobbies.
- ▶ Prevent money laundering and the financing of terrorism.
- ▶ Protect the personal data of its members.
- ▶ Engage with society by contributing positively to the well-being of the communities in which it operates and minimising its environmental footprint.

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## Actions

Business ethics underpin in'li's day-to-day operations. A corruption risk prevention system structured around three pillars has been deployed:



### 1. Commitment of Executive Management

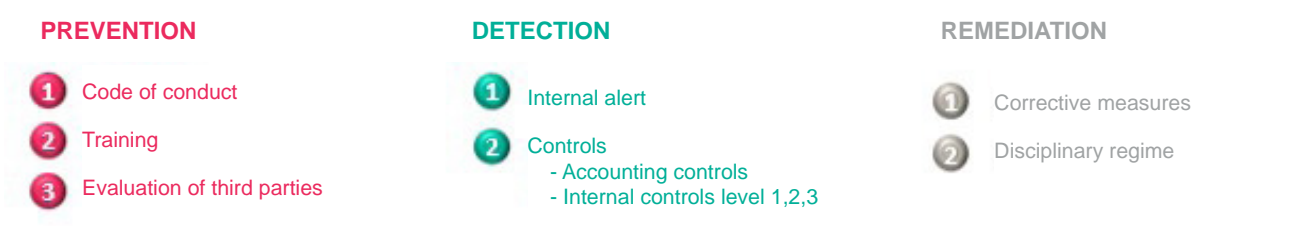
Convinced that integrity and transparency are essential for establishing and maintaining the trust of its partners, customers and employees, and for developing its activities, Executive Management is determined to uphold the highest ethical standards. Conscious of the risks generated by its activities and convinced that good intentions are not enough, Executive Management has decided to create a dedicated department to make a long-term commitment to fraud prevention, detection and awareness-raising, and to effectively reduce its corruption risk exposure.

### 2. Corruption risk mapping

Mapping risks of breaches of integrity is the cornerstone of the anti-corruption system and forms the basis for defining other prevention and detection measures. It is based on identifying, assessing and prioritising the risks of breaches of integrity specific to in'li. The corruption risk map is updated periodically and the resulting action plans are regularly monitored.

### 3. Risk management

These risks are managed by deploying effective measures and procedures aimed at preventing and detecting any behaviour or situations that infringe the code of conduct or that could constitute breaches of integrity, and at sanctioning such behaviour. Risk management also includes monitoring and assessing the effectiveness of these measures and procedures.



### THE CODE OF CONDUCT: A VEHICLE FOR ACCOUNTABILITY

The Anti-corruption code of conduct, adopted in 2020 and appended to the Company's internal regulations, is available on the intranet. It covers many topics related to responsible practices, such as preventing corruption, conflicts of interest, influence peddling, sponsorship, donations and political commitments.

It uses the risk map to define and illustrate the various types of behaviour that are prohibited as likely to constitute breaches of integrity.

## TRAINING AND AWARENESS-RAISING

An e-learning module on ethics, fraud prevention and personal data protection is completed by all new employees. Employees most exposed to the risk of corruption (employees in charge of development and project management, employees in the housing allocation or sales department, rental management personnel) also receive regular, in-depth face-to-face training on the risk of corruption.

## THIRD-PARTY VETTING

A third-party vetting procedure was developed by Action Logement Group in 2024 based around three key steps:

- ▶ An assessment of the level of risk by categorising the third party.
- ▶ The performance of reasonable due diligence to assess and, where necessary, address the potential risk that third parties may represent. The extent of these procedures varies depending on the category to which the third party is allocated.
- ▶ A decision on whether to enter into or maintain relations with the third party.

The implementation of this project includes the acquisition of a tool to facilitate the search for assessment criteria, for which a joint call for tenders will be put out at Action Logement Group level.

Pending deployment of this methodology, assessments have been performed by in'li on the basis of questionnaires using the *évaluation tiers* application, or on the basis of enquiries if the assessment is performed following an alert. These assessments are conducted on an ad hoc basis and in accordance with the risks identified.



## INTERNAL WHISTLEBLOWING FACILITY

All employees are encouraged to report concerns about any suspected wrongdoing through several channels:

- ▶ **At in'li level**, there are three possible channels: direct line manager level or a higher level if necessary; the Audit, Internal Control and Anti-Fraud Department, or the Customer Service department.
- ▶ **At Action Logement Group level**, based on a platform for collecting this type of information known as "WhistleB". This channel places an intermediary between in'li and the whistleblower. Alerts are received and sorted by Action Logement's Risk Audit and Internal Control department and passed on to in'li for processing. This procedure complies with the principles of anonymity, in accordance with applicable legislation transposing Directive (EU) 2019/1937.

Alerts are processed quickly, independently and objectively, in three stages:

- ▶ Receipt and classification of alert
- ▶ Processing of alert
- ▶ Closure of alert

All alerts are handled speedily and confidentially, regardless of the language in which they are submitted. Investigations are conducted independently, either internally or externally.

The in'li and Action Logement Immobilier employees who deal with questions of ethics undertake to respect confidentiality. All whistleblowers have the right to remain anonymous, however, in'li does encourage people to identify themselves to facilitate the analysis of the situation and the conduct of investigations.

Employees who report possible breaches in good faith may under no circumstances be penalised, even if the facts turn out to be inaccurate or do not lead to any subsequent investigation. When an employee questions the ethics of a situation, they are encouraged to structure their declaration around a number of questions designed to separate ethically responsible acts and, in the event of any doubts, consult their line manager or the Audit, Internal Control and Anti-Fraud department.

Any internal control weaknesses and failures identified during investigations trigger action plans aimed at improving the robustness of processes.

Reprehensible behaviour is subject to sanctions which are based on the seriousness of the offence, ranging from training measures to dismissal for gross misconduct.

Investigations are the subject of a detailed report setting out the context, the facts, the *modus operandi*, the persons involved and, insofar as possible, the financial implications. It is submitted to Executive Management and the Audit and Accounts Committee.

In'li performs **specific compliance checks** to ensure that the

rules laid down and its prevention system are being effectively implemented. These controls cover specific issues such as gifts and invitations, calls for tenders and unusual accounting transactions.

### INDICATORS RELATING TO CASES OF CORRUPTION

In 2024, in'li received three alerts concerning various issues of unethical behaviour, none of which related to corruption.

The investigations carried out resulted in several disciplinary measures, but no cases had a significant impact at in'li level.

In 2024, in'li was not convicted or fined for any breaches of anti-corruption legislation.

In 2020, all Company employees received compliance training (on ethical guidelines and the Sapin II Law). Since 2021, all new employees must complete this training within their first few months of joining the Company. This ensures that all new employees are fully aware of the rules, and those identified as most at risk receive additional face-to-face training.

In 2024, 87.6% of employees received compliance training (on ethical guidelines and the Sapin II Law) upon joining the Company. The aim is to reach 100% by 2025.

## 3.4.3. Protection of employee data and cybersecurity

### Policy

In'li is committed to a relationship based on trust and transparency vis-à-vis its employees, prospects and customers in terms of personal data protection. In 2019, it appointed a Data Protection Officer (DPO) to ensure that the Company is complying with the European Data Protection Regulation (GDPR).

Personal data protection is governed by an Action Logement Group policy and its application at in'li level in 2021. Action Logement Group ensures the compliance of its subsidiaries with GDPR through a number of measures, including framework agreements, workshops run by the DPO, monitoring, etc.

Information systems security guidelines are set out in the Information Systems Security Policy (ISSP) approved by the Cybersecurity Strategy Committee. This Committee is composed of members of Executive Management, the CIO, the CISO, the DPO and the Director of Audit, Internal Control and Anti-Fraud. This policy is updated every two years. It was last revised in May 2024 and now covers 36 security objectives, divided into 12 key topics, broken down into 183 applicable rules. This policy is aligned with the guidelines of Action Logement Group and based on ISO/IEC standards 27001, 27002, 27005 and 22301, as well as the recommendations of ANSSI, France's National Cybersecurity Agency.

In 2021, in'li brought the role of Chief Information Security Officer (CISO) in house for a more effective understanding of IT security issues using a 'Security by design' approach in the pre-project phase.

**The DPO and CISO constantly work to ensure data security, integrity and confidentiality.**

### Actions

**As regards personal data protection, in'li together with its DPO, is committed to:**

- ▶ Fostering a culture of compliance among all employees, notably through regular communications, awareness-raising memoranda and training.
- ▶ Factoring personal data protection into projects from the outset.
- ▶ Incorporating the necessary clauses and appendices into contracts.
- ▶ Informing those concerned of how their personal data is gathered and processed in a transparent manner.
- ▶ Managing any personal data breaches.
- ▶ Responding as rapidly as possible – within a month at the latest – to any requests to exercise rights concerning personal data.

The DPO promotes compliance based around seven projects set out in a roadmap validated in June 2019 by the Audit and Accounts Committee. It is updated annually and progress reports are presented to the Chief Executive Officer and the Audit Committee:



In 2024, in'li continued to deploy a robust cybersecurity

strategy to secure its information system, including awareness-raising initiatives and a dedicated action plan headed up by the CISO.

At in'li, **security is a central component of the project life cycle** and IT contracts incorporate security 'by design'. This means that the contract is only signed once the security of the software, hardware or service has been guaranteed beforehand. Security is also integrated into the project life-cycle through the participation of the Chief Information Security Officer (CISO) in project steering committees with an IT component.

Technical support is available to process requests for, or changes to accreditations from business departments, depending on the need, its relevance to the business scope or the functions performed by the employee. This procedure ensures that security is integrated into the accreditation life cycle and career paths of employees within the organisation.

At the operational level, there is continuous monitoring of network and system activity using monitoring applications. This ensures active tracking of security incidents, particularly in terms of information system availability, confidentiality and integrity. Alerts generated by these tools are immediately analysed by the security team, which is responsible for first-level remediation. **All employees receive mandatory cybersecurity training** to familiarise them with the subject. New hires receive this training within four months of joining the Company. Other employees follow three mandatory training campaigns per year on new topics, with the aim of training 100% of employees. Lastly, the information system security team continuously tracks regulatory and technological developments. This allows the Company to keep up with technological developments and new regulations to constantly adapt our security measures in line with best practices and current standards.

### 3.4.4. Lobbying for sustainable public policies

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#### Donations and sponsorship

The code of conduct appended to the Company's internal regulations includes a section on "donations and sponsorship" that employees, corporate officers and members of the Board of Directors may make in the course of their duties. This document prohibits any donation or sponsorship to a political party or politician, and regulates donations or sponsorship of non-profit organisations.

In accordance with this policy, in'li does not make any contributions to political parties, elected representatives or candidates for office, or to associations or foundations that they own or control. It does not support any political party, candidate or group that promotes the interests of a political party in any form whatsoever.

In 2024, no payments were made in the form of donations or sponsorship.

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#### Duty of discretion

The Group Ethics Committee imposes a duty of confidentiality and discretion on all employees, executives and members of the Board of Directors, reminding them that freedom of expression must be balanced against the obligation of confidentiality, requiring employees and executives to express their opinions with restraint and to exercise moderation in their behaviour and declarations.

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#### Lobbying

As part of its lobbying activities, in'li interacts with third parties to come up with solutions to real estate matters and the social and environmental challenges currently facing the real estate sector. This lobbying takes place under the responsibility of the Chief Executive Officer.

All lobbying activities are performed in strict compliance with regulations, the rules on ethics and the Anti-corruption code.

Lobbying activities are intended to support measures aimed at resolving societal issues facing the real estate sector.

This gives in'li the opportunity and desire to have a positive impact by strengthening the employment-housing link and building affordable housing.

Lobbying is conducted in a fully transparent manner and reported to the HATVP (French government body to oversee transparency in public life) in accordance with Action Logement Group regulations covering lobbying at national level, and by in'li for lobbying at local level.

No money is paid for lobbying expenses or for membership of lobbying associations.

### **3.4.5. Payment deadline objectives**

Conscious of the impact of payment practices on the financial health of its suppliers, particularly smaller businesses, in'li is committed to complying with regulatory payment deadlines. Its payment procedures are organised in accordance with French public procurement regulations, which stipulate payment within 30 days. Action Logement Group has set its subsidiaries a target of paying 70% of invoices within 21 days by 2025.

In'li has no specific policy regarding payment terms as its business is located solely in France and this matter is governed by Action Logement Group guidelines.

The average payment period for 2024 was 30 days.

There were no pending legal proceedings concerning late payments at 31 December 2024.

## **3.5. Verification of sustainability statements**



45, Rue Kléber  
92300 Levallois-Perret

**in'li**

# **Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852**

Year ended 31 December 2024

Forvis Mazars SA  
Société anonyme d'expertise comptable et de commissariat aux comptes à  
directoire et conseil de surveillance  
Capital de 8 320 000 euros - RCS Nanterre 784 824 153

in'li

Société Anonyme  
RCS NANTERRE 602 052 359

## Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852

Year ended 31 December 2024

*This is a translation into English of the statutory auditor report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English speaking users.*

*This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".*

To the General Meeting of the company in'li,

This report is issued in our capacity as statutory auditor of in'li. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended 31 December 2024 and included in section 3 of the management report.

Pursuant to Article L. 233-28-4 of the French Commercial Code, in'li is required to include the above mentioned information in a separate section of its management report. This information has been prepared in the context of the first time application of the aforementioned articles, a context characterized by uncertainties regarding the interpretation of the laws and regulations, the use of significant estimates, the absence of established practices and frameworks in particular for the double-materiality assessment, and an evolving internal control system. It enables an understanding of the impact of the activity of the entity on sustainability matters, as well as the way in which these matters influence the development of its business, performance and position. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to Article L.821-54 paragraph II of the aforementioned Code our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 b of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for *European Sustainability Reporting Standards*) of the process implemented by in'li to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;
- compliance of the sustainability information included in section 3 of the management report with the requirements of Article L. 233-28-4 of the French Commercial Code, including ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on "*Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852*".

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In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by in'li in its management report, we have included an emphasis of matter paragraph hereafter.

## **Limits of our engagement**

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

Furthermore, this engagement does not provide guarantee regarding the viability or the quality of the management of in'li, in particular it does not provide an assessment, of the relevance of the choices made by in'li in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the management report [or in the group management report] are not covered by our engagement.

## Compliance with the ESRS of the process implemented by in'li to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code

### Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by in'li has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in section 3 of the management report, and
- the information provided on this process also complies with the ESRS.

We also checked the compliance with the requirement to consult the social and economic committee.

### Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by in'li with the ESRS.

Concerning the consultation of the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code we inform you that this requirement has been complied with.

### Elements that received particular attention

#### Concerning the identification of stakeholders

Stakeholder identification is discussed in paragraph 3.1.9 "Stakeholders involved in the CSR approach (SBM-2)" of the Sustainability Report.

We reviewed the analysis conducted by in'li to identify:

- stakeholders who may affect or be affected by the entities within the scope of the information, through their activities and direct or indirect business relationships in the value chain;
- the main users of the sustainability statements (including users of the financial statements).

We held discussions with management and other relevant individuals, and examined available documentation. Our procedures included :

- assessing the consistency of in'li's identified key stakeholders with the nature of its activities and geographical footprint, considering its business relationships and value chain;
- assessing the appropriateness of the description in paragraph 3.1.9, particularly the methods used by in'li to collect stakeholders' interests and views.

## Concerning the identification of impacts, risks and opportunities

This is addressed in paragraph 3.1.11 “Identification of impacts, risks and opportunities (IRO-1)” of the Sustainability Report.

We reviewed the process implemented by the entity for identifying positive or negative, actual or potential impacts, risks and opportunities (IROs), in relation to the sustainability topics listed in paragraph AR 16 of the ESRS 1 Application Requirements and specific to in’li.

In particular, we assessed how the entity determined its impacts and dependencies, which may give rise to risks or opportunities, and the completeness of activities covered by the IRO analysis.

We examined the IRO table in paragraph 3.1.10 “Significant impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)” and its consistency with our knowledge of the entity.

We evaluated:

- how in’li considered the sustainability topics listed in ESRS 1 (AR 16);
- the consistency of IROs identified by the entity with available sectoral analyses;
- the alignment of identified IROs with our sector knowledge;  
how the entity considered various time horizons, particularly for climate-related matters.

## Concerning the assessment of impact materiality and financial materiality

This is also addressed in paragraph 3.1.11 “Identification of impacts, risks and opportunities (IRO-1)”.

We reviewed, through discussions and documentation, the entity’s process for assessing impact and financial materiality, and its compliance with ESRS 1 criteria.

We assessed how the entity defined and applied the materiality criteria, including thresholds, to determine what material sustainability information should be disclosed in accordance with the applicable topical ESRS and entity-specific disclosures.

## Compliance of the sustainability information included in section 3 of the management report with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS

### Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the sustainability information included in section 3 of the management report, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by in'li for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, that this information does not contain any material errors, omissions or inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

### Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in section 3 of the management report, with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS.

### Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in items 3.1.1 "Preparation of in'li's Sustainability Report (BP-1)" and 3.1.2 "Specific circumstances and effects on reporting conditions (BP-2)" which describe uncertainties and limitations faced by the company in the first year of CSRD application, including challenges in collecting certain data points for 2024.

### Elements that received particular attention

#### Information provided in application of ESRS E1 – Climate Change

This is addressed in paragraph 3.2.2 "Climate Change Mitigation and Adaptation (ESRS – E1)" of the Sustainability Report.

Our work included:

- interviews with the CSR department to understand policies and approaches for addressing climate change;
- reviewing internal processes and documentation supporting published disclosures.

Specifically for the GHG emissions inventory, we:

- reviewed the protocol and emissions inventory methodology, and its application for selected categories in scopes 1, 2 and 3;

- assessed selected emission factors and related calculations, considering uncertainty in science, economics and external data quality;
- reviewed estimation methods for consistency;
- for directly measurable data like energy use, reconciled underlying data with supporting documentation;
- performed analytical procedures and verified arithmetic accuracy of calculations.

## Requirements set out in Article 8 of Regulation (EU) 2020/852

### Nature of procedures carried out

Our procedures consisted in verifying the process implemented by in'li to determine the eligible and aligned nature of its activities.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

### Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

### Emphasis of matter

Without qualifying the conclusion expressed above, we draw your attention to the information provided in paragraph "DNSH Pollution" section of paragraph 3.2.1.2 "EU Taxonomy" of the Sustainability Report, which describes the analysis performed by in'li regarding the fulfilment of the DNSH (Do No Significant Harm) Pollution requirements.

### Elements that received particular attention

Below are the matters we paid particular attention to regarding compliance with the Article 8 disclosure requirements.

#### Concerning the eligibility of activities

We assessed, through discussions and review of related documentation, the compliance of the entity's eligibility analysis with the criteria defined in the annexes to the delegated acts supplementing Regulation (EU) 2020/852.

#### Concerning the alignment of eligible activities

Our procedures included:

- assessing the entity's choices regarding whether to consider European Commission communications on the interpretation and implementation of the Taxonomy Regulation;
- reviewing, on a sample basis, the documentary sources used (including external ones) and interviewing relevant personnel;
- analysing, on a sample basis, the supporting evidence for management's judgment on whether eligible economic activities met all the cumulative alignment conditions from the Taxonomy Regulation;
- evaluating the analysis conducted on compliance with minimum safeguards, mainly based on information gathered during our understanding of the group and its environment.

- **Key performance indicators and accompanying information**

Our procedures included:

- for turnover, CapEx and OpEx figures presented in the regulatory tables, verifying the reconciliations made by the entity with accounting records used in the preparation of financial statements and/or other relevant data such as management or analytical accounting;
- for other figures making up the various indicators of eligible and/or aligned activities, applying analytical procedures and evaluating those figures based on a selection of activities, investments or projects, chosen according to their contribution to KPIs and a risk analysis;
- evaluating the appropriateness of contextual information accompanying the published KPIs.

Finally, we assessed the consistency of the disclosures in paragraph 3.2.1.2 “EU Taxonomy” of the Sustainability Report with the other sustainability information in the report.

The statutory auditor

Forvis Mazars SA

Levallois-Perret, 4 June 2025

*French original signed by*

Said BENHAYOUNE  
Partner

# Appendices

## Appendix 1

List of data points in cross-cutting and topical standards that derive from other EU legislation in accordance with ESRS 2, Appendix B.

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Relevant section in the report
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	Indicator number 13, Table #1, Annex 1		Commission Delegated Regulation (EU) 2020/1816 (5), Annex II		ESRS 2
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816 (5), Annex II		ESRS 2
ESRS 2 GOV-4 Statement on sustainability due diligence, paragraph 30	Indicator number 10, Table #3, Annex 1				ESRS 2
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4, Table #1, Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453(6), Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Does not concern in'li
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 point d) ii)	Indicator number 9, Table #2, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Does not concern in'li
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii)	Indicator number 14, Table #1, Annex 1		Article 12, paragraph 1, Delegated Regulation (EU) 2020/1818(7), 2020/1818, Delegated Regulation (EU) 2020/1816, Annex II		Does not concern in'li
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 point d) iv)			Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1, Delegated Regulation (EU) 2020/1816, Annex II		Does not concern in'li
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	ESRS E1
ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks, paragraph 16, point g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453(6), Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1, points d) to g), and Article 12 paragraph 2		ESRS E1 (In'li is not excluded from the benchmark regulation reference)
ESRS E1-4 GHG emission reduction targets, paragraph 34	Indicator number 4, Table #2, Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		ESRS E1
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5, Table #1 and Indicator number 5, Table #2, Annex 1				ESRS E1

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Relevant section in the report
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5, Table #1, Annex 1				ESRS E1
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6, Table #1, Annex 1				ESRS E1
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2, Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		ESRS E1
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3, Table #1, Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		ESRS E1
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	ESRS E1
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II, Delegated Regulation (EU) 2020/1816, Annex II		ESRS E1
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66, point a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66, point c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47, Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS E1-9 Breakdown of the carrying value of real estate assets by energy efficiency classes paragraph 67, point c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34, Template 2: Banking book – Climate Change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS E2-4 Amount of each pollutant listed in Annex II of the EPRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8, Table #1, Annex 1, Indicator number 2, Table #2, Annex 1, Indicator number 1, Table #2, Annex 1, Indicator number 3, Table #2, Annex 1,				Non-material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7, Table #2, Annex 1				Non-material
ESRS E3-1 Dedicated policy	Indicator number 8, Table #2, Annex 1				Non-material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12, Table #2, Annex 1				Non-material
ESRS E3-4 Total water recycled and reused paragraph 28, point c)	Indicator number 6.2, Table #2, Annex 1				Non-material

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Relevant section in the report
ESRS E3-4 Total water consumption in m <sup>3</sup> per net revenue on own operations paragraph 29	Indicator number 6.1, Table #2, Annex 1				Non-material
ESRS 2- IRO 1 - E4 paragraph 16, point a) i	Indicator number 7, Table #1, Annex 1				Non-material
ESRS 2- IRO 1 - E4 paragraph 16, point b)	Indicator number 10, Table #2, Annex 1				Non-material
ESRS 2- IRO 1 - E4 paragraph 16, point c)	Indicator number 14, Table #2, Annex 1				Non-material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24, point b)	Indicator number 11, Table #2, Annex 1				Non-material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24, point c)	Indicator number 12, Table #2, Annex 1				Non-material
ESRS E4-2 Policies to address deforestation paragraph 24, point d)	Indicator number 15, Table #2, Annex 1				ESRS E4-Part III and ESRS 2 Part IV-1
ESRS E5-5 Non-recycled waste paragraph 37, point d)	Indicator number 13, Table #2, Annex 1				Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9, Table #1, Annex 1				Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14, point f)	Indicator number 13, Table #3, Annex 1				Non-material
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14, point g)	Indicator number 12, Table #3, Annex 1				Non-material
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9, Table #3 and Indicator number 11, Table #1, Annex 1				ESRS S1
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		ESRS S1
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11, Table #3, Annex 1				Non-material
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1, Table #3, Annex 1				ESRS S1
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32, point c)	Indicator number 5, Table #3, Annex 1				ESRS S1
ESRS S1-14 Number of fatalities and number of work-related accidents paragraph 88, points b) et c)	Indicator number 2, Table #3, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		ESRS S1
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88, point e)	Indicator number 3, Table #3, Annex 1				Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Relevant section in the report
ESRS S1-16 Unadjusted gender pay gap paragraph 97, point a)	Indicator number 12, Table #1, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Non-material
ESRS S1-16 Excessive CEO pay ratio paragraph 97, point b)	Indicator number 8, Table #3, Annex 1				Non-material
ESRS S1-17 Incidents of discrimination paragraph 103, point b)	Indicator number 7, Table #3, Annex 1				Non-material
ESRS S1-17 Non- respect of UNGPs on business and human rights principles and OECD guidelines paragraph 104, point b)	Indicator number 10, Table #1 and Indicator number 14, Table #3, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1		Non-material
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11, point b)	Indicators number 12 and 13, Table #3 of Annex 1				ESRS S2
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9, Table #3 and Indicator number 11, Table #1, Annex 1				ESRS S2
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicators number 11 and no. 4, Table #3 of Annex 1				ESRS S2
ESRS S2-1 Non- respect of UNGPs on business and human rights principles and OECD guidelines paragraph 19	Indicator number 10, Table #1, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1		ESRS S2
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		ESRS S2
ESRS S2-4 Human rights issues and incidents connected to upstream and downstream value chain paragraph 36	Indicator number 14, Table #3, Annex 1				Not reported in 2024: in'li does not yet have data on this topic, however it takes it into account and will report on it in subsequent periods.
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9, Table #3 of Annex 1 and Indicator number 11, Table #1, Annex 1				Non-material
ESRS S3-1 Non-respect of UNGPs on business and human rights, ILO principles and/or OECD guidelines paragraph 17	Indicator number 10, Table #1, Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1		Non-material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14, Table #3, Annex 1				Non-material
ESRS S4-1 Policies related to consumers and/or end-users paragraph 16					Non-material
ESRS S4-1 Non- respect of UNGPs on business and human rights principles and OECD guidelines paragraph 17	Indicator number 10, Table #1, Annex 1				Non-material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14, Table #3, Annex 1				Non-material
ESRS G1-1 United Nations Convention against corruption paragraph 10, point b)	Indicator number 15, Table #3, Annex 1				Non-material

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Relevant section in the report
ESRS G1-1 Protection of whistle-blowers paragraph 10, point d)	Indicator number 6, Table #3, Annex 1				Non-material
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24, point a)	Indicator number 17, Table #3, Annex 1				ESRS G1
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24, point b)	Indicator number 16, Table #3, Annex 1				ESRS G1

## Appendix 2 Methodological note

### PERIOD COVERED:

- ▶ The report covers in'li's activities from 1 January to 31 December 2024.

### SCOPE:

- ▶ As regards social indicators, reporting covers in'li's own workforce.
- ▶ As regards environmental indicators, reporting covers all of in'li's own activities.
- ▶ Lastly, governance indicators cover all in'li employees.

### DATA GATHERING TECHNIQUES:

The collection of data is the foundation of sustainability reporting. In'li has identified three major challenges related to data collection: anticipation, coordination, and digitisation.

To deal with these challenges in this first reporting exercise as effectively as possible, in'li has:

- ▶ set up a steering committee comprising three departments: Information Systems, Data and Digital, Corporate Social Responsibility, and Audit, Internal Control and Anti-Fraud.
- ▶ adapted its internal controls to the processes of producing, collecting and verifying information and the challenges of CSRD reporting.

