

Befimmo's CSR Policy

Befimmo has incorporated the principles of **Social Responsibility** into its strategy, and these are reflected in the environmental, economic and social aspects of its day-to-day operations. Over the years it has built a strategy of Social Responsibility based on the topics of importance to Befimmo and its stakeholders.

Befimmo is convinced that, in time, a proactive approach leads to a strong position in terms of reputation, responsibility and hence better management of environmental, economic and social impacts; since 2008 it has gradually evolved from a qualitative environmental policy to a true, proactive corporate social responsibility policy, integrated into its overall strategy. Befimmo regards Social Responsibility as a part of that strategy, taking opportunities to improve its performance and create value in the medium and long term for all its stakeholders.

It recognises that effective governance over the long term requires a committed approach, designed to anticipate its risks, applying the precautionary principle, and to control its costs. Indeed, Befimmo is identifying the risks that could affect it and putting in place the necessary measures to anticipate those risks and limit their potential impact.

Befimmo maintains an ongoing dialogue with all its **stakeholders**, both internal and external. It undertakes to take account of their expectations in developing its strategy and to engage in an open dialogue and constructive consultation with them, with a view to **constantly improving** its Social Responsibility and its positioning as a responsible business and landlord.

-  **Responsible in its strategy** | *Befimmo aims to be a benchmark and to differentiate itself by innovating and integrating Social Responsibility into its overall strategy.*
-  **Accountable to its stakeholders** | *Befimmo proactively initiates unifying measures, with measured impacts designed to meet the expectations of its stakeholders. Befimmo seeks to strike a balance between the expectations of its stakeholders and the issues it regularly faces.*
-  **Responsibility extending beyond its own activities** | *Befimmo aims to look beyond its own activities by raising awareness and endeavouring to inspire all its stakeholders to achieve its qualitative and quantitative societal objectives.*
-  **Responsible to its team** | *Befimmo strives to be a responsible employer, attentive to the well-being of its team, while respecting and developing the Company's three core values: Professionalism, Commitment, Team Spirit.*
-  **Responsible in its communication** | *Befimmo acts with full transparency in a long-term perspective, paying special attention to the reliability of the reporting process and the rigour, accuracy and transparency of financial and non-financial communications.*



4 Pillars | 14 Priorities

Befimmo has identified **14 environmental, economic and social priorities**. These have been grouped into **4 pillars: Environment, The team, Tenants and Governance**.

For each of these priorities, Befimmo undertakes to take initiatives that are relevant to both its own interests and the society in which it operates. It responds to these priorities in terms of specific undertakings and measures, with long-term quantifiable and measurable objectives, which are detailed in the CSR Action Plan¹ prepared each year by the management and its team.

Environment

In view of the scale of its real-estate business, the main focus of Befimmo's Social Responsibility is on the environment. It is aware that the value of a building is no longer measured solely in terms of its intrinsic worth but also of other criteria related to sustainable development.

The external stakeholders have also broadly confirmed that this topic is the most important overall and want to see short-term action by Befimmo on the priorities related to the topic: **energy, environmental protection including pollution prevention, mobility and certification.**

Governance

Befimmo abides by the applicable legal requirements on governance and has devised a Code of Ethics setting out the values that are to govern relations with its stakeholders.

For the prevention of conflicts of interest and market abuse, Befimmo is governed by the applicable legal provisions as a listed company and a BE-REIT (SIR/GVV), and by the additional rules it has laid down in its corporate governance charter. Befimmo therefore imposes stricter requirements than the legislation where it deems appropriate.

The main priorities related to this topic are **dialogue and communication with stakeholders, observance of regulations, ethics, compliance and a responsible value chain.**

Tenants

Befimmo pays special attention to satisfying the occupants of its property portfolio. It aims to secure the loyalty of its tenants, firstly by offering them quality spaces in good locations, that are flexible, well-equipped, accessible, environmentally friendly and efficient and, secondly, by offering quality services to facilitate their everyday lives.

Satisfaction, the working environment, dialogue between the landlord and tenants, quality services and tenants' health and safety are priorities for Befimmo and are essential in the eyes of all its stakeholders.

The team

The involvement of the Befimmo team in Social Responsibility is crucial to the success of its global strategy. As well as the staff's day-to-day contribution, their awareness of and participation in conceptual work is an essential element for achieving the objectives set. By providing a pleasant working environment, Befimmo helps to stimulate exchange, creativity and motivation among the staff and enhances their commitment to the Company.

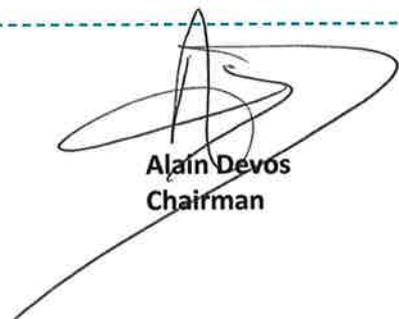
The main priorities identified in consultation with stakeholders related to this topic are **well-being, ethics and dialogue.**

For Befimmo SA

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Managing Director



Alain Devos
Chairman



¹ The Action Plan is available on Befimmo's website www.befimmo.be