The organisation is based around:

**1. The involvement of all company departments in data production to ensure accurate reporting and to involve the various business lines in sustainability matters and the implementation of the new directive.**

**2. Centralised collection of data by the CSR Officer from three departments:**

- ▶ Social reporting information provided by the Human Resources Department and the Customer Relations and Marketing department (for tenants).
- ▶ Environmental information, provided by the Property Portfolio Technical department and the Deputy CEO's department in charge of Investment and Construction.
- ▶ Governance information, collected by the Audit, Internal Control and Anti-Fraud Department.

Creation of dedicated reporting for quantitative indicators, headed up by the Information Systems, Data and Digital Department. This reporting is based around the definition and production of metrics by the business lines within a framework defined by the Information Systems, Data and Digital Department, a review of the metrics by this same department and then by the CSR Officer and the Audit, Internal Control and Anti-Fraud Department.

**3. Consistency checks are performed on the files, calculations and data submitted by the departments throughout the preparation of the sustainability statements by the three departments that comprise the Steering Committee.**

## SPECIFIC FEATURES OF INDIVIDUAL INDICATORS:

### Indicators related to the housing offering:

Indicators related to the number of housing units in operation correspond to the number of family housing units and managed residences (coliving, student residences, sheltered accommodation, etc.) owned by in'li at 31 December 2024.

The number of affordable housing units undertaken during the year corresponds to the number of housing unit starts scheduled in the calendar year.

The number of families housed corresponds to the number of families who moved into a housing unit during the year.

### Service quality indicators:

Tenant satisfaction was measured based on a survey conducted by an external service provider on a representative sample of the portfolio and the population housed by in'li, comprising 2,500 tenants.

### Social indicators:

Social indicators are tracked by the Human Resources and business lines department and calculated based on the Company's total workforce.

The percentage of employees trained corresponds to the number of employees who have received training during the year, divided by the number of employees present in the workforce at 31 December. The employee turnover rate corresponds to the number of departures of permanent employees (excluding death, retirement and end of trial period) as a proportion of the permanent workforce at 31 December of the previous year.

The number of employees who have benefited from functional mobility (including those people trained as part of this mobility) corresponds to the number of employees who have benefited from career improvement initiatives (including those who have taken one or more training courses).

### Environmental indicators:

**The energy and environmental trajectory of in'li's property portfolio was based on scopes 1 and 2** and it was performed in two stages:

#### DIAGNOSTIC PHASE:

This first phase consists of cross-checking property data (consolidated at 31/12/2024) against energy consumption data for 2024 (gas, district heating network and electricity).

Consumption data gathered for 2024 covered 53% of properties. To round out these items, the diagnostic phase continued with segmentation of actual data collected, based on:

- ▶ **Type of heating:** heating management, whether collective or individual heating, is the responsibility of either the user or the operator. Tenants with individual heating pay closer attention to their energy bills.;
- ▶ **Energy source:** gas-fired systems or centralised district heating networks are managed by the operator. Electric systems (individual systems) may be controlled by each tenant. Electric heating systems generally have

similar energy performance to gas or district heating systems (but to the detriment of comfort).

- ▶ **Year of construction of property:** the building method is related to the year of construction. Pre-war buildings are mostly built in brick, with elaborate façade cladding. Buildings dating from the 1970s are made of concrete and begin to incorporate insulation. Buildings built after 2012 comply with French RT 2012 energy performance targets and have a high building performance. Therefore, year of construction provides an indication of the building's performance.
- ▶ Assumptions concerning buildings built after 2012 have been refined thanks to the data collected and by factoring in the reinforcement of French RT 2012 energy performance objectives as of 1 January 2018, impacting post-2020 deliveries. These objectives impact the **2020-2022 property segment by reducing target consumption/emissions by over 10%**.
- ▶ For gas-fired sites:

#### Post-2012 assumptions

2013 to 2015	120 kWh/m <sup>2</sup>	28 kgCO <sub>2</sub> /m <sup>2</sup>
2016 to 2019	120 kWh/m <sup>2</sup>	28 kgCO <sub>2</sub> /m <sup>2</sup>
2020 to 2022	100 kWh/m <sup>2</sup>	28 kgCO <sub>2</sub> /m <sup>2</sup>

- ▶ For sites powered by centralised district heating networks

#### Post-2012 assumptions

2013 to 2015	115 kWh/m <sup>2</sup>	15 kgCO <sub>2</sub> /m <sup>2</sup>
2016 to 2019	115 kWh/m <sup>2</sup>	15 kgCO <sub>2</sub> /m <sup>2</sup>
2020 to 2022	100 kWh/m <sup>2</sup>	12 kgCO <sub>2</sub> /m <sup>2</sup>

### Building the trajectory

In'li has built its trajectory in accordance with the French National Low Carbon Strategy and Action Logement Group's objectives.

The trajectory factors in the following:

- > **For energy retrofits of existing properties:** 750 housing units retrofitted per year through 2026, then 500 units a year through 2030, with an annual renovation budget that remains stable over time;
- > **For new buildings:** reinforcement of French thermal and environmental standards in each decade.

From then on, the trajectory leads to carbon neutrality in 2050.

In the medium term, the decarbonisation trajectory for in'li's property portfolio (scopes 1 and 2) translates into the following intermediate objectives:

Energy carbon rate

For the first NFPS in 2021, based on consumption in 2020, the carbon content imposed by existing regulatory decrees in force, i.e. the Government Order of 15 September 2006 relating to energy performance assessments was used for existing buildings in mainland France:

- > Natural gas: 0.234 kgCO<sub>2</sub>/kWh
- > Electric heating: 0.180 kgCO<sub>2</sub>/kWh

The overall trajectory mapped that year was therefore based on these base values.

The Decree of 31 March 2021, which came into force on 1 July 2021, "(amended Government Order of 15 September 2006), amended the CO<sub>2</sub> content of energy sources, imposing the following standards:

- > Natural gas: 0.227 kgCO<sub>2</sub>/kWh
- > Electric heating: 0.079 kg CO<sub>2</sub>/kWh

To be able to compare and analyse changes between 2020, 2021, 2022 and 2023, and to isolate the impacts of the renovation effort, acquisition of new assets and more reliable collection of data, it is not appropriate to change any parameters until then.

- ▶ Identification of energy performance assessments labels

The database of energy performance assessments is based on new French energy performance requirements.

For sites with an old energy performance assessment (pre-July 2021), the following changes have been applied to the values of the assessments performed to estimate the energy label under the new regulation:

- ▶ Additional usages: old assessments are presented with three uses (Heating, Hot water, Cooling) whereas new assessments have five uses (add Lighting and Auxiliaries).
  - > According to its database, built up in the course of the numerous missions it has carried out in the sector, the external research office commissioned by in'li has added a fixed share of consumption linked to the two additional "Lighting and Auxiliaries" uses of up to 15 kWhpe/m<sup>2</sup> on each assessment.
- ▶ Modification of the PE (primary energy) /FE (final energy) conversion coefficient: for electrical energy, the new regulations have lowered the PE/FE conversion coefficient from 2.58 to 2.3.
- ▶ Change in energy carbon content: for all energies, carbon content (taken from the Ademe database) has evolved and been factored in to update estimated carbon emissions in kg CO<sub>2</sub> eq./m<sup>2</sup>.
- ▶ Regulatory changes to the rule for assigning the property energy label: whereas the old regulation was based on two labels (one for energy, one for carbon), the new regulation is based on a single label: the most unfavourable value between the energy label and the carbon label will be used.
- ▶ Regulatory changes to label thresholds: it should be noted that energy and carbon label threshold values have changed between the two regulations.

For example, under the new regulation, energy label C includes properties that consume between 110 kWhpe/m<sup>2</sup> and 180 kWhpe/m<sup>2</sup> for the energy portion, and emit between 11 kg CO<sub>2</sub> eq./m<sup>2</sup> and 30 kg CO<sub>2</sub> eq./m<sup>2</sup> for the carbon portion. Under the old regulation, energy label C included properties that consumed between 91 kWhpe/m<sup>2</sup> and 150 kWhpe/m<sup>2</sup> for the energy portion, and emitted between 11 kg eq CO<sub>2</sub>/m<sup>2</sup> and 20 kg eq CO<sub>2</sub>/m<sup>2</sup> for the carbon portion.

Energy performance assessments and energy consumption obtained in this way, as well as those obtained by direct readings taken at properties whose assessments have been renewed since 1 July 2021, have been used both:

- ▶ To identify the F and G labels in the portfolio, in'li's objective being to eradicate these labels "from the properties for which in'li is the sole or majority decision-maker in the management and maintenance of the properties".
- ▶ To qualify the contribution of properties built before 31 December 2020 for climate change mitigation within the meaning of European Taxonomy. 9

AVERAGE GHG EMISSIONS TARGETS PER M <sup>2</sup> ACROSS THE PORTFOLIO	AVERAGE PRIMARY ENERGY CONSUMPTION TARGETS PER M <sup>2</sup> ACROSS THE PORTFOLIO
2024 : 25 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2024 : 121 kWhPE/m <sup>2</sup> /year
2025 : 23 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2025 : 115 kWhPE/m <sup>2</sup> /year
2026 : 21 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2026 : 110 kWhPE/m <sup>2</sup> /year
2027 : 19 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2027 : 106 KWHPE/M <sup>2</sup> /YEAR
2028 : 17 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2028 : 101 KWHPE/M <sup>2</sup> /YEAR
2029 : 16 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2029 : 97 KWHPE/M <sup>2</sup> /YEAR
2030 : 15 kg CO <sub>2</sub> e/m <sup>2</sup> /year	2030 : 95 KWHPE/M <sup>2</sup> /YEAR

### FOR SCOPE 3:

**This year, for Scope 3, in'li is reporting the results of the carbon audit performed by Action Logement Immobilier for all of its subsidiaries based on 2022 data.**

The categories included in Scope 3 are as follows:

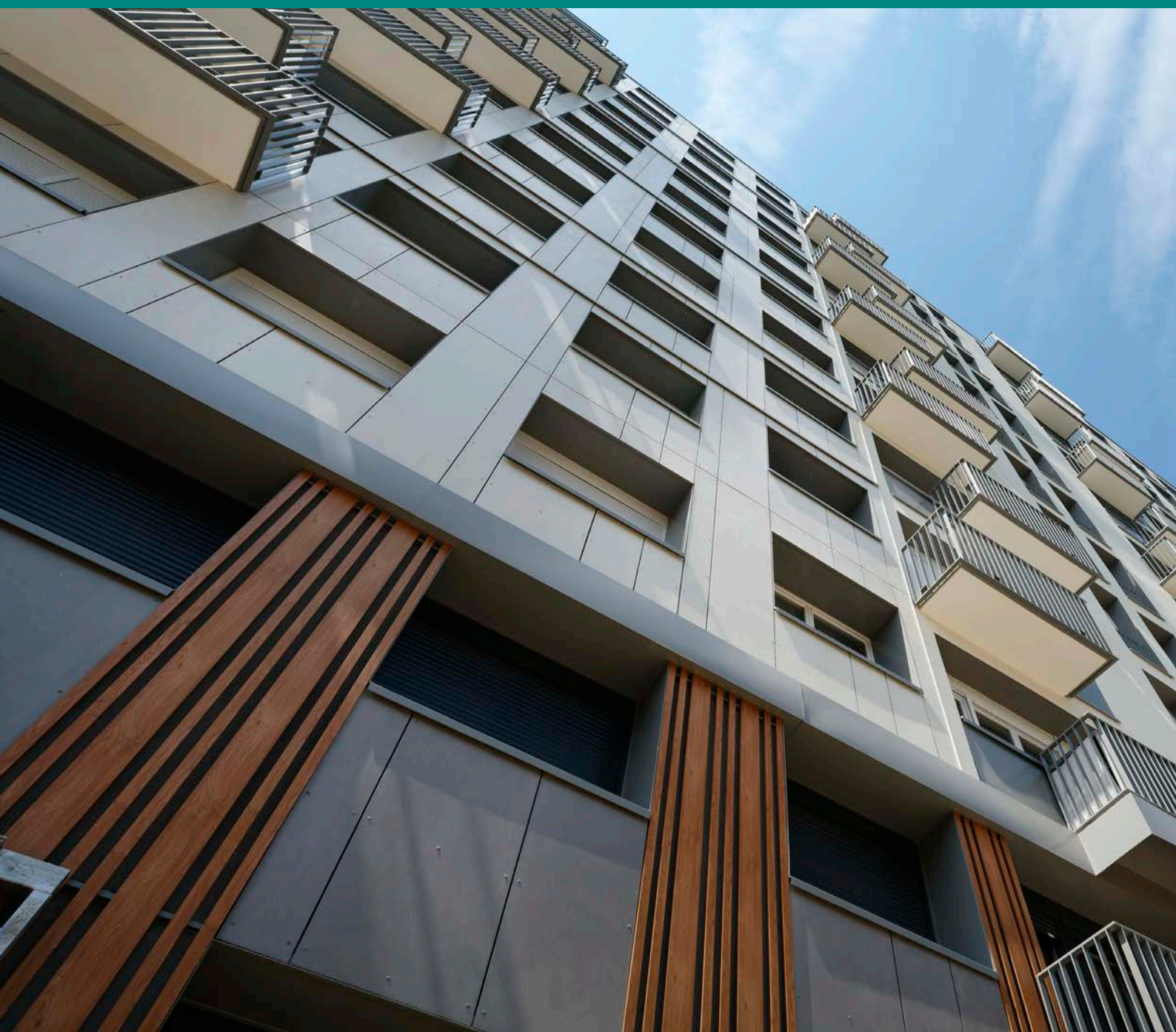
- > Indirect emissions associated with transport, including employee travel and the transport of goods.
- > Indirect emissions associated with the purchase of goods and services.

- > Indirect emissions associated with products sold, including emissions associated with the product use and end-of-life phases.
- > Indirect emissions not listed in the previous categories.

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# 4

# Financial statements



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# 4.1. Financial statements for the year ended 31 December 2024

## 4.1.1. Balance sheet at 31 December 2024

### ASSETS

HEADING	Notes	Gross amount	Depreciation, amortisation & provisions	31/12/2024	31/12/2023
<b>INTANGIBLE ASSETS</b>					
Start-up costs	4.4.1	255,546	255,546		
Research and development costs					
Concessions, patents and similar rights	4.4.1	3,098,967	2,721,772	377,195	301,977
Goodwill	4.4.1	1		1	1
Other	4.4.1	52,141,197	10,493,594	41,647,603	37,042,769
Intangible assets in progress	4.4.1	181,278		181,278	1,680,544
Advances and downpayments					
<b>PROPERTY AND EQUIPMENT</b>					
Land	4.4.1	1,074,506,903	2,226,753	1,072,280,150	989,519,761
Buildings	4.4.1	4,020,432,586	1,292,561,270	2,727,871,316	2,422,082,055
Technical facilities, machinery & equipment	4.4.1	21,553,010	20,374,466	1,178,544	267,817
Other	4.4.1	14,744,106	10,499,288	4,244,818	5,535,966
Property and equipment in progress	4.4.1	1,020,632,667		1,020,632,667	1,117,929,530
Advances and downpayments		328,570		328,570	151,745
<b>NON-CURRENT FINANCIAL ASSETS</b>					
Investments in associates					
Other investments	4.4.2	360,753,286		360,753,286	341,869,681
Loans and advances to subsidiaries and affiliates	4.4.2	64,817		64,817	60,696
Long-term portfolio securities					
Other long-term investments	4.4.2	65,291		65,291	75,108
Loans					
Other financial assets	4.4.2	6,387,425		6,387,425	5,718,305
<b>TOTAL NON-CURRENT ASSETS</b>		<b>6,575,145,651</b>	<b>1,339,132,690</b>	<b>5,236,012,961</b>	<b>4,922,235,954</b>
<b>INVENTORIES AND WORK IN PROGRESS</b>					
Raw materials, supplies	4.4.3	12,578,507	11,011,718	1,566,789	1,632,281
Property in production (in progress)	4.4.3	15,591,801	4,466,846	11,124,955	7,093,988
Services in production (in progress)					
Advances and prepayments on orders		2,674,861		2,674,861	
<b>RECEIVABLES</b>					
Trade receivables	4.4.4	88,118,492	32,186,767	55,931,725	55,271,021
Other	4.4.5	144,684,552	142,209	144,542,343	128,057,872
<b>MARKETABLE SECURITIES</b>					
Treasury shares					
Other securities	4.4.6	43,660,009	873,633	42,786,376	135,909,004
Cash instruments					
Cash and cash equivalents	4.4.6	251,444,364		251,444,364	268,904,806
Prepaid expenses	4.4.7	3,127,933		3,127,933	4,073,170
<b>TOTAL CURRENT ASSETS</b>		<b>561,880,519</b>	<b>48,681,173</b>	<b>513,199,346</b>	<b>600,942,144</b>
Deferred charges	4.4.8	3,242,013		3,242,013	3,363,347
Loan redemption premiums to be amortized	4.4.9	697,500		697,500	852,500
Unrealized foreign exchange losses					
<b>GRAND TOTAL</b>		<b>7,140,965,683</b>	<b>1,387,813,863</b>	<b>5,753,151,820</b>	<b>5,527,393,944</b>

## EQUITY AND LIABILITIES

HEADING	Notes	31/12/2024	31/12/2023
Share capital	4.4.10	921,106,080	902,106,090
Additional paid-in capital	4.4.10	572,934,434	572,934,434
Revaluation reserve			
Legal reserve	4.4.10	90,210,609	84,910,609
Statutory or contractual reserves			
Untaxed reserves	4.4.10	4,582,904	4,582,904
Other reserves	4.4.10	422,248,939	422,248,939
Retained earnings	4.4.10	610,828,867	606,868,242
<b>NET PROFIT OR (LOSS) FOR THE PERIOD</b>	<b>4.4.10</b>	<b>36,429,984</b>	<b>25,498,534</b>
Investment grants and subsidies	4.4.10	30,680,590	31,005,524
Regulated provisions		128,943	123,773
<b>TOTAL EQUITY</b>		<b>2,689,151,350</b>	<b>2,650,279,050</b>
Provisions for contingencies	4.4.11	7,018,591	790,613
Provisions for losses	4.4.11	11,196,382	10,602,117
<b>PROVISIONS FOR CONTINGENCIES AND LOSSES</b>		<b>18,214,973</b>	<b>11,392,730</b>
<b>NON-CURRENT BORROWINGS</b>			
Other bonded debt	4.4.12	599,000,000	599,000,000
Borrowings from credit institutions	4.4.12	2,171,466,801	2,084,897,309
Miscellaneous borrowings and financial liabilities	4.4.12	35,293,332	33,284,082
Advances and prepayments received on orders in progress	4.4.13	42,346,069	29,546,454
<b>OPERATING PAYABLES</b>			
Trade payables	4.4.13	27,255,655	33,995,983
Tax and employee-related liabilities	4.4.13	28,570,871	24,269,638
<b>SUNDRY PAYABLES</b>			
Payables on non-current assets	4.4.13	36,964,633	36,254,100
Other payables	4.4.13	90,854,122	12,156,670
Deferred income	4.4.14	14,034,012	12,317,929
<b>LIABILITIES</b>		<b>3,045,785,496</b>	<b>2,865,722,164</b>
Unrealised foreign exchange gains			
<b>GRAND TOTAL</b>		<b>5,753,151,820</b>	<b>5,527,393,944</b>
<i>Profit for the year (in euro cents)</i>		<i>36,429,984.48</i>	
<i>Total balance sheet (in euro cents)</i>		<i>5,753,151,819.72</i>	

## 4.1.2. Income statement (€ thousands)

HEADING	Notes	31/12/2024	31/12/2023
Sale of goods			
Sale of property			
Sale of services		443,919,718	415,287,599
- o/w advances on service and maintenance charges: 2024 = €86,716,664 / 2023 = €89,428,270			
<b>NET REVENUE</b>	<b>4.5.2</b>	<b>443,919,718</b>	<b>415,287,599</b>
In-house production		8,503,467	2,397,390
Capitalised production		5,480,269	3,937,692
Operating grants		18,973	51,003
Releases of amortization and depreciation charges and provisions, expense transfers	4.5.4	2,122,597	5,480,192
Other income	4.5.5	135,821,448	107,512,240
<b>OPERATING INCOME</b>		<b>595,866,472</b>	<b>534,666,117</b>
Purchases of raw materials and other supplies			
Change in inventories (raw materials)			
Other purchases and external expenses		167,921,380	183,162,681
Taxes other than income taxes		62,102,039	57,311,377
Wages and salaries		37,413,012	36,571,882
Social charges		18,686,840	18,350,544
<b>ALLOCATIONS TO PROVISIONS</b>			
On non-current assets: depreciation, amortisation and impairment	4.5.3	109,061,795	99,147,774
On non-current assets: provisions	4.5.3	1,091,934	397,349
On current assets: provisions	4.5.3	4,489,855	4,261,007
Net additions to provisions for contingencies and losses	4.5.3	13,411,143	1,443,809
Other expenses	4.5.5	62,007,472	53,658,776
<b>OPERATING EXPENSES</b>		<b>476,185,471</b>	<b>454,305,198</b>
<b>OPERATING INCOME/(LOSS)</b>		<b>119,681,002</b>	<b>80,360,919</b>
Income from investments in subsidiaries and affiliates			
Income from other marketable securities and receivables on non-current assets		752,634	1,406,863
Other interest and related income		12,827,657	13,671,252
Releases of amortization and depreciation charges and provisions, expense transfers			342,056
Foreign exchange gains			
Net income on sales of short-term investments			577,229
<b>FINANCIAL INCOME</b>		<b>13,580,291</b>	<b>15,997,400</b>
Provisions for impairment of investments		532,249	651,384
Interest and similar charges		80,739,058	60,481,453
Foreign exchange losses			
Net expenses on sales of short-term investments			
<b>FINANCIAL EXPENSE</b>		<b>81,271,307</b>	<b>61,132,837</b>
<b>NET FINANCIAL INCOME/(EXPENSE)</b>	<b>4.5.6</b>	<b>(67,691,017)</b>	<b>(45,135,438)</b>
<b>CURRENT INCOME/(LOSS) BEFORE TAX</b>		<b>51,989,985</b>	<b>35,225,481</b>
Non-recurring income on management transactions		1,673,554	1,225,002
Non-recurring income on capital transactions		3,795,320	2,307,733
Releases of amortization and depreciation charges and provisions, expense transfers		3,405	98,405
<b>TOTAL NON-RECURRING INCOME</b>		<b>5,472,279</b>	<b>3,631,140</b>
Non-recurring expenses on management transactions		1,820,001	1,529,311
Non-recurring expenses on capital transactions		1,475,478	1,075,269
Non-recurring amortization and depreciation charges and provisions		3,234,492	1,318,135
<b>TOTAL NON-RECURRING EXPENSES</b>		<b>6,529,972</b>	<b>3,922,714</b>
<b>NET NON-RECURRING INCOME (EXPENSE)</b>	<b>4.5.7</b>	<b>(1,057,693)</b>	<b>(291,574)</b>
Employee profit-sharing			
Corporate income tax expense	4.5.8	14,502,308	9,435,373
<b>TOTAL INCOME</b>		<b>614,919,042</b>	<b>554,294,656</b>
<b>TOTAL EXPENSES</b>		<b>578,489,058</b>	<b>528,796,122</b>
<b>PROFIT (LOSS)</b>		<b>36,429,984</b>	<b>25,498,534</b>

### 4.1.3. Statement of cash flows (€ thousands)

HEADING	31/12/2024	31/12/2023
<b>NET PROFIT (LOSS)</b>	<b>36,430</b>	<b>25,498</b>
Net depreciation, amortisation and impairment expense	113,530	101,013
Provisions for contingencies and losses and regulated provisions	6,826	(1,875)
Reversal of grants	(3,101)	(2,308)
Gains or losses on disposals of non-current assets, net of income tax	(76,004)	(51,702)
Tax impact of disposals of long-term investments	14,502	9,435
Elimination of merger surplus/deficit		3
<b>GROSS OPERATING CASH FLOW</b>	<b>92,183</b>	<b>80,064</b>
Inventories and work in progress	(4,031)	(2,380)
Receivables and accruals	117	45,576
Payables and accruals	(2,412)	(39,614)
<b>NET CASH FLOW GENERATED FROM OPERATING ACTIVITIES</b>	<b>85,857</b>	<b>83,646</b>
<b>INVESTING ACTIVITIES</b>		
Expenditure on acquisitions of intangible assets	(1,945)	(1,912)
Expenditure on acquisitions of property and equipment	(450,062)	(622,763)
Expenditure on acquisitions of equity investments	(18,884)	(32,549)
Proceeds from borrowings	(987)	(712)
<b>TOTAL ACQUISITIONS OF NON-CURRENT ASSETS</b>	<b>(471,878)</b>	<b>(657,936)</b>
Proceeds from disposals of property and equipment and intangible assets	107,708	86,447
Proceeds from disposals of equity investments	694	0
Repayment of loans granted	314	107
<b>TOTAL PROCEEDS FROM DISPOSAL OF NON-CURRENT ASSETS</b>	<b>108,716</b>	<b>86,554</b>
Impact of merger transactions		517
<b>NET CASH FLOW USED IN INVESTING ACTIVITIES</b>	<b>(363,162)</b>	<b>(570,865)</b>
<b>FINANCING ACTIVITIES</b>		
Dividends paid	(16,169)	(16,907)
Increases in share capital and issue premiums	19,000	53,000
New borrowings	222,292	620,751
Repayment of borrowings	(133,714)	(130,535)
Loan issuing charges	(787)	(479)
Investment grants received	550	381
Advances repaid	(6,606)	(51,960)
Advances received	82,151	8,605
<b>NET CASH FLOW GENERATED FROM FINANCING ACTIVITIES</b>	<b>166,718</b>	<b>482,856</b>
<b>CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>(110,587)</b>	<b>(4,362)</b>
Net cash and cash equivalents at start of year	404,815	409,177
Net cash and cash equivalents at end of year	294,228	404,815
	<b>(110,587)</b>	<b>(4,362)</b>

## 4.2. Summary of significant accounting policies

The company financial statements are prepared in accordance with French generally accepted accounting principles based on the General Chart of Accounts (in its consolidated version at 31 December 2024) as set out in ANC Regulation No. 2014-03 issued by the French accounting standards authority (Autorité des Normes Comptables).

The usual accounting conventions have been applied in compliance with the principle of prudence and:

1. The going concern principle;
2. The accrual basis principle; and
3. The consistency principle.

Only material information is disclosed.

The basic method used to value items recorded in the accounting books is the historical cost method, with the exception of contributions recorded during the merger into OGIF (now known as in'li) of 34 limited property companies between 1973 and 1975, contributions in kind made by SIF DU LOGIS MODERNE to OGIF (now known as in'li) in 1998 and 1999, contributions recorded during the merger of SICB in 2007 and five real estate investment companies (SCIs) located in the Oise department in 2010, contributions recorded during the merger of SLP in 2016, and contributions recorded during the merger of the Ruisseau des Gains real estate investment company (SCI) in 2018.

## 4.3. Significant events of the year and subsequent events

### 4.3.1. Allocation of 2023 net income and distribution of dividend

In accordance with the decision of the Annual General Meeting of 12 June 2024, net income for the year ended 31 December 2023 for a total amount of €25,498,534.20 was allocated as follows: €3,960,624.48 was allocated to retained earnings, €5,300,000.10 was allocated to the legal reserve and €16,237,909.62, or € 0.27 per share, was paid out in dividends.

### 4.3.2. Share capital increase

The Combined General Meeting of 12 June 2024 approved an increase in share capital for an amount of €18,999,990, from €902,106,090 to €921,106,080, through the issue of 1,266,666 new shares of € 15 each.

This capital increase was reserved for Action Logement Immobilier against a payment in cash.

### 4.3.3. Changes in accounting methods

#### Changes in accounting methods

None

#### Changes in presentation

None

## 4.3.4. Disposals

Gains or losses on disposals and/or contributions of assets in portfolio are presented in operating income and no longer in non-recurring income. This presentation is intended to reflect the manner in which real estate assets are operated, providing for regular disposals of assets in order to finance new operations

During 2024, in'li disposed of 672 units of housing and 86 units through off-plan operations as well as several plots of land:

- ▶ 158 units in Asnières in a block sale to SEQENS for an amount of €21,334k;
  - ▶ 2 operations located in Gennevilliers and Champs sur Marne representing 392 units sold in block sales to Immobilière 3F for an amount of €51,745k.
  - ▶ 12 units of housing located in Antony, sold to Hauts de Bièvre Habitat for an amount of €1,739k.
  - ▶ 110 single-housing units for an amount of €25,557k.
  - ▶ 2 off-plan operations ceded to APEC DEV4, representing 86 units of housing for an amount of €18,950k.
- These disposals netted pre-tax gains of €76,788k.

## 4.3.5. Deliveries and acquisitions

2,258 units of new housing were occupied in 2024.

Due to in'li's accelerated accounts closing procedure, December deliveries are still recorded under property under construction and have not been subject to a property appraisal.

On this basis, 2,177 housing units were capitalised in 2024 for an amount of €463,130k, including:

- ▶ 49 off-plan developments representing 2,010 units, including 196 units of student accommodation, 393 units of co-living-type accommodation, and usufruct on 32 units located in Gennevilliers, Sceaux and Versailles.
- ▶ 6 project ownership / prime contractorship operations representing 167 housing units.

## 4.3.6. Financing

The main loans received in 2024 comprised:

- ▶ Financing of €23,000k granted by Caisse d'Épargne d'IDF. The final repayment will be made in 2043.
- ▶ €75,000k in Green Bond financing arranged with HSBC.
- ▶ Several loans indexed to the interest rate paid to holders of Livret A passbook savings accounts from Crédit Agricole for a total of €3,854k. These loans have maturities of between 17 and 20 years.
- ▶ Two loans provided by CDC for operations in Nanterre and Orsay for €40,000k with a term of 24 years.
- ▶ Two loans from La Banque Postale for €28,000k, with a term of 30 years.
- ▶ A three-month drawdown on RCF, amounting to €25,000k. This drawdown was repaid in February 2025.

### Subsequent events

In early 2025, Action Logement Immobilier will transfer its shares in in'li Sud-Ouest, in'li PACA, in'li AURA and in'li Grand Est to in'li in order to form a national group, and in return, Action Logement Immobilier will increase its stake in in'li.



## 4.4. Notes to the balance sheet

### 4.4.1. Non-current assets

#### Intangible assets

An intangible asset is an identifiable non-monetary asset without physical substance, controlled by an entity as a result of past events from which future economic benefits are expected to flow to the entity. It is identifiable when it is separable or arises from contractual or other legal rights.

Intangible assets are stated at cost (purchase price plus any ancillary expenses) and amortised over their expected useful life using the straight-line method.

At 31 December 2024, intangible assets mainly consisted of:

INTANGIBLE ASSETS	Gross amount	Carrying amount	Useful life
Start-up costs	255,546	0	1 year
Software, licenses and capitalised IT development costs	13,507,213	6,086,301	3 to 5 years
Usufruct (i.e., beneficial ownership) <sup>(1)</sup>	41,113,387	35,938,497	term of beneficial ownership
Other intangible assets	619,565	1	3 to 5 years
Intangible assets in progress	181,278	181,278	
<b>TOTAL</b>	<b>55,676,989</b>	<b>42,206,077</b>	

#### Non-current assets – Construction leases and administrative long leases

Under a construction lease, the owner cedes the use of the land to a lessee who, in return, undertakes to build on and maintain the lessor's land in good condition for the entire term of the lease.

Over the term of the lease, in'li has a real, freely transferable property right. When the lease expires, ownership of the building reverts to the lessor.

Buildings held on a non-freehold basis are broken down by component in the same way as buildings held in freehold, with the exception of the building structure, which is depreciated over the construction lease term.

The Company's capitalised leases are as follows:

AREA	No. of housing units	Start date	End date	Term	Residual term
Pantin	68	01/09/1988	31/08/2058	70 years	34 years
Boulogne Billancourt	38	29/06/1987	28/06/2039	52 years	15 years
Egly	178	08/07/1966	01/07/2036	70 years	12 years
Saint Denis	100	28/10/1959	27/10/2057	99 years	33 years
Sceaux	33	25/01/1984	24/01/2049	65 years	24 years
Ablon sur Seine	18	12/11/1987	11/11/2057	70 years	33 years
Neuilly sur Seine	35	26/04/2013	25/04/2048	35 years	24 years
Levallois-Perret	24	13/12/1985	12/12/2025	40 years	1 year
Sceaux	offices	25/01/1984	24/01/2049	65 years	24 years

(1) Usufruct corresponds to:

- a 12-unit operation in Rueil-Malmaison delivered in 2015.
- a 35-house operation in Saint Cyr delivered in 2018.
- a 19-unit operation in Versailles delivered in 2020.
- a 31-unit operation in Neuilly-sur-seine delivered in 2021.
- a 31-unit operation in Rueil-Malmaison delivered in 2021.

- a 23-unit operation in Montreuil delivered in 2022.
- a 35-unit operation in Paris delivered in 2023.
- a 77-unit operation in Saint Ouen delivered in 2023.
- a 10-unit operation in Gennevilliers delivered in 2024.
- a 14-unit operation in Sceaux delivered in 2024.
- an 8-unit operation in Versailles delivered in 2024.

## Non-current assets – Investment property

Investment property is property (land or buildings) held to earn rentals.

Land is stated at cost (purchase price plus any ancillary expenses). For off-plan acquisitions, the value of land is calculated using a price scale for each different locality.

Buildings are measured at cost plus notarial fees and registration fees, or at their transfer value and broken down by component. The allocation basis follows the guidelines and recommendations of the French Scientific and Technical Centre for Building (CSTB) for social housing companies (ESH).

When components are renovated and/or upgraded, the components initially recorded in non-current assets are derecognised.

Since 2023, the personnel expenses of the Investment and Construction Department that are directly attributable to new builds are capitalised. They are calculated based on the contribution of employees to construction projects and they factor in a non-completion rate for each operation. At each stage in construction, the amount of internal costs per housing unit is calculated.

These costs will gradually be incorporated into construction costs between 2023 and 2025 to reflect the phasing of the construction work over time.

## Valuation of investment property

In'li's property portfolio is valued every year by an independent real estate appraiser, BPCE Expertises Immobilières.

The appraiser calculates the market value of each property at the reporting date. The market value is the most likely price obtainable on the market at the valuation date under reasonable conditions.

At 31 December 2024, the portfolio was measured using three different sets of assumptions. Depending on the assumption chosen, the valuations were as follows (excluding taxes and duties):

	Dec-24	Dec-23	12/2024 (like-for-like basis)
Assumption 1 = "block sale" value; based on continued use and current occupancy	€8,025 million	€7,991 million	€7,617 million
Assumption 2 = "unit sale" value; based on continued use and current occupancy	€9,325 million	€9,236 million	€8,862 million
Assumption 3 = "unit sale" value; rented at the market rental value	€11,085 million	€11,174 million	€10,556 million

## Depreciation of buildings:

For new buildings, expenses are allocated based on actual costs when these can be determined. If this is not possible – for off-plan acquisitions and acquisitions from old property portfolios for example – expenses are allocated based on the CSTB table below.

COMPONENT	Useful lives	Allocative keys: collective housing	Allocative keys: standalone housing
Lifts	15 years	2,80 %	
Collective heating systems	25 years	3,20 %	
Standalone heating systems	15 years	3,20 %	3,20 %
External joinery	25 years	3,30 %	5,40 %
Waterproofing work	15 years	1,10 %	
Rendering	15 years	2,10 %	2,70 %
Electricity	25 years	5,20 %	4,20 %
Plumbing	25 years	4,60 %	3,70 %
Structure	50 years	remainder	remainder

Reconstruction and improvement work on roads and amenities, neighbourhood enhancement and redevelopment of outdoor spaces are capitalised under "Outdoor spaces" and written down over 20 years.

The useful lives of buildings from mergers that took place in previous periods have not been amended. Consequently, the structure component is depreciated over a period of between 40 and 60 years. New property is written down over 50 years.

## Provision for impairment of investment property

In'li carries out impairment testing by comparing the net book value of the buildings of each operation with the valuations performed by BPCE Expertises Immobilières.

When there is a prolonged and material unfavourable difference between the appraisal value (excluding taxes and duties) and the net book value (net of investment grants) for a given real estate operation, an impairment loss provision is recognised for the difference.

## Other property and equipment

Other property and equipment is depreciated using the straight-line method. It includes the following:

OTHER PROPERTY AND EQUIPMENT	Useful life
Technical facilities	10 to 20 years
Machinery & equipment	5 years
Fixtures and fittings	10 years
Transport equipment	5 years
Office and IT equipment	5 years
Office furniture	5 years

As the depreciation schedules of merged entities have been maintained, useful lives may be different in certain cases.

## Movements in property and equipment and intangible assets

(in €)	12/2023	Acquisitions and additions to charges	Disposals and releases	Reclassifications	12/2024
Intangible assets (gross amount)	47,396,219			8,099,492	55,495,711
Land	991,831,459		(6,445,084)	89,120,527	1,074,506,903
Rental property	3,505,647,799		(44,146,579)	419,204,245	3,880,705,465
Improvement work	100,596,024		(676,085)	(1,426,597)	98,493,342
Construction leases	33,212,805		(487,500)	8,508,475	41,233,780
Miscellaneous non-current assets <sup>(1)</sup>	35,365,130		(54,620)	986,606	36,297,116
<b>NON-CURRENT ASSETS IN PROGRESS</b>					
Intangible assets in progress	1,680,544	1,767,468		(3,266,734)	181,278
Property and equipment in progress	1,117,929,530	450,839,433	(26,910,281)	(521,226,014)	1,020,632,667
Advances and downpayments on non-current assets	151,745	176,825			328,570
<b>TOTAL GROSS VALUE</b>	<b>5,833,811,254</b>	<b>452,783,726</b>	<b>(78,720,149)</b>	<b>0</b>	<b>6,207,874,832</b>
Amort./Prov. on intangible assets	(10,051,474)	(3,419,439)			(13,470,914)
Deprec./prov. on rental property	(1,108,202,372)	(106,207,214)	31,682,676	2,881,934	(1,179,844,976)
Deprec./prov. on improvement work	(97,032,141)	(289,477)	674,698	1,426,597	(95,220,322)
Deprec./prov. on Construction leases	(14,451,758)	(1,191,561)	229,126	(4,308,531)	(19,722,722)
Deprec./prov. on miscellaneous non-current assets	(29,561,347)	(1,367,027)		54,620	(30,873,754)
Deprec./prov. on property and equipment in progress					
<b>TOTAL DEPRECIATION, AMORTISATION AND PROVISIONS</b>	<b>(1,259,299,092)</b>	<b>(112,474,718)</b>	<b>32,586,500</b>	<b>54,620</b>	<b>(1,339,132,690)</b>
<b>CARRYING AMOUNT</b>	<b>4,574,512,162</b>	<b>340,309,008</b>	<b>(46,133,649)</b>	<b>54,620</b>	<b>4,868,742,142</b>

Movements in gross values of fixed assets amount to €374,064k and were mainly attributable to increases in property under construction (€423,929k) following acquisitions made over the period.

Derecognised assets (€78,720k) correspond to the disposal of housing referred to in Note 4.3.5 and the replacement of components.

(1) Includes merger losses for an amount of €4,282k.

## 4.4.2. Non-current financial assets

Non-current financial assets are stated at cost (purchase price plus any ancillary expenses) or at their transfer value. If necessary, a provision for impairment is recognised.

Non-current financial assets mainly comprise equity investments, loans and advances to subsidiaries and affiliates and security deposits.

(in €)	12/2023	Increase	Decrease	Reclassifications	12/2024
<b>NET NON-CURRENT FINANCIAL ASSETS</b>	<b>347,723,790</b>	<b>21,680,891</b>	<b>(2,133,863)</b>	<b>0</b>	<b>367,270,818</b>
<b>GROSS AMOUNTS</b>	<b>347,723,790</b>	<b>21,680,891</b>	<b>(2,133,863)</b>	<b>0</b>	<b>367,270,818</b>
Equity investments <sup>(1)</sup>	341,869,681	20,693,751	(1,810,146)	0	360,753,286
Other loans and receivables due from subsidiaries and associates <sup>(2)</sup>	60,696	4,121	0	0	64,817
Other long-term investments	75,108	0	(9,818)	0	65,291
Other non-current financial assets (gross amounts) <sup>(3)</sup>	5,718,305	983,019	(313,899)	0	6,387,425
<b>IMPAIRMENT PROVISIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
on equity investments	0	0	0	0	0
on other non-current financial assets (gross amounts)	0	0	0	0	0

## 4.4.3. Inventories and work in progress

Buildings used in commercial property development are recognised in inventories at their acquisition or full cost. If there is an indication that the future resale value may be impaired, an impairment loss is recognised for the difference.

Any provision for the impairment of land values is calculated based on their expert appraisal value.

Land in inventory comprises:

- ▶ Several plots in Chatou totalling 11,037 sq.m valued at €418,128;
- ▶ A plot in Cannes valued at €350k.
- ▶ Several plots in Domont totalling 868,720 sq.m valued at €11,776,441, and a 27,241 sq.m plot in Moisselles valued at €382,357k (gross values); Provisions of €10,653,946 and €356,540, respectively, have been accrued.

Ten other property development projects are in progress for a total of €15,591,801 and provisions for impairment and for losses on completion for amounts of €4,466,846 and €4,404,154 respectively, have been set aside in relation to these operations.

(in €)	12/2023	Increase	Decrease	Reclassifications	12/2024
<b>STOCKS</b>	<b>8,726,269</b>	<b>5,595,489</b>	<b>(1,630,014)</b>	<b>0</b>	<b>12,691,744</b>
Inventories	8,726,269	5,595,489	(1,630,014)	0	12,691,744
Land in inventory	12,638,343	5,656	(65,492)	0	12,578,507
Impairment of land in inventory	(11,006,062)	(5,656)	0	0	(11,011,718)
Property development inventories	7,093,988	10,062,335	(1,564,522)	0	15,591,801
Impairment of other inventories	0	(4,466,846)	0	0	(4,466,846)

(1) The increase in equity investments corresponds to the increase in the share capital of in'li PM (€2,000k), APEC Développement (€1,194) and of in'li Participations (€17,500k). The €1,810k decrease in equity investments is attributable to the reduction in APEC Développement's share capital.

(2) Used to record the balance of the amount paid to fund the working capital of GIE ASTRIMMO.

(3) This heading is used to record working capital payments made to property management agencies (€3,567k) and the security deposit paid for the Tour Ariane premises (€1,301k).

## 4.4.4. Rent and other receivables

Receivables are recorded at face value.

Rent receivables comprise:

- ▶ Outstanding rents and service and maintenance charges at 31 December 2024 (€64,782k);
- ▶ Adjustments to unbilled service and maintenance charges corresponding to the difference between prepaid charges called and expenditure recorded (€16,712k);

Other receivables primarily consist of:

- ▶ The balance due on the off-plan sales of six property developments in progress for a total of €4,578k. The outstanding balances are paid up on a percentage of completion basis.
- ▶ The Project Management Consultancy fees due from Foncière CRONOS (€579k).
- ▶ The 2023 balance of charges billed by SEP to in'li PM (€434k).

(in €)	12/2024	12/2023	Δ
<b>TRADE RECEIVABLES, NET</b>	<b>55,931,725</b>	<b>55,271,022</b>	<b>660,704</b>
Rents owed by sitting tenants	33,254,844	33,682,845	(428,001)
Rents owed by former tenants	31,486,370	28,950,050	2,536,320
Rents owed by tenants covered by delegated management agreements	41,223	45,182	(3,959)
Service and maintenance charges to be regularised	16,712,116	13,914,098	2,798,018
<b>GROSS RENTS AND OTHER RECEIVABLES</b>	<b>81,494,553</b>	<b>76,592,175</b>	<b>4,902,378</b>
Provisions for impairment of rents owed by sitting tenants	(5,697,853)	(4,709,292)	(988,561)
Provisions for impairment of rents owed by former tenants	(26,464,163)	(23,105,078)	(3,359,085)
<b>PROVISIONS FOR IMPAIRMENT OF RENT AND OTHER RECEIVABLES</b>	<b>(32,162,016)</b>	<b>(27,814,370)</b>	<b>(4,347,646)</b>
<b>CARRYING AMOUNT OF RENT AND OTHER RECEIVABLES</b>	<b>49,332,537</b>	<b>48,777,805</b>	<b>554,732</b>
Other trade receivables (gross amount)	6,623,940	6,517,968	105,972
Provisions for impairment of other trade receivables	(24,751)	(24,751)	0
<b>CARRYING AMOUNT OF OTHER TRADE RECEIVABLES</b>	<b>6,599,188</b>	<b>6,493,216</b>	<b>105,972</b>

Rent receivables are due in less than one year.

Other receivables due in less than one year amount to €5,504k and those due in one to five years amount to €1,070k.

### Provision for impairment of rent receivables

The provision for impairment of rent receivables is calculated using a statistical method based on the non-recovery rates for rent arrears due from sitting tenants and from former tenants (i.e., tenants who have vacated the property).

**For tenants who have vacated the property**, the non-recovery rate has been analysed over a six-year period following the departure of the tenants in question. At 31 December 2024, the average non-recovery rate was 84.50% (81.60% at 31 December 2023), calculated based on arrears at the end of 2013, 2014, 2015, 2016, 2017 and 2018.

**For sitting tenants**, the percentage of people who were in arrears and who left their properties without paying off these arrears was calculated. It corresponds to the ratio of the total amount of arrears on the date the tenants left to the average amount of arrears of sitting tenants, calculated based on arrears between 2019 and 2024. It came out at 41.60% at 31 December 2024 versus 40.80% in 2023.

The rate obtained was then multiplied by the non-recovery rate for arrears due from former tenants to determine the coverage rate for the arrears of sitting tenants. This rate came out at 35.15% at 31 December 2024 (33.29% at 31 December 2023).

The amount of the provision for impairment of rent receivables from tenants who are individual persons is €31,054,259.

Provisions for rent receivables from legal entities are calculated on a case-by-case basis. This provision stood at €1,107,757 at 31 December 2024. The total provision for impairment of rent receivables therefore stands at €32,162,016.

## 4.4.5. Other receivables

(in €)	12/2024	12/2023	Δ
<b>OTHER RECEIVABLES (NET)</b>	<b>144,542,343</b>	<b>128,057,871</b>	<b>16,484,472</b>
Grants receivable <sup>(1)</sup>	2,621,723	399,865	2,221,858
Receivables on disposals of non-current assets	200,867	1,000,304	(799,437)
Calls for funds from property management agencies & building ownership associations	6,515,551	6,927,649	(412,098)
Receivables from Group and associates <sup>(2)</sup>	104,476,295	98,559,986	5,916,309
Tax and social security receivables <sup>(3)</sup>	18,229,834	5,445,407	12,784,427
Other receivables (gross amount) <sup>(4)</sup>	12,640,283	15,724,661	(3,084,378)
Provision for impairment in value	(142,209)	0	(142,209)

## 4.4.6. Cash and cash equivalents (including marketable securities)

Short-term investments are stated in the balance sheet at cost. A provision for impairment loss is recognised if their realisable value is less than their carrying amount.

Bank overdrafts are stated in current liabilities in "Borrowings from credit institutions".

(in €)	12/2024	12/2023	Δ
<b>CASH AND CASH EQUIVALENTS</b>	<b>295,104,373</b>	<b>405,310,194</b>	<b>(110,205,821)</b>
Short-term investments	43,660,009	136,405,388	(92,745,379)
Cash at bank and cash on hand	251,444,364	268,904,806	(17,460,442)
Bank overdrafts (in liabilities)	0	0	0
<b>NET CASH AND CASH EQUIVALENTS</b>	<b>295,104,373</b>	<b>405,310,194</b>	<b>(110,205,821)</b>
Provision for impairment of investments	(873,633)	(496,384)	(377,249)

## 4.4.7. Prepaid expenses

(in €)	12/2024	12/2023	Δ	due in < 1 year	due in 1 to 5 years	due in > 5 years
Prepaid expenses	3,127,933	4,073,170	(945,237)	1,316,754	230,717	1,580,462

Prepaid expenses mainly include prepaid rent on the construction lease for the Neuilly-sur-Seine project with a termination date in 2048 (€1,888k) and first-quarter 2025 rent on Tour Ariane (€694k).

(1) Grants receivable to finance new programmes and two new ANRU subsidies for a conversion operation located in Epinay sur Seine.

(2) Receivables as associate or from Group entities, mostly consisting of advances given to Apec Résidence for €4,273k, Apec Développement for €18,507k, RESICOFFIM (€3,515k), in'li PM (€500k) and in'li Participations (€77,952k).

(3) Mainly relates to VAT.

(4) Other receivables (gross amount) mainly concern miscellaneous income receivable, amounts rebilled for the in'li SUPPORTS joint venture (€6,565k) and miscellaneous receivables.

All receivables are due in less than one year.

## 4.4.8. Deferred charges

(in €)	12/2024	12/2023	Δ
Loan issuing charges	3,242,013	3,363,347	(121,334)

Corresponds to hedging premiums on the HSBC, EIB and CACIB loans contracted in 2022, 2023 and 2024.

## 4.4.9. Loan issuing charges

(in €)	12/2024	12/2023	Δ
Loan issuing charges	697,500	852,500	(155,000)

This concerns the €1,550k issue premium for the €500,000k bond loan. It is amortised over the term of the loan, i.e. 10 years (from 2/7/2019 to 2/7/2029). The charge recorded for 2024 amounted to €155k.

## 4.4.10. Equity

At 31 December 2024, the Company's share capital comprised 61,407,072 shares each with a par value of € 15.

(in €)	12/2023	Capital increase	Allocation of net income (loss) for 2023	Net income (loss) for the year	Other movements	12/2024
<b>EQUITY</b>	<b>2,650,279,051</b>	<b>18,999,990</b>		<b>36,429,984</b>	<b>(319,764)</b>	<b>2,689,151,350</b>
Share capital	902,106,090	18,999,990				921,106,080
Additional paid-in capital	572,934,434					572,934,434
Reserves	511,742,452		5,300,000			517,042,452
Retained earnings	606,868,242		3,960,624			610,828,867
Net income (loss) for the year	25,498,534		(25,498,534)	36,429,984		36,429,984
Investment grants and subsidies	31,005,524				(324,934)	30,680,590
Regulated provisions	123,773				5,170	128,943
Dividends distributed			16,237,910			

The capital increase of €18,999,990 was fully subscribed by Action Logement Immobilier in cash.

## Subsidies and government grants

Grants used to finance depreciable fixed assets are written back to profit and loss on a straight-line basis over the useful life of the depreciable fixed asset concerned.

## 4.4.11. Provisions for contingencies and losses

### Post-employment benefits

Post-employment benefits for employees are mostly covered by an externally managed defined benefit pension plan. A provision is recognised for any amounts not covered.

The amount of post-employment benefit commitments is calculated based on various criteria that are reviewed annually, including the employee turnover rate (adm = 7.57%, PIME = 3.57%, PIMG = 1.67%), employee wage growth (adm = 3.47%, PIME = 4.03%, PIMG = 3.51%), the discount rate (3.43%), and the payroll tax rate (adm = 56.17%, PIME = 48.41%, PIMG = 49.36%).

The average retirement age used is 64.

At 31 December 2024, post-employment benefit commitments amounted to €6,936,715, a year-on-year decrease of €814,227. A provision is no longer accrued because this commitment is fully covered by the retirement indemnities plan. A provision of €429,702 was released.

A collective bargaining agreement concerning employee status was signed in October 2018 that impacts the calculation of retirement benefits. Consequently, "a closed group" was set up for employees who meet certain age and length of service criteria.

### Length-of-service awards

At 31 December 2024, the provision for long-term commitments in relation to length-of-service amounted to €704,376. A provision of € 41,435 was released.

<i>(in €)</i>	12/2023	Additions	Reversals	12/2024	o/w amounts reversed for utilised provisions
<b>PROVISIONS FOR CONTINGENCIES AND LOSSES</b>	<b>11,392,730</b>	<b>8,938,641</b>	<b>(2,116,398)</b>	<b>18,214,973</b>	<b>(507,267)</b>
Prov for retirement indemnities, pensions and long-service awards <sup>(1)</sup>	1,175,513	0	(471,137)	704,376	(427,669)
Provisions for property taxes (mergers)	7,490,737	0	(270,538)	7,220,199	(50,890)
Provision for paid leave on sick leave <sup>(2)</sup>	1,135,640	0	(1,001,347)	134,293	(28,708)
Provisions for property development operations <sup>(3)</sup>	0	4,404,154		4,404,154	0
Provisions for operations with ANRU <sup>(4)</sup>	0	2,308,487		2,308,487	0
Other provisions for contingencies and losses <sup>(5)</sup>	1,590,840	2,226,000	(373,376)	3,443,464	0

(1) Retirement indemnities are fully covered by the amount paid into an external savings fund totalling €7,518k.

(2) Provision set aside following the ruling of the Court of Cassation of 13 September 2023 concerning employees' entitlement to paid leave during periods of illness.

(3) Provisions for losses upon completion of operations recognised in inventories.

(4) Demolition costs on plots to be sold as part of an operation with ANRU in Epinay.

(5) Other provisions for contingencies and losses mainly cover various legal disputes.

## 4.4.12. Financial liabilities

Borrowing costs directly attributable to the acquisition or construction of a qualifying asset are included in the cost of that asset.

(in €)	12/2023	Reclassifications	Additions	Repayments	12/2024
<b>FINANCIAL LIABILITIES</b>	<b>2,717,181,390</b>		<b>222,291,795</b>	<b>(133,713,053)</b>	<b>2,805,760,132</b>
Bond issues	599,000,000				599,000,000
PEEC loans	186,198,309			(12,200,445)	173,997,864
CFF loans	67,721,619			(2,955,107)	64,766,512
CDC loans	69,143,400		40,000,000	(524,940)	108,618,460
Crédit Agricole loans	319,912,095		3,853,766	(14,394,492)	309,371,369
Caisse d'Épargne loans	410,410,529		23,000,000	(13,762,581)	419,647,948
Société Générale loans	82,033,675			(1,196,974)	80,836,701
HSBC loans			75,000,000		75,000,000
EIB loans	410,000,000				410,000,000
Mortgage loan	190,000,000				190,000,000
Other borrowings	279,563,836		28,000,000	(15,275,423)	292,288,413
Renewable loan facilities	50,000,000		25,000,000	(50,000,000)	25,000,000
Accrued interest	19,913,845		21,939,533	(19,913,845)	21,939,533
Short-term borrowings					
<b>BORROWINGS FROM CREDIT INSTITUTIONS</b>	<b>2,683,897,308</b>		<b>216,793,299</b>	<b>(130,223,807)</b>	<b>2,770,466,800</b>
Security deposits	28,054,581		5,498,496	(3,081,083)	30,471,994
Other	5,229,501			(408,163)	4,821,338
<b>MISCELLANEOUS FINANCIAL LIABILITIES</b>	<b>33,284,082</b>		<b>5,498,496</b>	<b>(3,489,246)</b>	<b>35,293,332</b>

New borrowings to finance new projects amounted to €194,854k. These mainly comprise:

- ▶ €75,000k in Green Bond financing over 19 years.
- ▶ A 24-year mortgage for an amount of €40,000k contracted with CDC (Banque des Territoires).
- ▶ Two loans refinanced with La Banque Postale for €28,000k, with a term of 30 years.
- ▶ An 18.5-year loan for an amount of €23,000k contracted with Caisse d'Épargne d'Île de France.
- ▶ Several loans totalling €3,854k taken out with Crédit Agricole to finance operations.

Moreover, the €600,000k revolving credit facility was reduced to €500,000k and €25,000k was drawn down on the €135,000k loan. Available credit facilities amount to €770,000k.

Borrowings and other financial liabilities repaid during the year amounted to €110,718k.

<b>FINANCIAL LIABILITIES BY MATURITY</b> (in euros)	End-2024	< 1 year	Between 1 and 5 years	> 5 years
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>2,805,760,132</b>	<b>107,752,632</b>	<b>1,069,830,962</b>	<b>1,628,176,539</b>
PEEC loans	173,997,864	12,151,695	44,892,331	116,953,838
CFF loans	64,766,512	3,026,023	12,963,051	48,777,438
CDC loans	108,618,460	457,552	8,079,900	100,081,008
Crédit Agricole loans	309,371,369	12,712,323	50,257,655	246,401,392
Caisse d'Épargne loans	419,647,948	15,328,930	63,993,039	340,325,979
Société Générale loans	80,836,701	1,052,684	4,210,736	75,573,281
Bond issuance	599,000,000		599,000,000	
HSBC loans	75,000,000			75,000,000
EIB loans	410,000,000		29,454,781	380,545,219
Mortgages	190,000,000		190,000,000	
Other borrowings	292,288,413	15,675,729	65,455,845	211,156,839
Renewable loan facilities	25,000,000	25,000,000		
Accrued interest on borrowings & long-term liabilities	21,939,533	21,939,533		
Bank accounts in credit	0	0		
<b>BORROWINGS FROM CREDIT INSTITUTIONS</b>	<b>2,770,466,800</b>	<b>107,344,469</b>	<b>1,068,307,338</b>	<b>1,594,814,994</b>
Security deposits	30,471,994			30,471,994
Other	4,821,338	408,163	1,523,624	2,889,551
<b>MISCELLANEOUS FINANCIAL LIABILITIES</b>	<b>35,293,332</b>	<b>408,163</b>	<b>1,523,624</b>	<b>33,361,545</b>

Type of interest rate	Amount outstanding	%
Fixed	1,446,413,347	52,50 %
Indexed	1,306,935,260	47,50 %

At 31 December 2024, the average maturity of in'li's debt was 8 years and 4 months and over half of outstanding debt is amortisable.

Concerning in'li's interest rate management policy:

- ▶ 60% of debt is at fixed rates (including amounts hedged using fixed-variable swaps);
- ▶ 19% of the debt is indexed to the interest rate paid to holders of French passbook savings accounts (Livret A). Although this is a variable rate, it is regulated by the French State and is not therefore directly subject to market trends.
- ▶ 21% of debt is indexed to variable monetary rates (Euribor, Eonia), and 18% is hedged by caps and collars.

This means that only 3% of in'li's debt is at variable rates and actually exposed to a rise in interest rates.

## Derivative instruments

In'li uses derivative instruments to hedge variable-rate borrowings against interest rate risk.

They may be broken down as follows:

LOAN	Loan amount	Amount hedged	Type of hedge
EIB	84,160,000	84,160,000	Interest rate swap
EIB	154,000,000	62,000,000	Interest rate swap
		62,000,000	Collar
		30,000,000	Collar
EIB	71,800,000	30,000,000	Interest rate swap
		40,000,000	Collar
		40,000,000	Interest rate swap
EIB	100,000,000	50,000,000	Collar
		50,000,000	Interest rate swap
EIB	100,000,000	40,000,000	Collar
		40,000,000	Interest rate swap
HSBC	190,000,000	95,000,000	Collar
		95,000,000	Collar
Société Générale	63,500,000	55,000,000	Collar
LBP	28,000,000	25,000,000	Interest rate swap
Société Générale	30,000,000	29,305,988	CAPs
CFF-BRED	19,000,000	19,000,000	CAPs

Hedging contracts were valued at €7,167k at 31 December 2024.

## 4.4.13. Current liabilities

(in €)	12/2024	12/2023	Δ
<b>TRADE PAYABLES</b>	<b>64,220,288</b>	<b>70,250,083</b>	<b>(6,029,795)</b>
Trade payables	27,255,655	33,995,983	(6,740,328)
Amounts owed to property developers	36,964,633	36,254,100	710,533
<b>OTHER SHORT-TERM LIABILITIES</b>	<b>161,771,063</b>	<b>65,972,763</b>	<b>95,798,300</b>
<b>TENANTS AND ADJUSTMENTS TO CHARGES WITH CREDIT BALANCES<sup>(1)</sup></b>	<b>42,346,069</b>	<b>29,546,454</b>	<b>12,799,615</b>
Tenants with credit balances	3,285,577	2,820,501	
Service and maintenance charges to be adjusted	39,060,492	26,725,953	
<b>EMPLOYEE-RELATED LIABILITIES</b>	<b>13,763,451</b>	<b>13,600,003</b>	<b>163,448</b>
Provision for paid leave and time saving accounts	8,852,536	8,247,851	
Provision for employee profit-sharing + charges			
Provision for incentive bonuses + charges	1,516,713	1,912,370	
Other employee-related liabilities	3,394,202	3,439,782	
<b>TAX LIABILITIES</b>	<b>14,807,420</b>	<b>10,669,635</b>	<b>4,137,785</b>
Corporate income tax			
Value added tax	12,941,413	9,617,575	
Other tax-related liabilities	1,866,007	1,052,060	
Sundry payables <sup>(2)</sup>	90,854,122	12,156,670	78,697,452

## 4.4.14. Deferred income

(in €)	12/2024	12/2023	Δ	due in < 1 year	due in 1 to 5 years	due in > 5 years
<b>DEFERRED INCOME</b>	<b>14,034,012</b>	<b>12,317,928</b>	<b>1,716,084</b>	<b>7,697,527</b>	<b>4,366,622</b>	<b>1,969,863</b>
Construction lease payments 2011 to 2064 - SEQUENS	2,044,160	2,095,264	(51,104)	51,104	204,416	1,788,640
Off-plan agreement - 22 units of housing in Montreuil	3,431,115	3,431,115		3,431,115		
Off-plan agreement - 10 units of housing in Villeparisis	1,403,683	1,403,683		1,403,683		
Off-plan agreement - 4 units of housing in Viroflay	422,400	422,400		422,400		
Off-plan agreement - 7 units of housing in Le Pecq		1,088,040	(1,088,040)			
Off-plan agreement - 7 units of housing in Pontault Combault	889,824	889,824		889,824		
Off-plan agreement - 20 units of housing in Gagny	3,069,341		3,069,341		3,069,341	
Deferred interest rate differential on €99 million bond issue	1,643,768	2,016,194	(372,426)	369,680	1,092,865	181,223
Insurance claims	964,971	890,598	74,373	964,971		
Other	164,750	80,810	83,940	164,750		

Mainly concerns:

- ▶ Advance lease payments from SEQUENS (€2,044k) following an extension to an administrative long lease in 2010 on land located in the 20th arrondissement of Paris.
- ▶ Five property developments sold to lessors. The operation located in Pecq was delivered in 2024.

(1) The amount of service and maintenance charge accounts in credit awaiting regularisation is €39,060k. This amount is partially offset by accounts in debit awaiting regularisation for an amount of €16,712k (Note 4.4.4).

(2) The increase in this heading reflects a current account advance paid by Action Logement Immobilier for an amount of €80,000k.

## 4.4.15. Off-balance sheet commitments

Off-balance sheet commitments at 31 December 2024 were as follows:

<i>(in thousands of euros)</i>	<b>12/2024</b>	<b>12/2023</b>
<b>COMMITMENTS GIVEN</b>		
Mortgages and lender's liens	1,052,682	1,017,025
Signed acquisition agreements to be settled	6,132	9,975
Off-plan agreements to be settled	0	50,039
Share subscriptions	0	0
Payment of loan	0	0
Charges on construction leases	12,601	12,877
<b>TOTAL COMMITMENTS GIVEN</b>	<b>1,071,415</b>	<b>1,089,916</b>
<b>COMMITMENTS RECEIVED</b>		
Bank guarantees and financial guarantees <sup>(1)</sup>	446	1,631
Guarantees from suppliers	25,757	23,781
Loans receivable	877,515	873,000
Grants receivable	2,381	0
Off-plan builders' commitments	0	50,039
Signed sale agreements to be settled	132,763	77,231
Right of use of lands covered by construction leases	12,601	12,877
Advance receivable	80,000	0
<b>TOTAL COMMITMENTS RECEIVED</b>	<b>1,131,463</b>	<b>1,038,559</b>

## 4.4.16. Breakdown of accrued expenses and income receivable

<i>(en milliers d'euros)</i>	<b>12/2024</b>	<b>12/2023</b>
<b>BREAKDOWN OF ACCRUED EXPENSES</b>		
Borrowings and financial liabilities	21,940	19,914
Advances and downpayments	39,052	26,710
Payables on non-current assets	17,562	14,560
Trade payables	16,674	19,488
Tax and employee-related liabilities	11,388	11,007
Other payables	2,613	4,902
<b>TOTAL ACCRUED EXPENSES</b>	<b>109,229</b>	<b>96,581</b>
<b>BREAKDOWN OF INCOME RECEIVABLE</b>		
Trade receivables	16,512	13,914
Other receivables	10,557	10,608
Grants receivable	2,622	400
Marketable securities	827	1,820
<b>TOTAL INCOME RECEIVABLE</b>	<b>30,518</b>	<b>26,742</b>

(1) Bank guarantees for property reservation agreements.

## 4.5. Notes to the income statement

### 4.5.1. Calculation of income

(in €)	12/2024	12/2023	Δ
Operating income/(loss)	119,681,002	80,360,919	39,320,083
Financial income (expense)	(67,691,017)	(45,135,438)	(22,555,579)
Net non-recurring income (expense)	(1,057,693)	(291,574)	(766,119)
Employee profit-sharing	0	0	0
Corporate income tax expense	(14,502,308)	(9,435,373)	(5,066,935)
<b>NET PROFIT</b>	<b>36,429,984</b>	<b>25,498,534</b>	<b>10,931,450</b>

### 4.5.2. Revenue

(in €)	12/2024	12/2023	Δ
<b>REVENUE &amp; REBILLABLE CHARGES</b>	<b>443,919,718</b>	<b>415,287,599</b>	<b>28,632,119</b>
Rental income from dwellings	323,184,611	295,024,909	28,159,702
Rental income from parking spaces	16,975,516	15,301,817	1,673,699
Commercial and office lease income	7,498,278	7,477,682	20,596
Household charges	2,490,349	1,741,947	748,402
Fees	2,069,973	1,893,083	176,890
Other	4,984,328	4,419,892	564,436
Rebillable service and maintenance charges	86,716,664	89,428,270	(2,711,606)

Rental income continued to grow this year (up €30,602k).

Under the terms of agreements entered into with Foncière CRONOS and APEC Développement, in'li is paid finders' fees as well as project management fees and fees for monitoring new builds.

These fees amounted to €2,070k in 2024: €1,004k billed to Foncière CRONOS and €1,066k billed to APEC Développement.

### 4.5.3. Depreciation, amortisation and provisions

(in €)	12/2024	12/2023	Δ
<b>ADDITIONS TO DEPR, AMORT &amp; PROV</b>	<b>128,054,727</b>	<b>105,249,939</b>	<b>22,804,788</b>
Additions to depreciation/amortisation of non-current assets	109,061,795	99,147,774	9,914,021
Additions to provisions for impairment of non-current assets	1,091,934	397,349	694,585
Additions to provisions for impairment of rent receivables	4,489,855	4,261,007	228,848
Additions to provisions for current assets	0	0	0
Additions to other provisions <sup>(1)</sup>	13,411,143	1,443,809	11,967,334

(1) Mainly comprises the following:

- provision for impairment and for losses on completion on property development operations recorded in inventories: €8,871k
- provision for demolition costs on plots to be sold as part of an operation with ANRU in Epinay: €2,308k
- provision for sundry litigation:

## 4.5.4. Releases of amortisation and provisions

(in €)	12/2024	12/2023	Δ
<b>RELEASES OF AMORTISATION AND &amp; PROV</b>	<b>2,122,597</b>	<b>5,480,192</b>	<b>(3,357,595)</b>
Releases of provisions for impairment of rent receivables	0	2,272,966	(2,272,966)
Releases of provisions for retirement benefits	429,702	808,008	(378,306)
Releases of provisions for impairment of non-current assets	0	0	0
Releases of provisions for taxes	270,538	1,757,948	(1,487,410)
Releases of other provisions <sup>(1)</sup>	1,422,357	641,270	781,087
Expense transfers	0	0	0

## 4.5.5. Other operating income and expenses

(in €)	12/2024	12/2023	Δ
<b>OTHER OPERATING INCOME</b>	<b>135,821,448</b>	<b>107,512,240</b>	<b>28,309,208</b>
Disposal gains on investment property <sup>(2)</sup>	121,411,172	94,501,612	26,909,560
Proceeds from sale of equity investments	0	0	0
Positive adjustments to recoverable service and maintenance charges	6,082,917	5,487,663	595,254
Other income <sup>(3)</sup>	8,327,359	7,522,965	804,394
<b>OTHER OPERATING EXPENSES</b>	<b>62,007,472</b>	<b>53,658,776</b>	<b>8,348,696</b>
Carrying amount of investment property sold	44,622,972	41,572,789	3,050,183
Carrying amount of equity investments sold	0	0	0
Positive adjustments to recoverable service and maintenance charges	12,878,527	8,470,085	4,408,442
Unrecoverable rent receivables	1,816,231	2,031,490	(215,259)
Other expenses	2,689,742	1,584,412	1,105,330



(1) These consist mainly of:

- release of the provision for paid leave on sick leave: €1,001k
- release of provision for long-service awards: €41k
- provisions for sundry litigation.

(2) As indicated in Note 4.3.5, disposals of investment property were recognised in operating income. In 2024, these disposals generated gains of €76,788k.

(3) Other income includes amounts rebilled to regional in'li entities and to in'li PM as part of the in'li SUPPORTS joint venture (€6,565k).

## 4.5.6. Financial income (expense)

(in €)	12/2024	12/2023	Δ
<b>FINANCIAL INCOME (EXPENSE)</b>	<b>(67,691,017)</b>	<b>(45,135,438)</b>	<b>(22,555,579)</b>
Interest expense on rental operations	(80,204,434)	(59,766,535)	(20,437,899)
Losses on equity interests	0	(7,442)	7,442
Other finance costs	(534,624)	(707,476)	172,852
Charges on sale of marketable securities	0	0	0
Net (additions to) reversals of provisions	(532,249)	(309,328)	(222,921)
Income from investments and share in net income of associates <sup>(1)</sup>	752,634	1,406,863	(654,229)
Income from advances and current accounts	12,369,450	12,969,618	(600,168)
Management fees <sup>(2)</sup>	234,458	559,567	(325,109)
Other income from investment of surplus cash	223,749	142,067	81,682
Income on sale of marketable securities	0	577,229	(577,229)

## 4.5.7. Net non-recurring income (expense)

(in €)	12/2024	12/2023	Δ
<b>NET NON-RECURRING INCOME (EXPENSE)</b>	<b>(1,057,693)</b>	<b>(291,574)</b>	<b>(766,119)</b>
Net income (loss) on derecognition of non-current assets <sup>(3)</sup>	(1,465,660)	(1,075,269)	(390,391)
Net income (loss) on derecognition of securities <sup>(4)</sup>	684,495	0	684,495
Claims expense	(1,766,138)	(1,395,262)	(370,876)
Net (additions to) reversals of provisions	(3,231,087)	(1,219,730)	(2,011,357)
Other non-recurring expenses	(53,863)	(134,048)	80,185
Non-recurring income from claims	1,459,668	917,490	542,178
Reversal of grants	3,101,007	2,307,733	793,274
Other non-recurring income	213,886	307,512	(93,626)

## 4.5.8. Corporate income tax expense

(in €)	12/2024	12/2023	Δ
<b>TOTAL INCOME TAX</b>	<b>14,502,308</b>	<b>9,435,373</b>	<b>5,066,935</b>
Current tax	14,502,308	9,435,373	5,066,935

All corporate income tax for 2024 was attributable to recurring items.

The amount of tax on provisions reinstated for tax purposes in 2023 but deductible in 2024 amounted to €139,675.

(1) Mainly corresponds to the distribution of income from APEC Résidence (€429k), APEC Développement (€50k), in'li AURA (€213k) and in'li Grand Est (€57k).

(2) Commission billed to APEC Développement.

(3) Corresponds to properties derecognised following the replacement of components.

(4) Corresponds to derecognition of shares in SEM de la ville de Rombas (semi-public company) following its liquidation.

## 4.6. Other disclosures

### 4.6.1. Financial rating

In'li is rated by two rating agencies, Standard & Poor's since 2019 and Moody's since 2023.

In 2024, Standard & Poor's Global Ratings confirmed in'li's rating of 'A' with a stable outlook, and a short-term rating of 'A-1'.

Moody's awarded a rating of A2 (long-term) and P-1 (short-term), with a negative outlook.

### 4.6.2. Expenses non-deductible from income

Expenses non-deductible from income for tax purposes amounted to €28,421 in 2024.

### 4.6.3. Information concerning customer and supplier payment terms

The French Commercial Code only covers business-to-business payment terms and does not deal with business-to-customer relations. Consequently, disclosures concerning civil claims with individuals have been excluded from the following tables.

#### ARTICLE D. 441.6 I.

Invoices received and due for payment but not settled at the reporting date	0 days (approx.)	1 - 30 days	31 - 60 days	61 - 90 days	> 91 days
(A) Overdue amounts					
Number of invoices concerned <sup>(1)</sup>	NA	NA	NA	NA	NA
Total amounts of invoices concerned (€ thousands, including VAT)	15,133	10,024	1,325	30	65
Percentage of total amount of purchases for the period concerned (excluding VAT)	2.40%	1.60%	0.20%	0.00%	0.00%
Percentage of total amount of revenue for the period concerned (excluding VAT)	3.40%	2.30%	0.30%	0.00%	0.00%

#### ARTICLE D. 441.6 I.

Invoices issued and due for payment but not settled at the reporting date	0 days (approx.)	1 - 30 days	31 - 60 days	61 - 90 days	> 91 days
Number of invoices concerned		83			15
Total amounts of invoices concerned (€ thousands, including VAT)		443			202
Percentage of total amount of purchases for the period concerned (excluding VAT)		0.10%			0.00%
Percentage of total amount of revenue for the period concerned (excluding VAT)		0.10%			0.00%

**(B)** Invoices excluded from **(A)** concerning disputed payables or unrecorded invoices.

Number of invoices excluded None

Total amounts of invoices concerned (€ thousands) None

**(C)** Payment terms of reference used (contractual or legal - Article L. 441-6 or Article L. 443-1 of the French Commercial Code)

Payment terms used to calculate late payment interest: Legal

<sup>(1)</sup> An aged analysis of outstanding invoices is not available from our management system.

## 4.6.4. Incentive bonuses and profit-sharing

(in €)	12/2024	12/2023	Δ
	1,140,386	1,437,872	(297,486)
Incentive bonuses	0	0	0
Profit-sharing	1,140,386	1,437,872	(297,486)

Amounts do not include social security contributions and taxes.

## 4.6.5. Workforce\* at 31 December 2024

(no. of employees)	12/2024	12/2023	Δ
<b>TOTAL WORKFORCE</b>	<b>856,6</b>	<b>835,7</b>	<b>20,9</b>
Indefinite-term employment contracts – administrative personnel	487,9	487,4	0,5
Indefinite-term employment contracts – caretakers and building employees	309,7	287,8	21,9
Fixed-term employment contracts – administrative personnel	24	19,5	4,5
Fixed-term employment contracts – caretakers and building employees	1	2	(1)
Apprentices	34	39	(5)

\* Full-Time Equivalents (FTE)

Caretakers and building employees rebilled to in'li PM represented 62 FTE's at 31 December 2024 (61 at 31 December 2023).

## 4.6.6. Related party transactions

Transactions with related parties are generally carried out on an arm's length basis.

## 4.6.7. In'li Supports joint venture

Joint ventures are governed by articles 1871 to 1872- 2 of the French Civil Code. They have no separate legal identity.

The participants in in'li SUPPORTS are in'li, in'li Property Management, in'li AURA, in'li Grand-Est, in'li Sud-Ouest and in'li PACA.

The purpose of this entity is to manage support functions, particularly human resources, accounting, financial services, legal services, administrative services, general resources, IT services, communication, rental management support services and strategic consulting.

Internal expenditure is allocated between the participants based on several criteria: the number of housing units under management during the period, time spent, headcount, revenue, etc.

The joint venture is managed by in'li.

To speed up the accounts closing process, rebilled charges are calculated based on the situation at 30 November, extrapolated to 31 December 2024.

Once the accounts have been closed and actual expenses and average daily staff billing rates are known, the final invoices will be drawn up.

On this basis, charges to be rebilled to regional in'li entities and to in'li PM in 2024 within the scope of the in'li SUPPORTS joint venture are estimated at €6,565,305.

## 4.6.8. Statutory auditors' fees

Statutory Auditors' fees recorded in the income statement amount to €192k.

<b>FORVIS MAZARS SA</b> ( <i>€ thousands, including VAT</i> )	<b>192</b>
Fees for the statutory audit engagement	119
Fees for certification of sustainability-related disclosures <sup>(1)</sup>	70
Fees for services other than for the statutory audit engagement or certification of sustainability-related disclosures	3

## 4.6.9. Consolidation

The financial statements of in'li are consolidated by Action Logement Immobilier.

In'li does not prepare consolidated financial statements for the subsidiaries it controls (i.e., in'li PM and SAS in'li Participations) due to the non-material nature of these subsidiaries, both individually and collectively.

The fact that these subsidiaries are not consolidated has no material impact on in'li's results. For example, in 2024, the two subsidiaries together accounted for less than 1% of the total balance sheet, indebtedness and net non-current assets, 5% of net income, and 2% of revenue.

## 4.6.10. Senior executive compensation

Because these disclosures would make it possible to identify, directly or indirectly, the individual situations of members of the Company's management bodies, this information is not disclosed as authorised by Article 833-17 of the French General Chart of Accounts.

## 4.6.11. Five-year financial summary (articles 133, 135 and 148 of the decree concerning commercial undertakings)

<b>INDICATORS</b> ( <i>in €</i> )	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>I - SHARE CAPITAL AT YEAR-END</b>					
a) Share capital	748,811,607	799,130,481	849,106,089	902,106,090	921,106,080
b) Number of shares issued	499,207,738	532,753,654	566,070,726	60,140,406	61,407,072
<b>II - OPERATIONS AND EARNINGS</b>					
a) Revenue before tax	401,977,329	355,312,860	371,051,996	415,287,599	443,919,718
b) Income (loss) before tax, incentive bonuses and profit-sharing, depreciation, amortisation and provisions	156,286,030	810,510,356	157,249,576	138,145,082	182,630,128
c) Income (loss) after tax, incentive bonuses and profit-sharing, depreciation, amortisation and provisions	38,102,513	523,480,767	49,856,548	25,498,534	36,429,984
D) Incentive bonuses and profit-sharing for the year	1,873,047	7,152,643	1,436,366	1,912,370	1,516,713
<b>III - EARNINGS PER SHARE (IN EUROS)</b>					
a) Income (loss) after tax, incentive bonuses and profit-sharing, but before depreciation, amortisation and provisions	0,25	1,12	0,25	2,11	2,71
B) Income (loss) after tax, incentive bonuses and profit-sharing, depreciation, amortisation and provisions	0,08	0,98	0,09	0,42	0,59
<b>IV - EMPLOYEES</b>					
a) Number of employees	761	716	762	775	795
b) Total payroll for the period	30,101,370	31,061,097	32,424,615	36,571,882	37,413,012
c) Total employee and social benefits paid in the period	16,348,317	16,766,051	16,662,714	18,350,544	18,686,840

(1) For engagements outlined in paragraph II of Article L.821-54 of the French Commercial Code.

## 4.6.12. List of subsidiaries and associates

(in €)	Share capital	Equity other than capital	% ownership	Carrying amount of investment		Outstanding loans and advances granted by the company	Guarantees given by the company	Net revenue (most recent reporting period)	Income/(loss) (most recent reporting period)	Dividends received by the company	Information for the period ended:
				Gross	Net						
<b>SUBSIDIARIES</b>											
SAS in'li Property Management	2,224,950.00	(110,687)	100.00 %	2,024,571	2,024,571			12,439,144	(56,244)		
SPPICAV in'li Participations	290,909,490	2,151,151	100.00 %	229,060,852	229,060,852			0	2,151,151		12/31/24
<b>ASSOCIATES</b>											
SAS TERRAE OPTIMAE 1	7,415,594	(179,542)	37.99 %	2,817,475	2,817,475			0	(264,269)		12/31/23
SA in'li Aura	261,693,732	217,324,181	6.29 %	48,759,459	48,759,459			66,008,986	(955,692)	213,177	12/31/24
SA in'li Grand Est	112,275,578	49,087,393	8.16 %	34,401,695	34,401,695			16,827,438	722,432	57,084	12/31/23
SAS APEC RESIDENCE	62,244,176	1,380,200	25.00 %	14,338,160	14,338,160			4,034,460	1,380,199	428,803	12/31/24
SAS APEC DEVELOPPEMENT	87,456,912	6,186,168	25.00 %	24,338,377	24,338,377			0	3,460,243	49,757	12/31/24
SCCV PARIS REILLE	5,000	(440,898)	35.00 %	1,750	1,750			0	(440,898)		12/31/23
SCI Foncière RésiCOFFIM	35,100	4,599,419	40.00 %	14,040	14,040			0	46,579		12/31/23
<b>OTHER</b>											
SA d'HLM ERIGERE	127,563,248	352,853,414	0.96 %	4,673,482	4,673,482			129,189,209	(7,891,754)	3,810	12/31/23
SA d'HLM IMMOBILIERE RHONE-ALPES	67,061,315	527,576,266	0.00 %	14	14			129,366,479	6,512,238	1	12/31/23
SA d'HLM 3F GRAND EST	158,014,000	92,999,000	0.00 %	152	152			59,496,000	9,633,000	1	12/31/23
SEMCODA	81,040,300	586,608,996		152	152			275,703,211	1,254,077		12/31/23
SEMARELP	19,797,225	24,643,703	0.15 %	15,275	15,275			3,797,017	231,167		12/31/23
SCI SAINT-CHARLES	260,392	110,881		15	15			273,722	(51,857)		12/31/18
SCI Montreuil Chavaux	1,000	(51,590)		0.15	0.15			0	(7,420)		12/31/23
SCIC Plateau Urbain	818,300	1,185,540	6.11 %	50,000	50,000			10,078,009	86,149		12/31/23
Real estate investment companies (SCI) – freehold				230,350	230,350						
Real estate investment companies (SCI) – joint ownership				92,755	92,755						
<b>TOTAL</b>				<b>360,818,576</b>	<b>360,818,576</b>					<b>752,633</b>	



# Consolidated financial statements at 31 December 2024

## Consolidated financial statements at 31 December 2024

### Consolidated financial statements

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# Consolidated financial statements at 31 December 2024

In'li is a French *Société Anonyme* (French limited company), which is 99.52%-owned by Action Logement Immobilier (ALI). It is registered in the Trade and Companies Register (RCS) under no. 602 052 359 and headquartered at Tour Ariane, 5 place de la Pyramide - 92800 - Puteaux – France.

The in'li Group is the biggest intermediate housing landlord in the Paris region and manages a portfolio of 43,269 units of housing. Virtually all of this portfolio is located in the Paris region and 74% of units (81% in value terms) are located in Paris City and in the inner suburbs.

The consolidated financial statements cover the period from 1 January 2023 to 31 December 2024.

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# Consolidated financial statements

The financial statements are presented in thousands of euros and amounts may be rounded up or down.

# I. Consolidated income statement

(€ thousand)	Notes	31/12/24	31/12/23
Gross rental income	7.1	350,621	319,998
Building-related expenses	7.2	(106,751)	(88,034)
Income from recoverable rental charges	7.2	84,658	88,503
Recoverable rental charges	7.2	(80,843)	(93,432)
<b>NET RENTAL INCOME</b>		<b>247,685</b>	<b>227,035</b>
Income from property development		1,088	-
Cost of inventory		(1,565)	-
<b>PROPERTY DEVELOPMENT MARGIN</b>		<b>(477)</b>	<b>-</b>
Income from other activities	7.3	7,323	6,589
Purchases consumed	7.3	(619)	(576)
Maintenance costs	7.3	(5,690)	(6,012)
External services	7.3	(13,053)	(29,941)
Taxes other than income taxes	7.3	(31,782)	(30,760)
Personnel expenses, incentive bonuses and profit-sharing	7.3	(42,992)	(41,888)
Other operating income	7.3	36,286	27,471
Other operating expense	7.3	(45,331)	(25,699)
<b>RECURRING OPERATING INCOME</b>		<b>151,350</b>	<b>126,219</b>
Gains (losses) on disposals of equity investments	7.4	684	-
Proceeds on disposals of investment property	7.4	2,517	2,059
Fair value adjustments to investment property	7.5	(361,293)	(371,806)
<b>OPERATING INCOME/(LOSS)</b>		<b>(206,742)</b>	<b>(243,528)</b>
Share in net income of associates		(4,399)	(29,497)
<b>OPERATING INCOME/(LOSS) AFTER SHARE IN NET INCOME OF ASSOCIATES</b>		<b>(211,141)</b>	<b>(273,025)</b>
Financial income		15,336	21,877
Financial expenses		(93,588)	(87,300)
<b>NET FINANCIAL INCOME/(EXPENSE)</b>	7.6	<b>(78,252)</b>	<b>(65,423)</b>
<b>INCOME (LOSS) BEFORE TAX</b>		<b>(289,393)</b>	<b>(338,448)</b>
Income tax expense	7.7	92,935	91,843
<b>INCOME (LOSS) INCLUDING NON-CONTROLLING INTERESTS</b>		<b>(196,457)</b>	<b>(246,605)</b>
Attributable to non-controlling interests		-	-
<b>NET PROFIT (LOSS) ATTRIBUTABLE TO OWNERS</b>		<b>(196,457)</b>	<b>(246,605)</b>

(€ thousand)	Notes	31/12/24	31/12/23
<b>NET PROFIT (LOSS)</b>		<b>(196,457)</b>	<b>(246,605)</b>
Gains (losses) on non-consolidated investments		(120)	(129)
Deferred tax on fair value adjustments to non-consolidated investments		30	32
Actuarial gains and losses on post-employment plans		399	(1,371)
Deferred tax on actuarial gains and losses on post-employment plans		(100)	343
<b>Items that may not be recycled to profit or loss</b>		<b>209</b>	<b>(1,125)</b>
<b>TOTAL COMPREHENSIVE INCOME (LOSS)</b>		<b>(196,248)</b>	<b>(247,730)</b>
Attributable to non-controlling interests		-	-
<b>ATTRIBUTABLE TO OWNERS</b>		<b>(196,248)</b>	<b>(247,730)</b>

## II. Consolidated balance sheet

(€ thousand)	Notes	31/12/24	31/12/23
<b>NON-CURRENT ASSETS</b>		<b>9,363,147</b>	<b>9,426,163</b>
Investment property		8,930,072	9,021,481
<i>Investment properties measured at fair value</i>	6.1.1	7,909,439	7,903,551
<i>Investment properties measured at cost</i>	6.1.2	1,020,633	1,117,930
Other property and equipment	6.2	27,800	20,594
Intangible assets		6,086	4,120
Financial assets	6.3	106,903	96,845
Investments in associates	6.4	277,346	263,841
Derivative instruments	6.5	14,940	19,282
<b>CURRENT ASSETS</b>		<b>679,017</b>	<b>705,848</b>
Assets held for sale	6.1.3	125,277	69,385
Inventories		12,691	8,726
Trade receivables	6.7	58,606	55,279
Other receivables	6.8	186,064	166,551
Tax receivables		-	627
Financial assets	6.3	41,593	21,593
Cash and cash equivalents	6.9	254,786	383,687
<b>TOTAL ASSETS</b>		<b>10,042,164</b>	<b>10,132,011</b>
<b>EQUITY ATTRIBUTABLE TO OWNERS</b>	6.10	<b>5,914,773</b>	<b>6,108,325</b>
Share capital		921,106	902,106
Additional paid-in capital		572,934	572,934
Consolidated reserves		4,617,190	4,879,890
Consolidated net profit (loss)		(196,457)	(246,605)
<b>NON-CURRENT LIABILITIES</b>		<b>3,752,006</b>	<b>3,731,921</b>
Borrowings and financial liabilities	6.11	2,687,565	2,576,366
Non-current portion of borrowings relating to leases		19,030	10,242
Deferred tax liabilities	6.6	1,021,389	1,138,483
Investment-related liabilities		(117)	-
Non-current provisions	6.12	16,366	3,004
Derivative instruments	6.5	7,773	3,826
<b>CURRENT LIABILITIES</b>		<b>375,385</b>	<b>291,765</b>
Liabilities related to assets held for sale	6.1.3	23,309	12,736
Trade payables	6.14	106,566	99,858
<b>Other payables</b>	6.15	<b>105,493</b>	<b>23,973</b>
<b>Borrowings and financial liabilities</b>	6.11	<b>106,823</b>	<b>130,567</b>
Current portion of borrowings relating to leases		2,922	3,111
<b>Deferred tax liabilities - current portion</b>	6.6	<b>285</b>	<b>220</b>
<b>Tax and employee-related liabilities</b>		<b>28,540</b>	<b>20,860</b>
Current provisions	6.12	1,447	440
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>10,042,164</b>	<b>10,132,011</b>

### III. Consolidated statement of cash flows

(€ thousand)	Notes	31/12/24	31/12/23
<b>OPERATING ACTIVITIES</b>			
<b>Net profit (loss)</b>		<b>(196,457)</b>	<b>(246,605)</b>
Depreciation, amortisation and provisions		22,601	5,266
Share in net income of associates	6.4	4,399	29,497
Disposal gains and losses	7.4	(2,517)	(2,059)
Elimination of income from dividends		(274)	(1,064)
<b>Gross cash flow (used in) from operating activities after cost of debt and tax</b>		<b>(172,249)</b>	<b>(214,965)</b>
Fair value adjustments to financial instruments	7.6	8,289	19,749
Fair value adjustments to investment property	7.5	361,293	371,806
Cost of net debt		80,773	56,250
Income tax expense/benefit (incl. deferred tax)	7.7	(102,648)	(91,843)
<b>Gross cash flow from operating activities before cost of debt and tax</b>		<b>175,457</b>	<b>140,997</b>
Tax paid		(13,483)	(288)
<b>Change in operating working capital</b>			
- Change in inventories		(3,965)	(2,380)
- Change in trade payables and receivables		119,830	(26,990)
o/w Change in receivables		(23,297)	(3,384)
o/w Change in payables		143,127	(23,606)
<b>NET CASH FLOW GENERATED FROM OPERATING ACTIVITIES (A)</b>		<b>277,840</b>	<b>111,339</b>
<b>INVESTING ACTIVITIES</b>			
- Acquisitions of intangible assets		(38,267)	(1,611)
- Acquisitions of investment property	6.1	(452,339)	(633,122)
- Acquisitions of financial assets	6.3	(10,045)	(23,689)
- Disposals of investment property	6.1	121,411	94,502
- Disposals of financial assets	6.3	1,008	106
- Investment grants received		2,776	0
- Dividends received (from associates, non-consolidated investments)		753	1,197
- Movements in short-term investments	6.3	(20,000)	20,001
<b>NET CASH FLOW USED IN INVESTING ACTIVITIES (B)</b>		<b>(394,704)</b>	<b>(542,616)</b>
<b>FINANCING ACTIVITIES</b>			
- Increases in capital <sup>(1)</sup>		620	32,602
- Dividends paid		(16,171)	(16,906)
- New borrowings	6.11	200,896	600,139
- Repayment of borrowings	6.11	(117,871)	(122,271)
- Net interest paid	6.11 & 7.6	(78,747)	(47,796)
- Premiums paid on derivative instruments		(787)	(479)
<b>NET CASH FLOW GENERATED FROM FINANCING ACTIVITIES (C)</b>		<b>(12,060)</b>	<b>445,289</b>
<b>CHANGE IN CASH AND CASH EQUIVALENTS (A + B + C)</b>		<b>(128,923)</b>	<b>14,012</b>
<b>NET CASH AND CASH EQUIVALENTS AT START OF YEAR</b>	6.9	<b>383,687</b>	<b>369,675</b>
<b>NET CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	6.9	<b>254,764</b>	<b>383,687</b>

(1) €19 million capital increase for In'Li. This increase is net of capital increases carried out by the Group's subsidiaries, offset against an €18,380k increase in the value of the corresponding shares.

## IV. Statement of changes in consolidated equity

(€ thousand)	Share capital	Additional paid-in capital	Consolidated reserves	OCI reserves	Net profit (loss) for the year	Total equity
<b>EQUITY AT 01/01/2023</b>	<b>849,106</b>	<b>572,934</b>	<b>5,018,571</b>	<b>(4)</b>	<b>(120,282)</b>	<b>6,320,326</b>
Net profit reported in the income statement	-	-	-	-	(246,605)	(246,605)
Other comprehensive income (loss)	-	-	-	(1,125)	-	(1,125)
<b>Total comprehensive income reported in the income statement</b>	<b>-</b>	<b>-</b>	<b>(120,282)</b>	<b>(1,125)</b>	<b>(126,324)</b>	<b>(247,730)</b>
Capital increase	53,000	-	-	-	-	53,000
Payment of dividends	-	-	(16,981)	-	-	(16,981)
Other movements	0	0	(290)	0	0	(290)
<b>EQUITY AT 31/12/2023</b>	<b>902,106</b>	<b>572,934</b>	<b>4,881,019</b>	<b>(1,129)</b>	<b>(246,605)</b>	<b>6,108,326</b>
Allocation of profit or loss	-	-	(246,605)	-	246,605	
Net profit reported in the income statement	-	-	-	-	(196,457)	(196,457)
Other comprehensive income (loss)	-	-	-	209	-	209
<b>Total comprehensive income reported in the income statement</b>	<b>-</b>	<b>-</b>	<b>(246,605)</b>	<b>209</b>	<b>50,148</b>	<b>(196,248)</b>
Capital increase	19,000	-	-	-	-	19,000
Payment of dividends	-	-	(16,239)	-	-	(16,239)
Other movements	0	0	(65)	0	0	(65)
<b>EQUITY AT 31/12/2024</b>	<b>921,106</b>	<b>572,934</b>	<b>4,618,110</b>	<b>(920)</b>	<b>(196,457)</b>	<b>5,914,773</b>

The increase in in'li's share capital is presented in Note 1.3.

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# Notes to the consolidated financial statements

## Note 1 : Highlights

### 1.1. Basis of preparation of the consolidated financial statements

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#### Presentation of the balance sheet

Items are broken out into their current and non-current portions.

Non-current assets have maturities of greater than 12 months and mainly comprise intangible assets, investment property, non-consolidated investments, investments accounted for by the equity method, derivatives, other non-current financial assets and deferred tax assets.

Current assets comprise assets held for sale or for consumption in the course of the Group's business cycle such as

inventories and work in progress, trade accounts receivable and cash and cash equivalents.

Non-current liabilities include the portion of bank debt, derivatives and other borrowings with maturities of greater than one year and deferred tax liabilities.

Current liabilities consist of all operating liabilities and the portion of debt that falls due within 12 months of the reporting date. Current liabilities also include bank overdrafts.

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#### Presentation of the income statement

The income statement is presented by type of income or expense and broken down as follows:

##### **RECURRING OPERATING INCOME**

Recurring operating income comprises all income and expenses generated by the Group's main cash-generating units (CGUs) and all of its other businesses before net disposal gains or losses on equity interests and investment property and fair value adjustments to investment property.

##### **OPERATING INCOME**

Operating income comprises recurring operating income and net disposal gains or losses on equity interests and investment property and fair value adjustments to investment property. Operating income comprises all income and expenses generated by the Group's main cash-generating units (CGUs) and all of its other businesses that are not related to investing or financing activities.

##### **OPERATING INCOME AFTER SHARE IN NET INCOME OF ASSOCIATES**

In accordance with Recommendation 2013-01 issued by France's accounting standards setter (Autorité des Normes Comptables) on 4 April 2013, "Share in net income of associates" is now presented as part of "Operating income".

##### **NET FINANCIAL INCOME (EXPENSE)**

Net financial income (expense) consists of all items that comprise net debt for the reporting period. Fair value adjustments to non-consolidated investments are included in net financial income (expense).

## 1.2. Financing

The main loans taken out in 2024 are as follows:

- ▶ Financing of €23,000k granted by Caisse d'Épargne d'IDF. The final repayment will be made in 2043.
- ▶ €75,000k in Green Bond financing arranged with HSBC.
- ▶ Several loans indexed to the interest rate paid to holders of Livret A passbook savings accounts from Crédit Agricole for a total of €3,854k. These loans have maturities of between 17 and 20 years.
- ▶ Two loans provided by CDC for operations in Nanterre and Orsay for €40,000k with a term of 24 years.
- ▶ Two loans from La Banque Postale for €28,000k, with a term of 30 years.
- ▶ A three-month drawdown on the RCF for an amount of €25,000K. This drawdown was repaid in February 2025.

## 1.3. Capital increase

The Combined General Meeting of 12 June 2024 approved an increase in share capital for an amount of €18,999,990, increasing the share capital from €902,106,090 to € 921,106,080, through the issue of 1,266,666 new shares of €15 each. This capital increase was reserved for Action Logement Immobilier against a payment in cash.

In'li participated in capital increases for the Group's subsidiaries for a total amount of €18,380,000.

# Note 2 : General consolidation principles

In view of its reporting requirements *vis-à-vis* its financial partners, in'li has elected to prepare its consolidated financial statements in accordance with International Financial Reporting Standards (IFRS).

## 2.1. International Financial Reporting Standards

The consolidated financial statements for the period ended 31 December 2024 have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union before the reporting date, in accordance with European directive 1606/2002/EC of 19 July 2002.. These standards may be consulted on the European Commission's website at (<https://eur-lex.europa.eu/FR/legal-content/summary/international-accounting-standards-ias-regulation.html> ).

## 2.2. Standards, amendments and interpretations applicable for the first time within the European Union at 31 December 2024

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Standards, amendments and interpretations that were mandatory for accounting periods beginning on or after 1 January 2024

The new standards, amendments and interpretations applicable for accounting periods beginning on or after 1 January 2024 did not have a material impact on in'li's consolidated financial statements at 31 December 2024. These standards were the following:

- ▶ Amendments to IAS 1 – Presentation of Financial Statements: Classification of Liabilities as Current or Non-current and Non-current Liabilities with Covenants
- ▶ Amendments to IFRS 16 — Lease Liability in a Sale and Leaseback Transaction
- ▶ Amendments to IAS 7 — Statement of Cash Flows and IFRS 7 — Financial instruments: Disclosures - Supplier Finance Arrangements

The following standards, amendments and interpretations adopted but mandatory for subsequent periods, or awaiting adoption by the European Union, were not early adopted due to the non-material impact they are expected to have on the consolidated financial statements:

Other standards awaiting adoption by the European Union:

- ▶ Amendments to IAS 21 — Effects of Changes in Foreign Exchange Rates - Lack of Exchangeability. These amend-

ments will be effective for periods beginning on or after 1 January 2025. Early application is allowed and must be disclosed.

- ▶ IFRS 18 – Presentation and Disclosure in Financial Statements, which replaces IAS 1 – Presentation of Financial Statements. IFRS 18 introduces new presentation requirements in the statement of comprehensive income, including specified totals and subtotals. It also requires disclosures about Management-defined Performance Measures (MPMs). This standard is effective for reporting periods beginning on or after 1 January 2027, with mandatory retrospective application. Early application is permitted and must be disclosed.
- ▶ IFRS 19 – Subsidiaries without Public Accountability: Disclosures. This standard allows eligible entities to choose to apply reduced disclosure requirements. IFRS 19 will be effective for reporting periods beginning on or after 1 January 2027.

## 2.3. Adjustments to company-only accounts

The accounting policies applied by entities included within the scope of consolidation are restated to bring them

into line with the Group's policies and all entities have a 31 December year-end.

## 2.4. Inter-company transactions

Inter-company transactions and any disposal gains or losses between Group entities are eliminated in consolidation.

## 2.5. Measurement basis – Assessment and use of estimates

The preparation of the Group's consolidated financial statements involves making certain estimates and assumptions that are revised regularly and based on both historical data and other factors, including reasonable forecasts of future events in light of present circumstances. The estimates that could significantly affect the carrying value of assets and liabilities during the following reporting period are analysed below.

The fair value of the property portfolio (whether held for short- or long-term investment purposes) is determined

essentially based on independent expert appraisals as described in Note 4.1.1.

The method used to measure the fair value of non-consolidated equity investments in subsidiaries is disclosed in Note 4.2.1.

Measurement of provisions for employee benefits is described in Notes 4.8 and 4.10.

The basis for determining fair value in accordance with IFRS 13 is described in Note 4.1.2.

## 2.6. Segment reporting

The Group only reports one operating segment for the following reasons:

- ▶ The vast majority of its activities are concentrated in a single business segment, i.e., the management of property consisting primarily of housing used for rental

purposes held in freehold or on a non-freehold basis;

- ▶ The Group's entire property portfolio is located in France, mainly in the Paris region.

This business segment is monitored by Group Management Board and the Annual General Meeting of shareholders.

# Note 3 : Scope of consolidation

## 3.1. Consolidation methods

The Group consolidates all entities over which it exercises exclusive control, significant influence or joint control, either directly or indirectly.

Under IFRS 10, an investor is deemed to control an investee when the investor has exposure, or rights, to variable returns from its involvement with the investee and the ability to use its power over the investee to affect the amount of these returns.

The consolidation method used depends on the nature of the control:

- ▶ Exclusive control: full consolidation method.
- ▶ Joint control, which involves the contractually agreed sharing of control over an operation, only exists when decisions about the relevant activities require the unanimous consent of the parties sharing control. Entities are classified as joint operations or joint ventures based on the rights and obligations of the parties involved:
  - › a joint operation is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the assets, and obligations for the liabilities, relating to the arrangement. Each party recognises its rights to the assets and obligations for the liabilities, as well as its rights to the corresponding revenues and obligations for the corresponding expenses.
  - › a joint venture is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the arrangement. Joint ventures are accounted for by the equity method.
- ▶ Entities over which the Group exercises significant influence are accounted for by the equity method. Significant influence is the power to participate in the financial and operating policy decisions of the investee without exercising exclusive or joint control over these decisions. It is deemed to exist when the Group holds 20% or more of the voting rights in the investee, either directly or indirectly, unless it can clearly be shown that the Group does not exercise significant influence.

## 3.2. Scope

The Group's scope of consolidation at 31 December 2024 is as follows:

ENTITY	SIREN [COMPANY DATABASE CODE NO.]	31/12/24		31/12/23	
		% control	Consolidation method	% control	Consolidation method
in'li	602,052,359	100 %	Parent co.	100 %	Parent co.
in'li Participations	884,854,175	100 %	FULL	100 %	FULL
APEC Résidences	333,542,892	25 %	EQUITY	25 %	EQUITY
APEC Développement	892,072,687	25 %	EQUITY	25 %	EQUITY
CRONOS	882,922,404	25 %	EQUITY	25 %	EQUITY

FULL: fully consolidated

EQUITY: consolidated by the equity method

### 3.3. Business combinations

Business combinations are accounted for in accordance with Revised IFRS 3.

When determining whether a transaction is a business combination under IFRS 3, the Group determines whether an integrated set of activities has been acquired in addition to the real estate. Examples of the criteria used include the number of real estate assets owned, the scope of the processes acquired or the acquiree's autonomy. The cost of a business combination corresponds to the fair value of the assets and liabilities contributed or equity instruments given in exchange for the acquiree. Goodwill is recognised in assets for the excess of the cost of the acquisition over the Group's share in the net fair value of the acquiree's identifiable assets after adjusting for the impact of deferred taxation. Any negative goodwill is recognised directly in profit or loss. Costs directly attributable to the acquisition are expensed directly.

Under Revised IFRS 3, allocation of the purchase price to assets and liabilities acquired must be finalised within

12 months of the acquisition date. Any adjustments must be related to circumstances that existed at the acquisition date. Beyond this 12 month period, any additional cost must be expensed to profit or loss for the period unless the matching entry is to an equity instrument.

In the case of multi-step acquisitions, the previously-held equity interest is remeasured at fair value if and when control is acquired. The difference between the fair value and carrying amount of this equity interest is recognised directly in profit or loss.

A gain or loss on disposal must be recognised for any change in interest that results in a loss of control over an entity and the interest retained must be remeasured at fair value through profit or loss.

Operations that do not affect control (acquisition of additional stakes or disposals) only result in a reallocation of equity between Group and non-Group share without any impact on earnings and/or adjustment to goodwill.

## Note 4 : Accounting methods

### 4.1. Property portfolio

#### INVESTMENT PROPERTY (IAS 40)

Property held on a long-term basis and leased to third parties under operating leases and/or held for capital appreciation purposes is deemed to be investment property. Investment property is stated at cost, including acquisition-related costs and transfer taxes.

In'li has elected to measure investment properties at fair value in accordance with IFRS 13 (see Note 4.1.2). In the consolidated financial statements, this is based on independent expert appraisals of the block value of buildings, excluding property transfer taxes (performed by BPCE Expertises Immobilières at 31 December 2024 and 31 December 2023). The Group's property portfolio is measured from a long-term ownership perspective each 31 December and includes capitalised building work. Expert appraisals are performed in accordance with the rules of the profession of real estate appraisers, based on the fair value of each asset, in accordance with the guidelines set out in the real estate appraisal charter. In'li uses independent appraisals to measure all of its assets and fair value adjustments to investment property are recognised in the income statement. Consequently, these buildings are

not depreciated. Fair value adjustments to each building are calculated as follows:

- ▶ Market value Year Y – (market value Year Y-1 + building work and other changes in capitalised items in Year Y).

Investment property under construction or in development is recognised at fair value when this can be measured reliably. In'li considers that the fair value can be measured reliably when there is no major uncertainty concerning building prices. When fair value cannot be measured reliably, the building is recognised at its most recent known value plus any costs capitalised over the period.

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#### Appraisal methodology

Each property is valued separately by an independent appraiser using the methods outlined below. The appraisers' brief is to value the buildings net of taxes and duties. This is in line with the position of Afrexim (French Association of Property Valuation Firms), which recommends using the following rates:

- ▶ 1.8% for legal fees and services, for buildings subject to VAT;
- ▶ 6.9% to 7.5% for costs and transfer taxes for other buildings.

The asset is measured at its fair market value, which is the price that would be paid by knowledgeable, willing parties under arm's length conditions, without considering questions of financing at the measurement date. The value recognised in the consolidated financial statements excludes taxes and duties.

## Residential housing

The fair block value of each asset is calculated as the simple arithmetic average of the three following methods: direct comparison, income capitalisation and discounted cash flow. If these methods give very different results, the expert may determine the most appropriate value.

- ▶ Direct comparison method: this involves comparing the property with transactions for similar-type properties in terms of their nature and location at dates close to the valuation date.
- ▶ Income capitalisation method: this method involves determining existing or potential rents and capitalising them based on the yield expected by an investor for a similar-type asset. Income is generally determined based on annual gross rents or market rental value. For occupied properties, the expert must analyse the legal, financial and rental market conditions lease by lease. For vacant properties, the market rental value is used, after adjusting for reletting periods, any renovation work required and other miscellaneous costs.
- ▶ Discounted cash flow method: the value of the property is equal to the discounted sum of the financial flows expected by the investor, including the expected resale value after ten-years. The resale value is calculated based on the net cash flow for Year 11 capitalised at a certain rate of return. The discount rate is based on the risk-free interest rate (e.g., the 10-year Treasury bond rate) plus a risk premium assigned to the property based on discount rates applied to cash flows generated by similar-type assets.

## FAIR VALUE MEASUREMENT (IFRS 13)

The Group applies IFRS 13, which defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. IFRS 13 sets out the following three-level measurement hierarchy for the inputs used in the valuation process:

- ▶ Level 1 inputs are (unadjusted) quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date;

- ▶ Level 2 inputs are inputs that are observable for the asset or liability, either directly or indirectly in active markets;
- ▶ Level 3 inputs are unobservable inputs for the asset or liability.

The fair value measurement hierarchy ranks measurement inputs in order of importance, it does not rank the measurement techniques actually used. In the event that inputs from different levels are used, the resulting fair value is classified at the same level as the lowest-ranked input use.

## Investment property

Measurement at fair value must reflect the asset's highest and best use. Measuring buildings at their fair value requires the use of different measurement techniques that use observable and unobservable inputs that have been subject to certain adjustments. Consequently, the Group's property portfolio is deemed to be measured based on level 3-type inputs under the IFRS 13 fair value measurement hierarchy, even though certain level 2 inputs are used.

## PROPERTY AND EQUIPMENT (IAS 16)

Property and equipment consist mainly of the right of use of the head office, technical facilities, office improvements and furniture. They are measured at historical cost and depreciated over periods of between five and forty years using the straight-line method.

## ASSETS HELD FOR SALE (IFRS 5)

IFRS 5 – Non-current Assets Held for Sale and Discontinued Operations, states that a non-current asset must be classified as held for sale if it represents a separate major line of business and its carrying amount will be recovered principally through a sale transaction instead of through continuing use. The sale must be highly probable and this is deemed to be the case if the following three conditions are met:

- ▶ Management is committed to a plan to sell;
- ▶ The asset is being actively marketed for sale at a sales price reasonable in relation to its fair value;
- ▶ The sale is highly probable within 12 months (subject to limited exceptions).

When the sale covers an asset or group of assets that the entity intends to dispose of in a single transaction, these assets are presented on a separate line in the balance sheet in "Assets held for sale" and measured at the lower of their carrying amount and fair value, based on the promise to sell or purchase offer, less costs to sell and any residual claims related to deferred commercial benefits under IFRS 16.

Any related liabilities are also presented on a separate line in "Liabilities related to assets held for sale".

## INTANGIBLE ASSETS (IAS 38)

An intangible asset is an identifiable non-monetary asset without physical substance, controlled by an entity as a result of past events from which future economic benefits are expected to flow to the entity. It is identifiable when it is separable or arises from contractual or other legal rights.

Intangible assets are stated at cost (purchase price plus any ancillary expenses) and amortised over their expected useful life using the straight-line method.

## 4.2. Equity investments

### NON-CONSOLIDATED ENTITIES

Under IFRS 9, measurement at fair value has been reinforced. The asset must be measured at fair value either:

- ▶ Through profit or loss ("FVPL"); or
- ▶ Through other comprehensive income ("FV OCI") but may not be reclassified to profit or loss (potential gains and losses during the asset holding period or actual gains or losses at disposal are never recognised in profit or loss).

The Group has classified its investment portfolio on this basis and its investments are measured at fair value through Other Comprehensive Income, with the exception of investments in entities with activities that are dissimilar to the Group's main businesses and/or with limited investment terms. The following bases are used for fair value measurement:

- ▶ The fair value of social housing entities is equal to at most, the acquisition cost of the shares, plus interest for each year preceding their disposal calculated at the interest rate paid to holders of passbook savings accounts plus 1.5 points, less any dividends paid over the same period (Article 423-4 of the French building and housing code (Code de la construction et de l'habitation));
- ▶ Entities operating partially or entirely in the unregulated market are measured on a case-by-case basis by taking their actual economic value or based on share in net assets.

Fair value adjustments are presented on a separate line of the income statement and in the consolidated statement of changes in equity.

Breakdown of non-consolidated equity investments whose gross carrying amount is greater than 1% of in'li's share capital.

EQUITY INVESTMENT	SHARE CAPITAL	EQUITY OTHER THAN CAPITAL	% CONTROL	GROSS CARRYING AMOUNT OF SHARES	IMPAIRMENT PROVISIONS	NET CARRYING AMOUNT OF SHARES	CHOICE OF REVALUATION METHOD
SAS in'li Property Management	2,225	(111)	100 %	2,025	0	2,025	JVOCI
SAS TERRAE OPTIMAE 1	16,516	1,670	38 %	2,817	0	2,817	JVOCI
SCCV PARISREILLE	5	(441)	35 %	2	0	2	JVOCI
SA in'li Aura	261,694	217,324	6 %	48,759	0	48,759	JVOCI
SA in'li Grand Est	112,276	49,087	8 %	34,402	0	34,402	JVOCI
SA d'HLM ERIGERE	127,563	352,853	1 %	4,673	0	4,673	JVOCI
SA d'HLM IMMOBILIERE RHONE-ALPE	67,061	527,576	0 %	0	0	0	JVOCI
SA d'HLM 3F GRAND EST	158,014	92,999	0 %	0	0	0	JVOCI
SEMCODA	81,040	586,609	0 %	0	0	0	JVOCI
SEMARELP	19,797	24,644	0 %	15	0	15	JVOCI
SCI SAINT-CHARLES	260	111	0 %	0	0	0	JVOCI
SCI Montreuil Chavaux	1	(52)	0 %	0	0	0	JVOCI
SCI Foncière RésiCOFFIM	35	4,599	40 %	14	0	14	JVOCI
SCI Plateau Urbain	818	1,186	6 %	50	0	50	JVOCI
Real estate investment companies (SCI) – freehold			0 %	230	0	230	JVR
Real estate investment companies (SCI) – joint ownership			0 %	93	0	93	JVR

Non-consolidated entities are either dormant companies and / or companies in liquidation, or entities that would not have a material impact on the Group's line items, either individually or collectively.

#### **OTHER FINANCIAL ASSETS**

Loans, receivables and other financial instruments are measured at amortised cost using the effective interest rate. Any risk of non-recovery or default is recognised in profit or loss.

Impairment loss provisions are calculated using the new expected credit loss model under IFRS 9 and recognised in unrealised losses in profit or loss.

### **4.3. Inventories (IAS 2), building contracts and off-plan sales (IFRS 15)**

Buildings that are related to commercial property development or acquired subject to French tax treatment applicable to estate agents, with a view to being resold in the near term are recognised in inventories at cost. They are tested for impairment once there is an indication that the assets may be impaired. If an indication of impairment exists and the estimated recoverable amount is less than the carrying amount, an impairment loss is recognised for the difference.

The cost of building contracts and off-plan sales is equal to costs directly attributable to the contract (including the cost of land).

Marketing fees are expensed directly. If it becomes probable that total project costs will exceed total revenue, the Group recognises a provision for loss on completion in profit or loss for the period.

Partial payments received for these contracts before completion of the corresponding work are recorded as prepayments in liabilities.

### **4.4. Trade receivables**

Rent receivables are recognised for the initial amount of the invoice less any provisions for doubtful receivables, which are recognised in building-related expenses. Rent receivables are stated at amortised cost. Impairment losses are calculated using the simplified approach permitted under IFRS 9. Expected credit losses are calculated based on the Group's historical bad debts over the term of the receivables. Rent receivables for which receipts have been issued are systematically written down based on how long they are overdue and the situation of the tenants in question (i.e., sitting / departed tenants and ordinary tenants / tenants in dispute). The net-of-tax amount of the receivable, less the security deposit, is written down as follows:

- ▶ Departed tenants: 84.50% in 2024 and 81.60% in 2023;
- ▶ Sitting tenants: 35.15% in 2024 and 33.29% in 2023,

and provisions for doubtful receivables are adjusted on a case-by-case basis.

### **4.5. Cash and cash equivalents**

Cash consists of cash at bank and demand deposits. Cash equivalents are highly liquid, short-term investments that are readily convertible into known amounts of cash and subject to an insignificant risk of changes in value. They are held to meet the Group's short-term liquidity requirements.

Cash and money market funds are disclosed at fair value and any adjustments are recognised in profit or loss.

### **4.6. Leases (IFRS 16)**

The Group has elected to use the modified retrospective transition method in accordance with IFRS 16. Leases covered by the

standard mainly relate to construction leases and the head office and division leases. Leases with a term of less than 12 months, or for which the underlying asset is of low value are not covered by the standard. Therefore, the Group recognises the following items on its balance sheet:

- ▶ in liabilities under "Non-current and current portion of borrowings relating to leases", a financial liability for residual lease payments, discounted at a rate the Group would have had to pay over a term equivalent to the lease terms;
- ▶ in assets under "Other property and equipment", right-of-use assets, depreciated on a straight-line basis from the inception of the leases.

In the income statement, rents and fees paid are replaced by:

- ▶ depreciation and provisions on right-of-use assets, recognised in Other operating expense over the lease term;
- ▶ a financial expense, equal to the portion of interest included in lease payments in addition to the principal repaid to reduce the debt.

The right-of-use asset consists of the initial measurement of the lease liability, lease incentives, direct costs incurred and any future renovation expenses.

IAS 36 – Impairment of Assets should be applied to right-of-use assets to calculate any accumulated impairment losses.

## 4.7. Financial instruments (IAS 32, IFRS 39 and IFRS 9)

### DERIVATIVE HEDGING INSTRUMENTS

Interest rate risk is hedged as part of the Group's macro-hedging strategy based on a portfolio of derivatives that is not allocated in a specific manner and does not therefore qualify for hedge accounting.

The Group has opted to apply the provisions of IAS 39 rather than hedge accounting under IFRS 9. Consequently, derivatives are recorded in the balance sheet at fair value through profit or loss.

Any interest paid or received on the derivatives is recognised in "net finance costs", while adjustments to fair value and any impact from the transfer or termination of contracts is recognised in "Change in fair value of financial instruments".

Fair value is calculated by external financial consultants in accordance with IFRS 13 (see Note 6.5).

Hedging derivatives at fair value are measured based on observable market data corresponding to Level 2 of the IFRS 13 fair value hierarchy (fair values are disclosed in Note 6.16.1).

### OTHER FINANCIAL ASSETS AND LIABILITIES

Financial assets are recognised at amortised cost, at fair value through other comprehensive income or at fair value through profit or loss. Debt instruments (instruments with

contractually defined cash flows) are classified into three different categories depending on their business model and an analysis of their contractual features. Equity instruments are recognised at fair value through profit or loss unless there is an irrevocable option to classify them at fair value through other comprehensive income (provided they are not held for trading).

Financial liabilities mostly comprise a bond loan, bank borrowings, lines of credit and security deposits. Medium- and long-term lines of credit may be drawn down over variable periods. Successive drawdowns are recognised in the financial statements at their nominal value and the residual borrowing capacity is recorded as an off-balance sheet commitment received.

Long-term bonds are stated at their amortized cost (net of transaction costs) using the effective interest rate method.

Security deposits are treated as long-term liabilities in view of residential lease terms and are not discounted.

### IMPAIRMENT OF FINANCIAL ASSETS

Under the impairment model, Expected Credit Losses ("ECL") are recognised on loans and debt instruments at amortised cost or fair value through other comprehensive income, on loan commitments and on financial guarantee contracts not recognised at fair value.

## 4.8. Long-term, non-financial provisions and liabilities

In accordance with IAS 37 – Provisions, Contingent Liabilities and Contingent Assets, a provision is recognised when the Group has a present obligation (legal or constructive) to a third party, arising from a past event, and when it is probable or certain that this obligation will result in an outflow of resources to that third party, without at least equivalent

consideration from said third party. Provisions are reviewed at each reporting date and brought into line with current assessments.

## 4.9. Impairment of assets (IAS 36)

Assets are tested for impairment once there is an indication that they may be impaired and at least once a year in the case of intangible assets with indefinite useful lives and right-of-use assets recognised under IFRS 16. Impairment testing involves comparing the carrying amount and the

recoverable amount. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised when the carrying amount of an asset exceeds its fair value.

## 4.10. Employee benefits

Under Revised IAS 19, all of a company's commitments to its employees must be recognised (i.e., present and future, legal or constructive, remuneration or benefits in kind). Benefit expense must be recognised during the period in which the corresponding rights vest.

### Short-term benefits

Short-term benefits (i.e., salaries, paid leave, social security contributions, profit-sharing incentives, etc.), which fall due within twelve months of the end of the period in which employees provided the corresponding services, are recognized as "Accrued expenses" and appear in the balance sheet under "Tax and employee-related liabilities".

### Post-employment benefits

Pension plans are either defined contribution plans or defined benefit plans.

Under defined contribution plans, the employer's obligation is limited to the payment of a contribution and there is no commitment in respect of the level of benefits paid. The contributions paid by the employer are recorded as

expenses in the period.

Under defined benefit plans, the employer has a legal or constructive commitment to pay a defined amount or level of benefit and assumes this risk into the medium or long term. A provision is recognised in liabilities to cover all of these post-employment benefits and remeasured on a regular basis by independent actuaries using the projected unit credit method, which factors in demographic assumptions, early retirements, wage increases, and discounting and inflation rates.

A provision is set aside for defined benefit retirement indemnities based on the net present value of future benefits. Actuarial gains and losses are recognised in Other Comprehensive Income in accordance with Revised IAS 19.

### Long-term benefits

Long-term benefits are benefits paid to employees more than 12 months after the end of the period in which they provided the corresponding services. The basis of measurement is identical to that used for post-employment benefits. The provision for length-of-service awards is deemed to be a long-term benefit.

## 4.11. Income taxes

IAS 12 distinguishes between current and deferred taxes. Current tax is the amount of income tax due on the taxable profit or loss for the period. Deferred tax liabilities are taxes on income payable in future periods due to taxable temporary differences.

Deferred tax assets and liabilities are determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

The amendment to IAS 12 relating to implementation of Pillar Two Model Rules has no impact on the financial statements of the in'li Group, which does not fall within the scope of the rules insofar as annual turnover does not exceed €750 million.

### STANDARD TAX TREATMENT

Current tax is determined based on tax rates applicable to Group entities.

### DEFERRED TAX ASSETS AND LIABILITIES

Deferred taxes result from temporary differences between the carrying amount of assets and liabilities and their tax base. Deferred tax assets are recognised for tax loss carryforwards when it is probable that future taxable profit will be available against which these losses can be utilised.

## 4.12. Revenue and receivables

- ▶ Gross rental income

Rental income generated by operating leases mainly comprises housing rental income as well as some office rental income. This revenue is recognised on a straight-line basis over the fixed term of the leases along with any specific provisions or advantages (rent-free periods, step rents, lease rights, etc.) without adjusting for inflation. The benchmark period is the first fixed lease term.

- ▶ Property development (building contracts and off-plan sales)

Income from property development is recognised on a percentage-of-completion basis. The portion recognised during the period corresponds to estimated final forecast revenue multiplied by the cumulative percentage of completion at the reporting date (including the cost of land in accordance with IFRS 15), less revenue recognised in prior periods for the operations already in construction at the beginning of the period. Only revenue for plots sold is recognised on a percentage-of-completion basis and the recognition period begins on the date on which the notarial deed is signed.

## 4.13. Subsidies and government grants

The Group recognises subsidies and government grants received in the course of its business in income in the period in which they are granted.

# Note 5 : Risk exposure

## 5.1. Interest rate risk

The Group operates a centralised hedging policy run from a single department – the Financing Department.

At 31 December 2024, the average maturity of in'li's debt was 8 years and 4 months and over half of outstanding debt is amortisable.

Concerning in'li's interest rate management policy:

- ▶ 60% of debt is at fixed rates (including amounts hedged using fixed-variable swaps);
- ▶ 19% of the debt is indexed to the interest rate paid to holders of French passbook savings accounts (Livret A). Although this is a variable rate, it is regulated by the

French State, which is not directly subject to market trends.

- ▶ 21% of debt is indexed to variable monetary rates (Euribor, Eonia), and 18% is hedged by caps and collars.

This means that only 3% of in'li's debt is at variable rates (excluding debt indexed to the rate paid on Livret A passbook savings accounts) and directly exposed to a rise in interest rates.

It should be noted that the percentages indicated are for financial debt excluding borrowing costs.

## 5.2. Counterparty risk

As part of its counterparty risk management, in'li is especially attentive to the quality of the banks in which it holds deposits. It favours banks with excellent ratings from the established rating agencies.

In'li is constantly seeking to expand its banking partner base to minimise and diversify counterparty risk.

## 5.3. Liquidity risk

The Group's liquidity risk management process is structured around the following four pillars:

- ▶ managing loan maturities and the Company's debt maturity profile;
- ▶ ensuring constant availability of credit;
- ▶ diversified sources of funding;

- ▶ cash and investment management: the Company favours secure liquid investments that offer capital guarantees.

Moreover, most of in'li's debt comprises amortisable loans and there are no significant repayment deadlines over the next five years.

## 5.4. Risk of fraud or corruption

In'li has incorporated fraud prevention and anti-corruption procedures into its internal control process in three different ways:

- ▶ a risk mapping process was deployed for the first time in 2018 by the Internal Audit and Risk Management department;

- ▶ e-learning awareness-raising initiatives in the form of a Compliance module and publication of a Code of Conduct;

- ▶ the Group began drawing up internal control guidelines in 2020 that will provide more effective risk management and control plans tailored to each operational process.

## 5.5. Operational risks

In'li is mainly exposed to the following operational risks:

### Business development risk

- ▶ The Group's capacity to maintain a sufficient level of equity.

In'li's strategic plan involves diversifying its financing arrangements (i.e., bond loans, loans from the EIB, etc.), freeing up equity through unit or block disposals, forging partnerships with institutional investors by creating property development companies and receiving equity contributions from Action Logement Immobilier, its strategic shareholder.

- ▶ Meeting delivery deadlines and controlling costs.

To avoid late deliveries and financial overruns, dedicated reporting systems have been deployed to oversee construction operations and the percentage of completion of off-plan operations.

### Property portfolio risk

- ▶ Boosting investment in the energy transition.

To achieve the energy efficiency targets that in'li has set for

its housing portfolio, all properties with F or G energy labels (the worst ratings) will get energy retrofits by 2025.

This investment will reduce service and maintenance charges and generate Energy Saving Certificates that may be traded on the market.

- ▶ Setting objectives in terms of block and split sales of property.

To help it achieve its property disposal targets, in'li has set up data rooms to house all of the technical, lease-related and legal documentation relating to the real estate groups concerned by the sales. Split sales campaigns will also be organised along with general contractors.

### Rental management risk

- ▶ Unoccupied housing units may result in significant amounts of lost revenue.

Vacancy rates are tracked on a regular basis through periodic management reviews and rent arbitrage strategies may also be discussed if necessary at regularly-held rent committees.

# Note 6 : Notes to the consolidated balance sheet

## 6.1. Investment property

In'li's property portfolio is valued every year by an independent real estate appraiser,

BPCE Expertises Immobilières (formerly Crédit Foncier Expertise).

The appraiser calculates the market value of each property at the reporting date. The market value is the most likely price obtainable on the market at the valuation date under reasonable conditions.

At 31/12/2024, the portfolio was measured using three different sets of assumptions. Depending on the assumption chosen, the valuations were as follows (excluding taxes and duties):

ASSUMPTIONS	31/12/24	31/12/23
Assumption 1 = "block sale" value; based on continued use and current occupancy	€8,052 million	€7,991 million
Assumption 2 = "unit sale" value; based on continued use and current occupancy	€9,373 million	€9,236 million
assumption 3 = "unit sale" value; rented at the market rental value	€11,154 million	€11,174 million

Investment property is measured at fair value under assumption 1.

### INVESTMENT PROPERTIES MEASURED AT FAIR VALUE

(€ thousand)	Investment property at FV	Buildings held for sale	Total Investment property at FV
<b>01/01/23</b>	<b>7,808,945</b>	<b>64,457</b>	<b>7,873,402</b>
Acquisitions and capitalised expenditure	19,999	-	19,999
Disposals and derecognised assets	(37,506)	(26,957)	(64,463)
Reclassifications and transfers between categories	483,919	31,885	515,804
Fair value adjustments	(371,806)	-	(371,806)
<b>31/12/23</b>	<b>7,903,551</b>	<b>69,385</b>	<b>7,972,936</b>
Acquisitions and capitalised expenditure	-	-	-
Disposals and derecognised assets	(88,503)	(8,443)	(96,946)
Reclassifications and transfers between categories	455,684	64,335	520,019
Fair value adjustments	(361,293)	-	(361,293)
<b>31/12/24</b>	<b>7,909,439</b>	<b>125,277</b>	<b>8,034,716</b>

### BREAKDOWN OF DISPOSALS

During 2024, in'li disposed of 672 units of housing and 86 units acquired off-plan:

158 units in Asnières in a block sale to SEQENS for an amount of €21,334k;

2 operations located in Gennevilliers and Champs sur Marne representing 392 units sold in block sales to Immobilière 3F for an amount of €51,745k.

12 units located in Antony, sold to Hauts de Bièvre Habitat for an amount of €1,739k.

110 single-housing units for an amount of €25,557k.

2 off-plan operations ceded to APEC DEV4, representing 86 units of housing for an amount of €18,950k.

These disposals generated pre-tax gains of €2,517k.

## DETAILS OF SALE AGREEMENTS

In accordance with IFRS 5, properties for which sale agreements have been signed, together with the related liabilities are presented on a separate line of the consolidated balance sheet under "Assets held for sale" and "Liabilities related to assets held for sale".

At 31 December 2024, assets held for sale and liabilities related to assets held for sale mainly comprise the properties in La Courneuve, Argenteuil, Creil, Maison Alfort and Senlis.

The impacts of this presentation are as follows:

(€ thousand)	31/12/24
<b>NON-CURRENT ASSETS</b>	<b>(125,277)</b>
Investment properties measured at fair value	(125,277)
<b>CURRENT ASSETS</b>	<b>125,277</b>
Assets held for sale	125,277
<b>TOTAL ASSETS</b>	<b>-</b>
<b>NON-CURRENT LIABILITIES</b>	<b>(23,309)</b>
Borrowings and financial liabilities	(2,167)
Deferred tax liabilities	(21,142)
<b>CURRENT LIABILITIES</b>	<b>23,309</b>
Liabilities related to assets held for sale	23,309
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>-</b>

## FAIR VALUE ADJUSTMENTS

See Note 7.5 "Fair value adjustments to investment property".

## Valuation assumptions and sensitivity

In view of the scarcity of publicly-available data, the complexity involved in measuring real estate assets and the fact that appraisers use confidential Group tenancy schedules for valuation purposes, in'li considers classification based on level 3-type inputs to be the most appropriate. Furthermore, experts use unobservable inputs such as assumptions concerning rent increases or capitalisation rates to determine the fair values of in'li's assets.

As of 31 December 2024, 100% of the property portfolio operated by the Group had been subject to an external appraisal.

## INVESTMENT PROPERTIES MEASURED AT COST

(€ thousand)	Gross amounts	Total IP at cost
<b>01/01/23</b>	<b>1,042,722</b>	<b>1,042,722</b>
Acquisitions and capitalised expenditure	613,115	613,115
Capitalised expenditure		
Disposals and derecognised assets	(27,962)	(27,962)
Reclassifications and transfers between categories	(509,945)	(509,945)
<b>Impairment/release of provisions</b>		
<b>31/12/23</b>	<b>1,117,930</b>	<b>1,117,930</b>
Acquisitions and capitalised expenditure	450,839	450,839
Disposals and derecognised assets	(26,910)	(26,910)
Reclassifications and transfers between categories	(521,226)	(521,226)
<b>Impairment/release of provisions</b>		
<b>31/12/24</b>	<b>1,020,633</b>	<b>1,020,633</b>

Assets measured at cost essentially comprise property under construction. No impairment was recognised at 31 December 2023 or at 31 December 2024.

## ACQUISITIONS

In 2024 and 2023, acquisitions corresponded to expenditure on investment property under construction and buildings delivered during the period.

## DISPOSALS

Disposals in 2024 concerned 2 operations representing 86 units of housing:

2 off-plan operations ceded to APEC DEV4, representing 86 units of housing for an amount of €18,950k.

## OTHER MOVEMENTS

Reclassifications concerned investment property at cost transferred to investment property at fair value during the period.

## ASSETS AND LIABILITIES HELD FOR SALE (IFRS 5)

(€ thousand)	31/12/24	31/12/23
Buildings at fair value held for sale	125,277	69,385
<b>Total assets held for sale</b>	<b>125,277</b>	<b>69,385</b>

(€ thousand)	31/12/24	31/12/23
Borrowings and financial liabilities	2,167	1,321
Deferred tax liabilities	21,142	11,415
Trade payables and other operating liabilities	-	-
Other payables	-	-
<b>Total liabilities related to assets held for sale</b>	<b>23,309</b>	<b>12,736</b>

Liabilities held for sale at 31 December 2024 mainly concern the properties located in La Courneuve, Argenteuil, Creil, Maison Alfort and Senlis presented in Note 6.1.1 B.

## 6.2. Other property and equipment

(€ thousand)	31/12/24	31/12/23
Right of use of property and equipment	37,094	25,303
Technical facilities, machinery & equipment	21,553	20,612
Other property and equipment	15,254	16,586
<b>Total other property and equipment (gross)</b>	<b>73,901</b>	<b>62,501</b>
Depreciation of right-of-use assets	(15,228)	(12,346)
Depreciation of technical facilities, machinery & equipment	(20,374)	(20,344)
Depreciation of other property and equipment	(10,499)	(9,217)
Impairment provisions	-	-
<b>Total depreciation and impairment of other property and equipment</b>	<b>(46,101)</b>	<b>(41,907)</b>
<b>Total other property and equipment</b>	<b>27,800</b>	<b>20,594</b>

## DISCLOSURES CONCERNING RIGHT OF USE OF LEASED PROPERTY AND EQUIPMENT (IFRS 16)

(€ thousand)	1/1/24	Acquisitions	Disposals	Depreciation expense over the period	Release of depreciation expense over the period	31/12/24
Right-of-use assets	25,303	11,791	-	-	-	37,094
Cumulative amortisation and depreciation charges	(12,346)	-	-	(2,882)	-	(15,228)
<b>Total (gross amount)</b>	<b>12,957</b>	<b>11,791</b>	<b>-</b>	<b>(2,882)</b>	<b>-</b>	<b>21,866</b>

Right of use of leased property and equipment consist of the in'li headquarters building and two new construction leases at Suresnes and Noisy le Grand for a terms of 40 and 55 years, respectively.

## DISCLOSURES CONCERNING LEASES – LEASE TYPE

CATEGORY OF ASSET LEASED	CONDITIONS OF RENEWAL OR PURCHASE	INDEXATION CLAUSES	LEASE TERM
Offices (headquarters)	No renewal option at present	Rent review index (IRL) -1.25%	7 years
Construction leases	No renewal option	Rent review index (IRL) -1.3%	40 years

## 6.3. Financial assets

(€ thousand)	31/12/24	31/12/23
Non-consolidated investments	93,624	91,754
Security deposits and guarantees	5,761	5,091
Other financial assets	-	-
Plan asset (IAS19)	7,518	-
<b>Non-current financial assets</b>	<b>106,903</b>	<b>96,845</b>
Marketable securities	41,593	21,593
<b>Current financial assets</b>	<b>41,593</b>	<b>21,593</b>
<b>Total (gross amount)</b>	<b>148,496</b>	<b>118,438</b>
Impairment provisions	-	-
<b>Total (net amount)</b>	<b>148,496</b>	<b>118,438</b>

Financial assets mainly consist of investments in subsidiaries and associates (see Note 4.2.1).

In 2023, the amount of the provision for retirement indemnities was offset against liabilities for an amount of €7,321k, and an amount of €7,982k should have been recorded in the 2023 balance sheet under assets.

## 6.4. Investments in associates

Investments in associates consist exclusively of investments accounted for by the equity method.

(€ thousand)	APEC Résidence		APEC Développement		Cronos	
	2024	2023	2024	2023	2024	2023
<b>Summary balance sheet</b>						
Property portfolio	90,940	94,910	166,060	152,777		
Other assets	3,035	2,791	3,951	8,217	1,476,606	1,412,834
<b>Total assets</b>	<b>93,975</b>	<b>97,701</b>	<b>170,011</b>	<b>160,994</b>	<b>1,476,606</b>	<b>1,412,834</b>
Equity	64,056	68,539	95,978	98,066	949,352	888,760
Borrowings	11,601	11,574	74,033	60,127	462,522	458,373
Other liabilities and deferred taxes	18,318	17,588		2,801	64,732	65,701
<b>Total liabilities</b>	<b>93,975</b>	<b>97,701</b>	<b>170,011</b>	<b>160,994</b>	<b>1,476,606</b>	<b>1,412,834</b>
	0	0	0	0	0	0
Net profit (loss)	(2,769)	(2,780)	(5,417)	(8,818)	(9,406)	(106,389)
% control	25 %	25 %	25 %	25 %	25 %	25 %
<b>Share in income of associates</b>	<b>(692)</b>	<b>(695)</b>	<b>(1,354)</b>	<b>(2,205)</b>	<b>(2,352)</b>	<b>(26,597)</b>
Equity	64,056	68,539	95,978	98,066	949,352	888,760
% control	25 %	25 %	25 %	25 %	25 %	25 %
<b>INVESTMENTS IN ASSOCIATES</b>	<b>16,014</b>	<b>17,135</b>	<b>23,995</b>	<b>24,516</b>	<b>237,338</b>	<b>222,190</b>

(€ thousand)	2024	2023
TOTAL SHARE IN NET INCOME OF ASSOCIATES	(4,399)	(29,497)
TOTAL INVESTMENTS IN ASSOCIATES	277,346	263,841

## 6.5. Derivative instruments

In 2024, the In'li Group contracted derivatives as part of its strategy of hedging against interest rate risk. Outstanding amounts at 31 December 2024 were as follows:

(€ thousand)	Fair value at 31/12/2024	Due in < 1 year	Due in 1 to 5 years	Due in > 5 years	Fair value at 31/12/2023
Fixed-rate receiver swaps	14,214			14,214	17,922
Collars	-			-	
Caps	726			726	1,360
<b>Derivative instruments in assets</b>	<b>14,940</b>			<b>14,940</b>	<b>19,282</b>
Fixed-rate receiver swaps	(2,135)			(2,135)	
Collars	(5,638)			(5,638)	(3,826)
Caps	-			-	-
<b>Derivative instruments in liabilities</b>	<b>(7,773)</b>			<b>(7,773)</b>	<b>(3,826)</b>

## 6.6. Deferred tax assets and liabilities

At 31 December 2024, net deferred tax (excluding deferred taxation on assets reclassified in accordance with IFRS 5) was a liability amounting to €1,022 million that mainly includes the tax effects of gains on investment property (including provisions for taxes).

(€ thousand)	31/12/22	Change in income	Reclassifications	Other movements	31/12/23	Change in income	Reclassifications	Other movements	31/12/24
<b>Total deferred tax assets</b>									
Deferred tax liabilities on investment property	1,234,518	(95,085)	(11,414)		1,128,019	(103,985)	(9,662)	70	1,014,442
Other deferred tax liabilities	2,729	(6,193)	14,522	(375)	10,683	(3,452)			7,231
<b>Total deferred tax liabilities</b>	<b>1,237,247</b>	<b>(101,278)</b>	<b>3,108</b>	<b>(375)</b>	<b>1,138,702</b>	<b>(107,437)</b>	<b>(9,662)</b>	<b>70</b>	<b>1,021,673</b>
<b>Total net deferred tax liabilities</b>	<b>(1,237,247)</b>	<b>101,278</b>	<b>(3,108)</b>	<b>375</b>	<b>(1,138,702)</b>	<b>107,437</b>	<b>9,662</b>	<b>(70)</b>	<b>(1,021,673)</b>

## 6.7. Trade receivables

(€ thousand)	31/12/24	31/12/23
Receivables from tenants	81,600	76,592
Other trade receivables	6,518	6,518
Suppliers with debit balance – Advances and prepayments	2,675	8
Rent-free periods, step rents (under lease agreements)		
<b>Gross receivables</b>	<b>90,793</b>	<b>83,118</b>
Provisions for bad debts	(32,187)	(27,839)
<b>Trade receivables, net</b>	<b>58,606</b>	<b>55,279</b>

Receivables are recorded at face value and mainly comprise:

- ▶ Outstanding rents and service and maintenance charges (€64,782k at 31 December 2024 and €62,678k at 31 December 2023);
- ▶ Adjustments to unbilled service and maintenance charges corresponding to the difference between prepaid charges called and actual final expenditure (€16,712k at 31 December 2024 and €13,914k at 31 December 2023).

Provisions are calculated in accordance with the Group's accounting policies (see Note 4.4).

## 6.8. Other receivables

(€ thousand)	31/12/24	31/12/23
Other loans and advances to subsidiaries and affiliates	115,711	114,670
Loans and advances to subsidiaries and affiliates - current	-	1,498
Group current account balances in assets	27,113	21,197
Prepaid expenses	3,174	4,119
Tax receivables other than on income tax	18,128	1,022
Other	22,080	24,045
<b>Other gross receivables</b>	<b>186,206</b>	<b>166,551</b>
Impairment provisions	(142)	-
<b>Other receivables (net)</b>	<b>186,064</b>	<b>166,551</b>

## 6.9. Cash and cash equivalents

(€ thousand)	31/12/24	31/12/23
Available-for-sale money market securities	2,000	113,000
Cash at bank	252,901	271,176
Accrued interest on cash and cash equivalents	759	7
<b>Total assets</b>	<b>255,660</b>	<b>384,183</b>
Bank overdrafts	(22)	-
<b>Total liabilities</b>	<b>(22)</b>	<b>-</b>
Impairment of money market securities	(874)	-496
<b>Net cash and cash equivalents at end of year</b>	<b>254,764</b>	<b>383,687</b>

Cash and cash equivalents decreased by €129 million in 2024.

## 6.10. Consolidated equity

See "Statement of changes in consolidated equity" in Note 1.1.4.

## 6.11. Borrowings and financial liabilities

### FINANCIAL LIABILITIES BY NATURE

(€ thousand)	2024	2023
Bonded debt	592,952	593,831
Bank borrowings	2,060,084	1,949,658
Security deposits	29,963	28,055
Other borrowings and credit facilities	4,566	4,822
<b>Non-current borrowings and financial liabilities (over 1 year remaining)</b>	<b>2,687,565</b>	<b>2,576,366</b>
Current borrowings (less than 1 year remaining)	84,497	110,259
Other borrowings and credit facilities	408	408
Bank overdrafts	22	-
Accrued interest	21,896	19,900
<b>Current borrowings and financial liabilities (less than 1 year remaining)</b>	<b>106,823</b>	<b>130,567</b>
<b>Borrowings and financial liabilities</b>	<b>2,794,388</b>	<b>2,706,933</b>
Financial investments	(41,593)	(21,593)
Cash and cash equivalents	(254,786)	(383,687)
<b>Net financial liabilities</b>	<b>2,498,009</b>	<b>2,301,653</b>

## CHANGE IN FINANCIAL LIABILITIES

(€ thousand)	Outstanding at 31/12/2023	New loans	Repayments	Reclassifications and other changes	Outstanding at 31/12/2024
Bonded debt	593,831	-	(879)	-	592,952
Bank borrowings	2,059,917	195,398	(110,310)	(424)	2,144,581
Other borrowings and credit facilities	5,230	-	(409)	-	4,974
Security deposits	28,055	5,498	(3,081)	(509)	29,963
Bank overdrafts	-	-	-	-	22
Accrued interest	19,900	21,940	(19,919)	(25)	21,896
<b>Borrowings and financial liabilities</b>	<b>2,706,933</b>	<b>222,836</b>	<b>(134,598)</b>	<b>(958)</b>	<b>2,794,388</b>

## DETAILS OF MAIN BORROWINGS

In 2024, in'li contracted €195,398k worth of borrowings to finance new operations.

These mainly comprise:

- ▶ Financing of €23,000k granted by Caisse d'Épargne d'IDF. The final repayment will be made in 2043.
- ▶ €75,000k in Green Bond financing arranged with HSBC.
- ▶ Several loans indexed to the interest rate paid to holders of Livret A passbook savings accounts from Crédit Agricole for a total of €3,854k. These loans have maturities of between 17 and 20 years.
- ▶ Two loans provided by CDC for operations in Nanterre and Orsay for €40,000k with a term of 24 years.
- ▶ Two loans from La Banque Postale for €28,000k, with a term of 30 years.
- ▶ A three-month drawdown on the RCF for €25,000k. This drawdown was repaid in February 2025.

Borrowings and other financial liabilities repaid during the year amounted to €134,598k.

## MATURITIES OF BORROWINGS AND FINANCIAL LIABILITIES

(€ thousand)	Outstanding at 31/12/2024	Due in		
		< 1 year	Between 1 and 5 years	Over 5 years
Bonded debt	592,952	-	-	592,952
Bank borrowings	2,144,581	84,497	466,507	1,593,577
Other borrowings and credit facilities	4,974	408	4,413	-
Security deposits	29,963	-	-	29,963
Accrued interest	21,896	21,896	-	-
Bank overdrafts	22	22	-	-
<b>Borrowings and financial liabilities</b>	<b>2,794,388</b>	<b>106,823</b>	<b>470,920</b>	<b>2,216,492</b>
Financial investments	(41,593)	(41,593)	-	-
Cash and cash equivalents	(254,786)	(254,786)	-	-
<b>Net financial liabilities</b>	<b>2,498,009</b>	<b>(189,556)</b>	<b>470,920</b>	<b>2,216,492</b>

## COVENANTS

Most of in'li's loans are subject to compliance with financial ratios which are contractually defined in the loan agreements. The main covenants are the following:

Ratio	Commitment	2024	2023
LTV = Net financial debt / remeasured value of portfolio (block value, net of taxes and duties)	maximum 65%	26.6	24.4
ICR = EBITDA / finance costs	minimum 1.5x	4.3x	5.0x
Consolidated portfolio value	> €3,000 million	9,435	9,490
Value of property portfolio (block value, net of taxes and duties)	> €2,500 million	9,046	9,109

## 6.12. Provisions

Provisions and other non-current liabilities are analysed in the following table.

(€ thousand)	31/12/23	Additions	Reversals	Actuarial gains and losses	Reclassifications	31/12/24
Provisions for contingencies and losses	2,479	8,941	(1,374)	-	304	10,350
Employee benefits	525	-	(1,463)	(399)	7,354	6,017
<b>Non-current provisions</b>	<b>3,004</b>	<b>8,941</b>	<b>(2,837)</b>	<b>(399)</b>	<b>7,658</b>	<b>16,367</b>
Provisions for contingencies and losses	304	-	-	-	(304)	-
Employee benefits	136	-	-	-	1,311	1,447
<b>Current provisions</b>	<b>440</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,007</b>	<b>1,447</b>
<b>Total</b>	<b>3,444</b>	<b>8,941</b>	<b>(2,837)</b>	<b>(399)</b>	<b>8,665</b>	<b>17,814</b>

Determining provisions for contingencies and losses requires the use of estimates and assumptions produced by management based on information or situations that existed at the reporting date – which may turn out to be different from reality – and the use of judgement.

Employee benefits are covered in full by a plan asset.

## 6.13. Pensions and other post-employment benefits

### Post-employment benefits

Post-employment benefits for employees are mostly covered by an externally managed defined benefit pension plan. A provision is recognised for any amounts not covered.

The amount of post-employment benefit commitments is calculated based on various criteria that are reviewed annually, including the employee turnover rate (adm = 7.57%, PIME = 3.57%, PIMG = 1.67%), employee wage growth (adm = 3.47%, PIME = 4.03%, PIMG = 3.51%), the discount rate (3.43%), and the payroll tax rate (adm = 56.17%, PIME = 48.41%, PIMG = 49.36%). The average retirement age used is 64.

At 31 December 2024, post-employment benefit commitments amounted to €6,937k, a year-on-year decrease of €814k. A

provision is no longer accrued because this commitment is fully covered by the retirement indemnities plan. A provision of €430k was released.

A collective bargaining agreement concerning employee status was signed in October 2018 that impacts the calculation of retirement benefits. Consequently, "a closed group" was set up for employees who meet certain age and length of service criteria.

### Length-of-service awards

At 31 December 2024, the provision for long-term commitments in relation to length-of-service amounted to €704k. A provision of €414k was recorded.

## 6.14. Trade payables

Changes in trade payables balances over the reported periods may be analysed as follows:

(€ thousand)	31/12/24	31/12/23
Trade payables for goods and services	46,656	55,767
Amounts owed to property developers	17,562	14,560
Tenants with credit balances	3,296	2,821
Service and maintenance charges to be adjusted	39,052	26,710
Accrued credit notes		
Off-plan		
Lease payables		
<b>Trade payables</b>	<b>106,566</b>	<b>99,858</b>

## 6.15. Other payables

(€ thousand)	31/12/24	31/12/23
Group current account balances in liabilities	80,464	3
Deferred income	14,034	12,318
Other	10,995	11,652
<b>Other payables</b>	<b>105,493</b>	<b>23,973</b>

In 2024, in'li received a current account advance from ALI for an amount of €80 million.

## 6.16. Recognition of financial assets and liabilities

(€ thousand)	NBV at 31/12/2024	Amortised cost	Fair value through equity	Fair value through profit and loss	Fair value
<b>Assets</b>					
Financial assets	106,903	107,032	(129)	-	106,903
Trade receivables	58,606	58,606	-	-	58,606
Derivative instruments	14,940	-	-	14,940	14,940
Cash and cash equivalents	254,786	254,786	-	-	254,786
<b>Total</b>	<b>435,235</b>	<b>420,424</b>	<b>(129)</b>	<b>14,940</b>	<b>435,235</b>
<b>Equity and liabilities</b>					
Bond loan	592,952	592,952	-	-	592,952
Other	2,201,436	2,201,436	-	-	2,201,436
Derivative instruments	7,773	-	-	7,773	7,773
Trade accounts payable	46,656	46,656	-	-	46,656
Amounts owed to property developers	17,562	17,562	-	-	17,562
<b>Total</b>	<b>2,866,380</b>	<b>2,858,607</b>	<b>-</b>	<b>7,773</b>	<b>2,866,380</b>

## BREAKDOWN BY LEVEL OF FINANCIAL ASSETS AND LIABILITIES AT FAIR VALUE

Under IFRS 13, the different techniques used to measure financial instruments must be ranked. It sets out the following categories:

- ▶ Level 1: financial instruments traded on an active market;
- ▶ Level 2: financial instruments whose fair value is measured by comparison with observable market transactions for similar-type instruments (i.e., no modification or restructuring) or using variables based only on observable market data;
- ▶ Level 3: financial instruments whose fair value is calculated wholly or partly from estimates that are not based on observable market transactions for similar-type instruments (i.e., no modification or restructuring) or observable market data.

(€ thousand)	Total	Level 1	Level 2	Level 3
Investment property (including assets held for sale)	8,034,716	-	-	8,034,716
Derivative instruments	14,940	-	14,940	-
<b>Total assets</b>	<b>8,049,656</b>	<b>-</b>	<b>14,940</b>	<b>8,034,716</b>
Derivative instruments	7,773	-	7,773	-
<b>Total liabilities</b>	<b>7,773</b>	<b>-</b>	<b>7,773</b>	<b>-</b>

# Note 7 : Notes to the consolidated income statement

## 7.1. Gross rental income

Gross rental income may be analysed as follows:

(€ thousand)	2024	2023
Rental income from dwellings and related revenue	323,577	295,400
Rental income from parking spaces	16,976	15,302
Rental income from commercial and office leases	7,498	7,478
<b>Gross rents</b>	<b>348,051</b>	<b>318,179</b>
Other rental income	2,570	1,819
<b>Gross rental income</b>	<b>350,621</b>	<b>319,998</b>

The year-on-year increase was mainly attributable to:

- ▶ Application of the 3.5% increase in the rent review index;
- ▶ Rent revaluations when properties were relet;
- ▶ The extra rent generated by the 2,177 new units delivered in 2024.

## 7.2. Operating expenses

Operating expenses consist of:

- ▶ Charges for which the owner is liable, work-related expenditure, any litigation costs and property management costs;
- ▶ The rebillable portion of service and maintenance charges by nature that must be paid by the Group, mostly for vacant properties.

(€ thousand)	2024	2023
Subcontracting and maintenance	29,901	24,969
Upkeep and repair work	32,748	32,720
Taxes and other levies	20,928	17,895
Personnel expenses	7,436	7,224
Other expenses	15,738	5,226
<b>Building-related expenses</b>	<b>106,751</b>	<b>88,034</b>
Fluids	26,787	42,113
Taxes and other levies	9,392	8,656
Personnel expenses	5,672	5,810
Other charges (including management agency fees)	38,992	36,853
<b>Rebillable charges</b>	<b>80,843</b>	<b>93,432</b>
Provisions for charges	(91,633)	(98,190)
Charges to be regularised	2,737	4,759
Charges on vacant properties	4,238	4,928
<b>Charges rebilled</b>	<b>(84,658)</b>	<b>(88,503)</b>
<b>Net operating expenses</b>	<b>102,936</b>	<b>92,963</b>

## 7.3. Overheads

Overheads mostly consist of personnel expenses, fees paid by the Company and headquarters operating costs (maintenance, IT, insurance, advertising costs, etc.).

Personnel expenses relate to the Company's employees, with the exception of building personnel who are included in building charges. Certain personnel expenses and management fees are reclassified to building charges, depending on their nature.

## 7.4. Proceeds on disposals

No entities were sold in 2023 or 2024. For disposals of investment property, see the breakdown provided in Notes 6.1.1 and 6.1.2.

## 7.5. Fair value adjustments to investment property

Fair value adjustments to investment property may be analysed as follows:

(€ thousand)	2024	2023
Investment properties measured at fair value	(361,293)	(371,806)
Investment property at cost		
<b>Total fair value adjustments</b>	<b>(361,293)</b>	<b>(371,806)</b>

## FAIR VALUE HIERARCHY:

RESIDENTIAL PROPERTY	"BLOCK" VALUE PER M <sup>2</sup>		DISCOUNT RATE (DCF)		RATE OF RETURN	
	MIN	MAX	MIN	MAX	MIN	MAX
Paris City	1,408	10,353	2,0	8,3	1,0	5,5
Seine-Saint-Denis	105	7,226	3,7	9,4	1,7	7,5
Hauts-de-Seine	117	10,870	2,9	11,0	0,9	8,5
Val-de-Marne	652	9,652	3,6	8,3	1,6	6,4
Yvelines	848	6,325	2,6	9,4	2,2	7,4
Val-d'Oise	739	5,391	2,0	10,9	2,8	8,9
Essonne	14	3,878	5,3	8,6	3,3	7,0
Seine-et-Marne	745	4,107	4,4	9,3	2,5	7,1
Other departments	347	3,188	6,2	18,7	4,4	16,7

In accordance with IFRS 13, the above table discloses the ranges of the main unobservable inputs (Level 3 inputs) used by real estate appraisers.

## SENSITIVITY ANALYSIS

	CHANGE IN "BLOCK" VALUE PER M <sup>2</sup> (DIRECT COMPARISON METHOD)		CHANGE IN DCF (DCF METHOD)		CHANGE IN RETURN (INCOME CAPITALISATION METHOD)	
	MIN price per m <sup>2</sup> and per unit -5%	MAX price per m <sup>2</sup> and per unit +5%	MIN Discount rate +25 pdb	MAX Discount rate -25 pdb	MIN Rate of return +25 pdb	MAX Rate of return -25 pdb
Paris City	1,245,109,000 €	1,390,971,000 €	1,260,862,000 €	1,370,616,000 €	1,200,643,000 €	1,437,252,000 €
Inner suburbs	4,728,611,000 €	5,297,195,000 €	4,833,587,000 €	5,125,883,000 €	4,693,636,000 €	5,337,194,000 €
Outer suburbs	1,561,177,000 €	1,752,653,000 €	1,262,488,000 €	1,728,551,000 €	1,559,750,000 €	1,751,534,000 €
Other	36,493,000 €	40,700,000 €	406,673,000 €	41,070,000 €	36,776,000 €	40,083,000 €
<b>Total</b>	<b>7,571,390,000 €</b>	<b>8,481,519,000 €</b>	<b>7,763,610,000 €</b>	<b>8,266,120,000 €</b>	<b>7,490,805,000 €</b>	<b>8,566,063,000 €</b>
<i>Variance with conclusive value of method in question</i>	-5,3%	6,1%	-2,8%	3,4%	-6,3%	7,2%

## 7.6. Net financial income (expense)

Net financial income (expense) mostly consists of interest payable on borrowings from credit institutions and interest on the bond loans.

(€ thousand)	2024	2023
Proceeds on disposal of short-term investments	-	-
Income from long-term investments	274	1,064
Capitalised interest expense	-	-
Miscellaneous interest income	6,679	7,918
Fair value of derivatives	-	-
Other financial income	8,383	12,553
Financial provisions released on other financial assets	-	342
<b>Financial income</b>	<b>15,336</b>	<b>21,877</b>
Banking services	(3,609)	(2,027)
Charges on disposal of short-term investments	-	-
Interest on bonded debt	(17,446)	(13,883)
Interest on borrowings from credit institutions	(63,038)	(50,202)
Fair value of derivatives	(8,289)	(19,749)
Miscellaneous interest expense	-	-
Other finance costs	(605)	(678)
Provisions for impairment of financial assets	(394)	(678)
Provision for amortisation of bond redemption premiums	(155)	-
<b>Financial expenses</b>	<b>(93,536)</b>	<b>(87,217)</b>
Lease finance costs	(52)	(83)
<b>Financial income (expense)</b>	<b>(78,252)</b>	<b>(65,423)</b>

## 7.7. Income tax

The tax expense for the period can be broken down as follows:

(€ thousand)	2024	2023
Income tax surcharge	(440)	(278)
Other	-	-
<b>Recurring taxes</b>	<b>(440)</b>	<b>(278)</b>
Corporate income tax expense	(14,062)	(9,157)
Deferred taxes	107,437	101,278
<b>Non-recurring taxes</b>	<b>93,375</b>	<b>92,121</b>
<b>Total tax expense</b>	<b>92,935</b>	<b>91,843</b>

A reconciliation of the effective tax rate is provided in the following table:

Reconciliation of the effective tax rate (€ thousand)	2024	2023
Net profit (loss) attributable to owners	(196,457)	(246,605)
Non-controlling interests	0	0
Net profit (loss)	(196,457)	(246,605)
Income tax expense	92,935	91,843
<b>Income before tax</b>	<b>(289,393)</b>	<b>(338,448)</b>
<b>Tax rate</b>	<b>25 %</b>	<b>25 %</b>
Standard tax (amount)	72,348	84,612
Impact of share in net income of associates	(1,100)	(7,374)
Standard tax adjusted to include share in net income of associates	71,249	77,238
Income tax expense	92,935	91,843
<b>Tax-related differences</b>	<b>(21,687)</b>	<b>(14,605)</b>
Permanent differences	(678)	(229)
Dividends		17
Change in deferred tax position	(22,308)	(13,341)
Other movements	1,299	(1,052)
<b>Explanations</b>	<b>(21,687)</b>	<b>(14,605)</b>

## Note 8 : Other disclosures

### 8.1. Off-balance sheet commitments

Off-balance sheet commitments at 31 December 2024 and at 31 December 2023 were as follows:

HOI	31/12/24	31/12/23
Mortgages and lender's liens	1,052,682	1,017,025
Signed acquisition agreements to be settled	6,132	9,975
Off-plan agreements to be settled	0	50,039
Share subscriptions <sup>(1)</sup>	0	0
Payment of loan <sup>(1)</sup>	0	0
Charges on construction leases	12,601	12,877
<b>Total commitments given</b>	<b>1,071,415</b>	<b>1,089,916</b>
Bank guarantees and financial guarantees <sup>(2)</sup>	446	1,631
Guarantees from suppliers	25,757	23,781
Available borrowings <sup>(3)</sup>	877,515	873,000
Grants receivable (ANRU)	2,381	0
Off-plan builders' commitments	0	50,039
Signed sale agreements to be settled	132,763	77,231
Right of use of lands covered by construction leases	12,601	12,877
Advances receivable	80,000	0
<b>Total commitments received</b>	<b>1,131,463</b>	<b>1,038,559</b>

(1) Commitment to subscribe to the Terrae Optimae investment fund to convert offices into housing units.

(2) Bank guarantees for property reservation agreements.

(3) Mainly comprising the RCF for €750 million and €310 million in EIB financing.

## 8.2. Related parties

The Company's parent, Action Logement, complies with the notion of a "government-related entity" under Revised IAS 24 and in'li avails of the reporting exemption provided under paragraph 25 of the standard.

The Companies main related parties are:

- ▶ The subsidiaries
- ▶ APEC Développement: current account advance of €17.7 million and accrued interest receivable of €1 million;
- ▶ APEC Résidence: current account advance of €4.3 million and accrued interest receivable of €0.2 million;
- ▶ In'li Participations: current account advance of €77.4 million and accrued interest receivable of €4.5 million;
- ▶ The Chairman and the Chief Executive Officer;
- ▶ The parent company, Action Logement Immobilier, and Action Logement Group.
- ▶ All other related-party transactions were deemed non-material.

## 8.3. Headcount

Average Group headcount may be broken down as follows:

Average headcount <sup>(1)</sup>	31/12/24	31/12/23
Management grade	293	297
Employee-grade and supervisor-grade	208	203
Building personnel	296	291
Apprentices	35	39
<b>Total</b>	<b>832</b>	<b>830</b>

(1) Average headcount including part-time staff

## 8.4. Senior executive compensation

Because these disclosures would make it possible to identify, directly or indirectly, the individual situations of members of the Company's management bodies, this information is not disclosed as authorised by Article 833-17 of the French General Chart of Accounts.

## 8.5. Statutory auditors' fees

Statutory Auditors' fees for auditing the Company-only and the consolidated accounts and for non-statutory audit engagements for 2023 and 2024 are disclosed in the following table:

Statutory Auditors' fees for 2024 (€ thousand, net of VAT)	FORVIS MAZARS SA
Fees for statutory audit engagement – in'li	99
Fees for the statutory audit engagement – in'li pm	18
Fees for audit of sustainability-related disclosures (*)	58
Fees for services other than for the statutory audit engagement or certification of sustainability-related disclosures	3
<b>Total</b>	<b>178</b>

(\*) For engagements outlined in paragraph II of Article L.821-54 of the French Commercial Code.

## 8.6. Subsequent events

In early 2025, Action Logement Immobilier will transfer its shares in in'li Sud-Ouest, in'li PACA, in'li AURA and in'li Grand

Est to in'li in order to form a national group, and in return, Action Logement Immobilier will increase its stake in in'li.

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# 5

## Report on corporate governance





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## 5.1. Governance

The report on corporate governance was prepared in accordance with Article L.225-68 of the French Commercial Code (*Code de commerce*). Every year, the Board of Directors prepares a report for the purpose of presenting to the shareholders, at the General Meeting called to deliberate upon all matters relating to the financial statements for the previous year, information relating to the Company's corporate governance, notably the composition and organisation of its Supervisory Board.

The General Meeting of 19 December 2024 approved a change in the Company's management and administration structure to a Board of Director structure, as provided for in Articles L. 225-17 et seq. of the French Commercial Code (*Code de commerce*).

### 5.1.1. The Supervisory Board (in place until 19 December 2024)

#### Missions

The Supervisory Board's organisation and operating procedures are set out in the Company's Articles of Association and in the Board's own rules of procedure. At its meeting of 14 November 2017, the Supervisory Board unanimously adopted rules of procedure setting out the composition, organisation and operation of the Board, as well as its relations with the Management Board. The Supervisory Board's rules of procedure are reviewed on a regular basis and amended as appropriate to keep them in line with the Company's organisational structure and the regulatory environment more generally. The Company's Supervisory Board exercises ongoing control over the management of in'li by its Management Board. As such, it performs all controls and checks and issues all opinions that it considers appropriate within its remit concerning:

- ▶ The documents and disclosures provided by the Management Board, for which it assesses the regularity, relevance and reliability;
- ▶ The financial statements and the reliability and consistency of the accounting principles and methods used to prepare the Company's financial statements and results presented by the Management Board, as well as the resources deployed for this purpose by the Statutory Auditors;
- ▶ The appropriateness of the strategic choices and acts of management of the Management Board;
- ▶ Monitoring the implementation of decisions taken.

The Supervisory Board exercises the specific powers conferred on it by law, which are listed in the Articles of Association. It also authorises the Management Board to perform transactions that require its prior authorisation. Lastly, the Supervisory Board monitors the implementation of decisions taken.

Three Board committees: the Audit and Accounts Committee, the Appointments and Compensation Committee and the Investment Committee are made up of members of the Supervisory Board. These committees have an advisory role and regularly report back to the Supervisory Board. Their *modus operandi* is set out in the Supervisory Board's rules of procedure.



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### 5.1.1.1. Composition

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#### Composition and *modus operandi*

The members of the Supervisory Board are appointed or reappointed by the General Shareholders' Meeting. In the event of a vacancy – due to death or resignation – of one or more seats on the Board, the Supervisory Board may make appointments between two General Meetings. These provisional appointments must subsequently be ratified at the next General Meeting.

In'li's Supervisory Board had twelve members in 2024 (through 19 December 2024): nine representatives of employers organisations, including the Chairman, and three trade union representatives, including the Vice-Chairman, all of whom have been appointed by the social partners. Each Supervisory Board member serves a three-year term. The terms of office of one-third of the members of the Supervisory Board are renewed every year, in accordance with the Company's Articles of Association. As of 19 December 2024, the same rules govern in'li's Board of Directors.

It should be noted that a new governance structure took effect on 19 December 2024, and automatically terminated the terms of office of the members of the Supervisory Board and Management Board.

The Board of Directors' meeting of 19 December 2024 subsequently decided on the Company's management structure: it opted to separate the roles of Chairman of the Board and Chief Executive Officer, and appointed the Chairman of the Board of Directors, the directors and the Chief Executive Officer.

At 31 December 2024, the Board of Directors comprised the following people:

- ▶ **Daniel Weizmann**, Chairman
- ▶ **Michel Goyer**, Vice-Chairman
- ▶ **Action Logement Immobilier**, represented by **Pascal Landrin**;
- ▶ **Philippe Amram**
- ▶ **Laurianne Dijol**
- ▶ **Sandra Bues-Piquet**
- ▶ **Patricia Gomez-Talimi**
- ▶ **Xavier Hesse**
- ▶ **Marie-Pierre Huré**
- ▶ **Hervé Morel**
- ▶ **Philippe Thel**
- ▶ **Jackie Xiaohua Troy**

The members of the Board of Directors are not paid for their services. Under the auspices of the Supervisory Board, the General Meeting of 29 September 2017 decided that the members of the Supervisory Board would not be remunerated for their services and this principle continued to be applied in 2024. Under the auspices of the Board of Directors, the General Meeting of 19 December 2024 decided that the Board members would not be remunerated for their services.

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### 5.1.1.2. Modus operandi

The Supervisory Board met five times in 2024, pursuant to a convening notice issued by the Chairman, including once in writing. The Board of Directors met once.

It deliberated on the deployment of the Company's strategic plan, its roadmap for 2024, appointed its new Chairman and the new Chairman of the Management Board, took arbitrage decisions concerning the property portfolio, approved decisions concerning the Company's capital, signed off on the annual financial statements and the allocation of net income, and analysed the financial statements and quarterly results. The Board approved the budget, the audit plan and the 2025 risk management plan. The Supervisory Board also deliberated on the programme of split sales and the property development companies.

The Supervisory Board deliberated on the project to create in'li subsidiaries in the regions.

It authorised a number of related-party agreements necessary for the conduct of business.

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## Diversity policy: the same rules apply for the Supervisory Board and the Board of Directors

The Board comprises five women out of eleven members, three of who also sit on one of the three Board committees. The Audit and Accounts Committee is chaired by a woman.

The quest for gender balance is also apparent in senior management and three of the five members of the Management Board are women.

The members of the Board are chosen for their expertise, their wide-ranging experience, their willingness to be a part of defining and implementing corporate and subsidiary company strategy, and the contribution they can make to the work of the Board. The Company's Articles of Association stipulate that the proportion of members over 70 years of age may not exceed 30% of all members currently in office. If this proportion is exceeded, the oldest member of the Board – with the exception of the Chairman – must leave office at the end of the next Ordinary General Meeting. The composition of the Board also takes account of governance rules in force within the Company and Action Logement Group, notably the rules of procedure regarding the proportion of representatives of employers' organisations and trade unions. For example, the Chairman is selected from among the natural person representatives of employers' organisations, and the Vice Chairman is selected from among the natural person representatives of trade unions.

The Annual General Meeting to be held on 28 May 2025 will be asked to renew the terms of office of Michel Goyer, Marie-Pierre Huré, Patricia Gomez-Bidondo and Hervé Morel as members of the Board for a three-year term to expire at the end of the Annual General Meeting in 2028 called to approve the financial statements for 2027.

There is a constant search for diversity within the Executive Committee and 41% of its members were women at 31 December 2024.

In'li pays special attention to gender equality within the Company. To this end, a gender equality agreement was signed in 2011 between Executive Management and trade union representatives guaranteeing equal treatment for all employees, regardless of gender. Balanced representation of women in positions of high responsibility is a reflection of this focus. Of employees on permanent contracts: aside from the Executive Committee, 55.8% of management-grade employees are women and 57.02% of managers were women at 31 December 2024.

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## Ethics – Preventing conflicts of interest

Each member of the Board is bound to perform their duties in good faith, in the manner they consider most appropriate for promoting the interests of the Company, and with due care and prudence in the exercise of such a mission.

Each member of the Board undertakes, in all circumstances, to maintain their freedom of analysis, judgement, decision

making and action and to reject any direct or indirect pressure that may be exerted upon them.

The Board's rules of procedure contain an anti-corruption code which stipulates that each Board member must act in all circumstances in the Company's general interest. Each member must inform the Board of any actual or potential conflict of interest that may concern them directly or indirectly. A Code of Ethics drawn up at Action Logement Group level applies to all Group managers and employees. It sets out commitments to business ethics and guides behaviour and best practices. A Group Ethics Committee has been set up to deal with issues relating to ethics and to examine cases submitted to it based on the Group's charter.

An Ethics Handbook is sent to each member of the Board appointed or whose term of office is renewed, to raise awareness among Board members of best ethical practices, especially concerning the prevention of conflicts of interest.

A stock market ethics charter applicable to all the Company's managers and employees was also drawn up following the Company's inaugural bond issue. Its purpose is to raise awareness among employees of the legal requirements in relation to holding, communicating and making use of certain information about the Company known as insider information, the rules applicable to certain sensitive information and trading in the Company's securities, and the preventive measures and administrative and/or criminal sanctions applicable in the event that said rules are breached.

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## Internal control system for accounting and financial reporting

The internal control process consists of setting up and continuously adapting appropriate management and communication systems designed to provide the corporate bodies and senior management with reasonable assurance that the financial information is reliable, that regulations and internal guidelines are complied with, and that the entity's key processes are operating effectively and efficiently. In particular, it aims to prevent and control the main risks concerning error and/or fraud.

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## Internal control environment

### INTERNAL CONTROL FRAMEWORK

Action Logement Group has issued a code of ethics formally documenting the Group's values designed to guide the actions of managers and employees. An internal control policy developed by Action Logement Group defines the duties and responsibilities of the various players in the system: line managers and management (level 1), expert functions (level 2) and internal audit (level 3). It specifies the organisation, evaluation and management procedures, reporting tools and the Group's expectations. The RMIS (Risk Management Information System) group

tool 'Diagon'AL' enables annual self-assessments to be formally documented within a common framework containing approximately 130 control points. In'li has developed an Anti-corruption code that defines corruption and influence peddling, as well as situations of conflict of interest that are prohibited by the Company. It sets out the Company's policy on gifts, invitations, donations and sponsorship. It also reiterates the obligation to apply preventative policies and procedures, as well as the obligation to provide training. Finally, it outlines reporting and monitoring procedures, as well as the penalties incurred in the event of non-compliance with these principles.

## RISK AND CONTROL MAPPING

Risk management is a dynamic process, defined and implemented under the responsibility of senior management, covering all activities and processes. In'li has developed a risk map as part of a structured approach spearheaded by its shareholder, Action Logement Immobilier. The Group's risk universe is updated annually (creation, removal or consolidation of risks). Risks that could have a significant financial or reputational impact are assessed on a regular basis. Action plans are defined for each risk identified as significant and/or insufficiently controlled. Regular checks are performed at each stage of the accounting and financial production process in order to secure data, limit the risk of error or fraud and ensure compliance with applicable accounting standards. Accounting information reliability is ensured by an organisation based on the separation of duties, the validation and authorisation of transactions with defined authorisation thresholds, particularly for expenditure commitments, and strict management of access to accounting information systems.

## COMMITTEE PROCEDURES

The Board of Directors is supported by an audit and accounts committee that meets four times a year. This Committee is responsible for reviewing financial reporting documents, preparing separate and consolidated financial statements, the appropriateness and consistency of the accounting policies used, the methods adopted for preparing the financial statements, and internal procedures for collecting and controlling information. In 2024, with the application of the CSRD Directive, its scope was expanded to include the review of the Company's sustainability statements. It is tasked with reviewing the budget, the provisional information documents relating to the prevention of companies in difficulty, and any other matter that may have a significant financial impact on the accounts. The Committee also tracks the work carried out on the Company's risks and internal control, internal and external audit work, and the fraud prevention and investigation process.

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## Description of internal control system for accounting and financial reporting

### 1. FIRST-LEVEL CONTROLS

The financial statement preparation process is based on:

- ▶ formalised instructions for closing the accounts according to a specific schedule sent to all contributors
- ▶ monitoring and updating accounting policies and methods
- ▶ business data is checked by the line managers responsible for implementing the necessary controls to ensure the reliability of the data within their area of responsibility
- ▶ documentation of accounting transactions
- ▶ analytical reviews to validate changes in key balance sheet and income statement items



## 2. SECOND-LEVEL CONTROLS

At the reporting date, the accuracy of the valuation of the Company's assets is based on a valuation of the properties performed by an independent expert. The amount of bank debt and provisions for litigation are corroborated by confirmations received from banks and lawyers. Billing and recovery of rents and other charges are handled by the business units in accordance with specific procedures and controls. Many accounting entries are automated in the information system, and manual entries are rigorously checked.

Management control enhances the reliability of accounting data through analyses performed either by type of flow, by indicator or by building.

Throughout the year, the management control department ensures data reliability by producing monthly indicators and dashboards and conducting analyses that are shared with management. Budget monitoring is performed periodically, along with control measures that include monitoring variances between forecasts and actual results and analysing year-on-year changes.

Each year, the Audit, Internal Control and Anti-Fraud Department conducts a self-assessment campaign on the

maturity of the key controls defined by Action Logement and carries out spot checks to verify the effectiveness of a sample of controls. The results of these campaigns are reported to the Audit and Internal Control Department of Action Logement Immobilier in the dedicated RMIS. A review of the results, including documentary checks, is performed by the Action Logement Immobilier team of auditors. In 2024, based on the samples tested, Action Logement Immobilier's Audit and Internal Control Department concluded that the assessments selected by in'li accurately reflected the maturity of the controls in place.

## 3. THIRD-LEVEL CONTROLS

Internal audit and fraud investigations are carried out by the Audit Department on a regular basis to detect any discrepancies, identify process failures or fraud that could have an impact on the accounts. Corrective actions are deployed as part of recommendations to improve risk coverage and limit the possibilities of fraud occurring. An analysis is performed annually on the computerized accounting entries file by the Audit Department to identify any unusual patterns that could reveal errors or fraud. The financial information is reviewed and validated by an external auditor.

## 5.1.2. The Management Board (in place until 19 December 2024)

A stock market ethics charter applicable to all the Company's managers and employees was also drawn up following the Company's inaugural bond issue. Its purpose is to raise awareness among employees of the legal requirements in relation to holding, communicating and making use of certain information about the Company known as insider information, the rules applicable to certain sensitive information and trading in the Company's securities, and the preventive measures and administrative and/or criminal sanctions applicable in the event that said rules are breached.

The composition and workings of the Management Board are governed by specific rules of procedure.

The composition of the Management Board was approved by the Supervisory Board at its meeting of 21 December 2021.

The three-year terms of office of each of the five members of the Management Board expired on 19 December 2024:

- ▶ **Eric Balci**, Chairman of the Management Board;
- ▶ **Antoine Pinel**, Chief Executive Officer, Member of the

Management Board;

- ▶ **Emmanuelle Robin-Teinturier**, Deputy CEO – Resources and Digital Transformation, Member of the Management Board;
- ▶ **Stéphanie Caulet**, Deputy CEO – Clients & Assets division, Member of the Management Board;
- ▶ **Marie Lefebvre-Souce**, Director of in'li Property Management, Member of the Management Board;

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## Modus operandi (until 19 December 2024)

The Management Board is tasked with running the Company in a collegial manner. It has the broadest powers to act in the Company's name under all circumstances, within the scope of the corporate purpose and subject to the powers vested by the law.

The Management Board adopts a collegial approach, without any specific division of management tasks among its members.

It sets out general guidelines and supports strategic initiatives for the Company's different activities, determines the structure and management oversight, and defines the objectives and resources needed to deploy operations.

The Management Board meets as often as necessary to deliberate upon general policy and approve key projects. It reports to the Supervisory Board. Once every quarter it submits a report to the Board outlining key events and developments, focusing in particular on the Company's strategic policy, key business

indicators, internal audit and risk management and in'li's new organisation structure based around new applications and business lines.

A new governance structure took effect on 19 December 2024, and automatically terminated the terms of office of the members of the Management Board.

The Board of Directors' meeting of 19 December 2024 subsequently decided on the Company's management structure: it opted to separate the roles of Chairman of the Board and Chief Executive Officer, and appointed the Chairman of the Board of Directors, the directors and the Chief Executive Officer.

- ▶ **Eric BALCI**, was appointed as Chief Executive Officer of the Company by the Board of Directors on 19 December 2024.

### 5.1.3. Board Committees

By a decision of 14 November 2017, the Supervisory Board set up three standing committees and defined the main duties of each committee as follows:

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#### Audit and Accounts Committee:

Examines the appropriateness of the methods used to prepare the parent company financial statements and verifies that internal procedures for gathering and monitoring information have been correctly applied by examining the financial information provided after the accounts have been closed, the draft parent company financial statements, the relevance and consistency of the accounting methods used, the external audit process and the Company's internal control systems.

More generally, it deliberates on the most important issues concerning the management of the Company.



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#### Investment Committee

Reviews certain new investment projects within the scope of the development strategy presented by the Executive Committee. The Committee is tasked with:

- ▶ Being kept informed of the deployment of in'li's investment policy in accordance with the strategic plan and, in particular, of the terms and conditions of the investments;
- ▶ Reporting at least once a year to the Board on how this policy is being deployed;
- ▶ Issuing a preliminary opinion concerning "specific" investments to be undertaken by in'li.
- ▶ Issuing a preliminary opinion to the Board concerning decisions to sell Company assets for material amounts;
- ▶ Issuing a preliminary opinion to the Board in respect of joint ventures, equity investments and innovative or more traditional forms of financing that are directly related to in'li's corporate purpose, and, more generally, reviewing and issuing opinions on any matter requested by the Board.

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## Appointments and Compensation Committee:

Issues recommendations concerning the appointment of new members to the Board of Directors and the Management Board, and the appointment of the Chief Executive Officer under the authority of the Board of Directors, together with their compensation.

Each committee has a maximum of four members, appointed from among the members of the Supervisory Board. They are appointed for their term of office on the Supervisory Board and the rules for appointment are based on Action Logement Immobilier guidelines for non-social housing subsidiaries.

The Board of Directors meeting of 19 December 2024 decided to renew these three Board committees.

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## Activity in 2024

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### Audit and Accounts Committee

**Sandra BUES-PIQUET**, Chairwoman of the Committee

**Michel GOYER**

**Action Logement Immobilier**, whose permanent representative is **Pascal LANDRIN**

**Xavier HESSE**

4 MEETINGS HELD IN 2024

The Audit and Accounts Committee met on 19 March, 28 May, 1 October and 26 November 2024 to review and deliberate upon the following: the annual financial statements and projected management accounts, the Company's financing policy and structuring of the property development companies, the work performed in relation to audit, risk management, internal control and combating fraud, and the Plan for 2025.

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### Investment Committee

**Michel GOYER**, Chairman of the Committee

**Philippe THEL**

**Jackie Xiaohua TROY**

4 MEETINGS HELD IN 2024

The Committee met at regular intervals over the past year on 14 March, 3 July, 9 October and 13 December 2024, to examine management reporting information concerning project ownership, commitment committees, development project arbitrage and decisions to dispose of properties (block sales and split sales).

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### Appointments and Compensation Committee

**Daniel WEIZMANN** Chairman of the Committee  
(since 12 June 2024)

**Michel GOYER**

**Patricia GOMEZ-TALIMI**

3 MEETINGS HELD IN 2024

The Committee met on 12 June and 19 December 2024. For 2024, based on the opinion of the Appointments and Compensation Committee of Action Logement Group and Action Logement Immobilier, in'li's Appointments and Compensation Committee issued recommendations concerning the compensation of the Chairman of the Management Board, and then the Chief Executive Officer after the creation of the Board of Directors, as well as the terms of office of the company's subsidiaries. In accordance with Article 16 of the Company's Articles of Association, the Supervisory Board meeting of 12 June 2024 and the Board of Directors meeting of 19 December 2024 subsequently approved the Committee's proposals. For information, these decisions were also approved by the Board of Directors of Action Logement Immobilier, which vets the appointment of all corporate officers within its subsidiaries in accordance with its Articles of Association, and deliberates on their compensation.

## 5.1.4. List of directorships and positions held in any Company

Pursuant to Article L.225-37-4 of the French Commercial Code, here is a list of all directorships and positions held by each corporate officer in any Company during 2024.

It should be noted that the directors did not receive any remuneration or employment benefits of any kind during 2024.

### List of corporate offices

CORPORATE OFFICER	COMPANY NAME	OFFICE/POSITION HELD
Mr. Eric BALCI	SA in'li	Chairman of the Management Board (until 19/12/2024) CEO (from 19/12/2024)
Mr. Antoine PINEL	SA in'li	CEO (until 19/12/2024)
	Association UDLI	Chairman, permanent representative of in'li
	Association Cités Caritas	Director
Mr. Daniel WEIZMANN	SA in'li	Chairman of the Supervisory Board (until 19/12/2024) Chairman of the Board of Directors (from 19/12/2024)
	AGFPN	Chairman
	MEDEF Ile-de-France	Chairman
	CDC Habitat	Member of the Supervisory Board
	CDC Habitat Social	Member of the Supervisory Board
	IDFM	Director
Mr. Michel GOYER	SA in'li	Vice-Chairman of the Supervisory Board (until 19/12/2024) Vice-Chairman of the Board of Directors (from 19/12/2024)
	CFDT HTR trades union (hotel, catering & restaurant section – Paris region)	Regional Secretary
	Tribunal judiciaire de Paris (Paris Court of Justice)	Presiding judge
	Cour d'Appel d'Amiens (Court of Appeal of Amiens)	Advisor
	Conseil de prud'hommes de Paris (Labour Relations Tribunal)	Advisor
	Défenseur des droits Section 78	Delegate
	SAS AREAS SERVICES	Sales outlet manager
	Ms. Sandra BUES-PIQUET	SA in'li
SA D'HLM SEQENS		Director
SA VEOLIA ENVIRONNEMENT		Corporate Real Estate Director
Mr. Philippe AMRAM	SA in'li	Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)
Ms. Lauriane DIJOL	SA in'li	Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)
	Groupe Albaron	Chairman
	FFB Ile de France	Director
	CGCCP Syndicat	Director
Mr. Philippe THEL	SA in'li	Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)
	SA D'HLM SEQENS	Director
	SAS PHT CONSEIL	Chairman
	IFPImm (Financing institute for real estate professionals)	Chairman

<b>CORPORATE OFFICER</b>	<b>COMPANY NAME</b>	<b>OFFICE/POSITION HELD</b>
<b>Ms. Marie-Pierre HURE</b>	<b>SA in'li</b>	<b>Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)</b>
	GSC	Director
	HORIZON SANTE TRAVAIL	Director
	Joint labour/management organization (FRANCE TRAVAIL)	Alternate employer's representative
	Social dialogue observatory (Hauts-de-Seine (92))	Alternate employer's representative
	MEDEF 92	General Secretary
<b>Ms. Patricia GOMEZ-TALIMI</b>	<b>SA in'li</b>	<b>Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)</b>
	SCP PDGB	Partner & Lawyer
	Labour Relations Tribunal	Presiding judge
	Social Security Tribunal	Presiding judge
	APPI	Director
	ESAIP Angers	Member of the Supervisory Board
<b>Mr. Xavier HESSE</b>	<b>SA in'li</b>	<b>Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)</b>
	SAS FRANCE DUCK TOURS	Chairman
	SAS PARIS DUCK TOUR	Chairman
	EIRL PARISSPEED	Businessman
	Réseau RIVALIS	Independent consultant
<b>Ms. Jackie Xiaohua TROY</b>	<b>SA in'li</b>	<b>Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)</b>
	SARL société générale pour l'impression et la papeterie (SOGIP)	Manager
	SCI BAMBOO	Manager
	SCI LISA	Manager
	SCI TROY-YAN	Manager
	CCI Paris Ile-de-France	Elected member
		Member of departmental bureau
	CPME Paris Ile-de-France	Vice-Chairman
<b>Mr. Pascal LANDRIN</b>	<b>SA in'li</b>	<b>Member of Supervisory Board, permanent representative of Action Logement Immobilier (until 19/12/2024) Director, permanent representative of Action Logement Immobilier (since 19/12/2024)</b>
	SAEM de Maisons-Laffitte	Director, permanent representative of Action Logement Immobilier
	SA KONE	Regional Service Director
<b>Mr. Hervé MOREL</b>	<b>SA in'li</b>	<b>Member of the Supervisory Board (until 19/12/2024) Director (since 19/12/2024)</b>
	SA D'HLM 1001 VIES HABITAT	Head of group insurance and public procurement
	SA D'HLM 1001 VIES HABITAT	Economic and Social Committee representative
	SA D'HLM LOGIS FAMILIAL	Economic and Social Committee representative
	SA D'HLM LOGIS FAMILIAL VAROIS	Economic and Social Committee representative
	SA D'HLM LOGIS MEDITERRANEE	Economic and Social Committee representative
	SA D'HLM SOLLAR	Economic and Social Committee representative
	Mutuelle MUTLOG	Director
	Mutuelle MUTLOG GARANTIES	Director

## 5.2. Related-party agreements falling within the scope of article L.225-88-1 of the French Commercial Code

The Statutory Auditor's special report on related-party agreements and commitments falling within the scope of articles L.225-86 and L.225-88-1 of the French Commercial Code covers related-party agreements authorised during the period and agreements authorised in previous periods that remained in force during the year. The Supervisory Board approved the agreements listed in this report and they will be submitted for approval at the Annual General Meeting to be held in May 2024. The following agreements were authorised during the year:

- ▶ Block sale programmes: Agreements with Immobilière 3f, Seqens and Seqens Solidarité approved by the Board of Directors on 29 March 2024;
- ▶ Social engineering and project management assistance in social and urban development for subsidiaries of Action Logement Immobilier; Convention with APES (an association that works to provide social amenities), approved by the Supervisory Board on 12 June 2024;
- ▶ Sale of a plot to Seqens in Chatou (78400), authorised by the Supervisory Board on 12 June 2024.

The following related-party agreements authorised in previous periods remained in force during the year:

- ▶ Agreement to make the support functions of the in'li Supports joint venture available to associates for certain specific projects, approved by the Supervisory Board on 20 December 2017.
- ▶ Agreement with GIE Astrimmo for the use of the ALIOP product, approved by the Supervisory Board on 10 September 2018.

### 5.2.1. Delegation of authority to increase the Company's share capital

The Combined General Meeting of 12 June 2024 entrusted the Management Board with all necessary powers, with the option of sub-delegation, to increase the Company's capital by an amount of €18,999,990. The Board noted that this operation had been duly completed and recognised on 25 November 2024.

### 5.2.2. Observations of the Board of Directors concerning the management report and the financial statements for the year

The Board of Directors has no matters to report as to the fair presentation and the consistency with the financial statements of the information given in the management report and in the other documents provided to the shareholders with respect to the financial position and the financial statements.

### 5.2.3. Arrangements for shareholder participation at General Meetings

Articles 21 to 29 of in'li's Articles of Association, as updated on 19 December 2024, set out the arrangements for shareholder participation at General Meetings.

# Annexes

# Annexe 1 : What is intermediate housing?

Special Intermediate Housing status was officially created in 2014. Intermediate housing is a specific segment of rental housing geared towards the middle classes and young working people living in supply-constrained areas. These groups are ineligible for social housing because they earn too much and they find it hard to get suitable housing on the open market: either rents are too high or they are forced into unsuitable accommodation that is too small or too far from their place of work.

With rents that are capped below market rents (10% to 15% lower on average), intermediate housing helps middle-class and young working people to get decent housing and improve their purchasing power, reinforces the employment-housing link and facilitates job mobility as a way of developing local and regional attractiveness. Access to intermediate housing is means-tested. Annual income ceilings for new leases are as follows:

## Intermediate housing rental status (LLI) rent ceilings applicable at 1 January 2025:

RESOURCE CEILINGS	2024		2025	
	Zone Abis	Zone A <sup>(1)</sup>	Zone Abis	Zone A
1 - Single person	43,475 €	43,475 €	43,953 €	43,953 €
2 - Two people with no dependants excluding young households, or a single person with a disability	64,976 €	64,976 €	65,691 €	65,691 €
3 - Three people or a single person with a dependant, or a young household with no dependants, or two people at least one of whom has a disability	85,175 €	78,104 €	86,112 €	78,963 €
4 - Four people or a single person with two dependants, or three people at least one of whom has a disability	101,693 €	93,556 €	102,812 €	94,585 €
5 - Five people or a single person with three dependants, or four people at least one of whom has a disability	120,995 €	110,753 €	122,326 €	111,971
6 - Six people or a single person with four dependants, or five people at least one of whom has a disability	136,151 €	124,630 €	137,649 €	126,001 €
Additional person	+ 15,168 €	+ 13,886 €	15,335 €	14,039 €

## Rent ceilings per sq.m. (excluding charges) at 1 January were as follows:

RENT CEILINGS	2024		2025	
	Zone Abis	Zone A	Zone Abis	Zone A
In euros per sq.m. and per month	18,89 €	14,03 €	19,51 €	14,49 €

To promote the development of intermediate housing, it qualifies for the following tax breaks:

- ▶ 10% VAT payable on acquisitions;
- ▶ A corporate income tax credit, which has replaced exemption from French tax on developed property (TFPB)..

Certain commitments must be given in exchange:

- ▶ Application of rent and income ceilings;
- ▶ Building in the most supply-constrained areas (i.e., zones A/ Abis/B);
- ▶ A 10-year "lock-up" period for 50% of the units in a building, and 15 years for the remaining 50%.

(1) Zone A: most of the outer Paris suburbs, where rents and house prices are very high. Zone Abis: Paris City and 75 municipalities in the surrounding departments of Les Yvelines, Hauts-de-Seine, Seine-St-Denis, Val-de-Marne and Val-d'Oise.

