



Silversquare Delta - Brussels decentralised

Our mission

Our mission is to provide real estate solutions for our clients, inspiration for our teams, and sustainable value to our shareholders.

The buildings we buy, renovate, build, or lease are here to last. Our strategy has always been to understand the office world we live in and to shape the changes ahead. Our mission is to be the everyday partner of our users in the new hybrid world of work.

Our mission is no longer simply to provide office spaces. Our users are choosing a partner, not just a building.

We are not simply experiencing change. We are changing experiences.

*WE ACTIVELY TRY TO HAVE A POSITIVE
IMPACT ON THE WORLD OF WORK,
WITH OUR 2030 ACTION PLAN AND
VIA OUR THREE COMMITMENTS:
– PROVIDE AND RETHINK WORKSPACES
– BE RESPONSIBLE
– TRANSFORM CITIES*

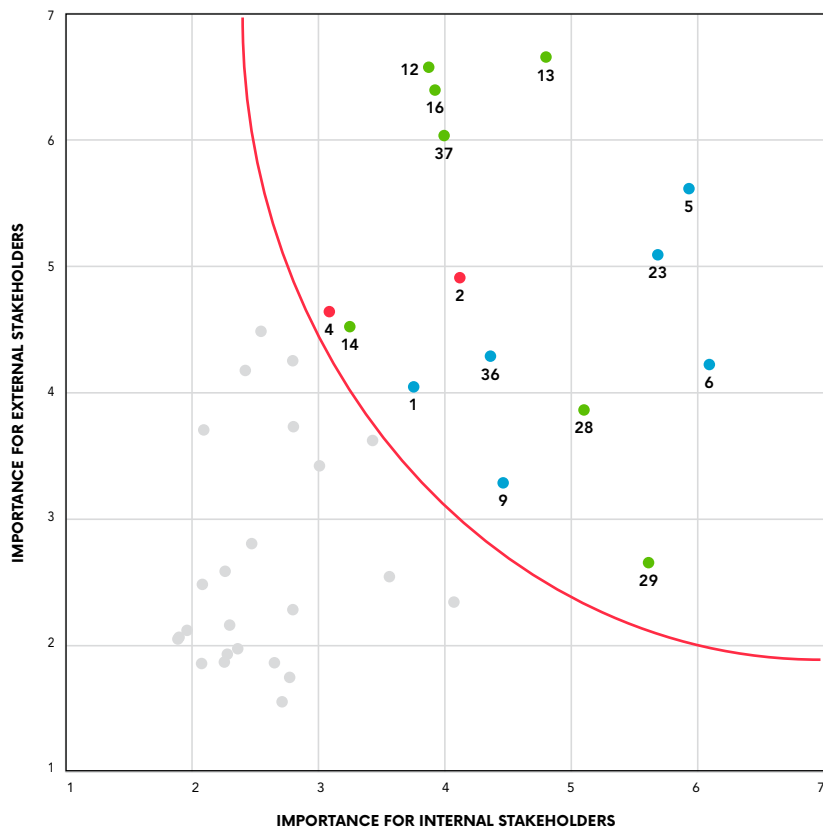
Context

ESG became a fully-integrated part of Befimmo's overall strategy in 2017. Following a comprehensive exercise, we created six strategic axes and adopted 15 of the 17 UN Sustainable Development Goals into our day-to-day business.

In 2020 we decided to challenge and improve our overall strategy by re-analysing the priorities of our external stakeholders, experts, management, and staff, and revisiting the priorities set out in our materiality matrix.

Our materiality matrix

The matrix allows us to identify and rank environmental, social and governance topics (ESG) according to the expectations of our stakeholders. The y-axis enumerates the importance to external stakeholders, and the x-axis represents the strategic importance for our team and Board of Directors. The top right-hand section therefore shows the short-term priorities shared by our external and internal stakeholders.



In this way, Befimmo has identified and prioritised **15 environmental, social and governance priorities which are grouped into 3 categories of commitments:**

PROVIDE AND RETHINK WORKSPACES

- 5 Safety & health of occupants
- 23 Communication with tenants and occupants
- 6 Comfort & well-being of occupants
- 36 Innovation
- 1 Architectural quality
- 9 Flexibility/Adaptability of the buildings

TRANSFORM CITIES

- 2 Mixed functions
- 4 Participation of stakeholders in the project development process

BE RESPONSIBLE

- 13 Energy consumption
- 12 Biodiversity
- 16 Circular economy
- 37 Integration of ESG challenges within the investment, management and risk control policy
- 28 Ethics and transparency
- 29 Dialogue employee/ employer
- 14 Water consumption



Nine of the SDGs are directly linked to the 15 priorities identified in our stakeholder surveys, and therefore to our three commitments. The other six SDGs that we follow are linked to other more specific Befimmo activities and can be consulted through the Sustainable Development Report.

Other topics with a lower short-term priority will be analysed and implemented in the medium and/or long term.

Our 2030 Action Plan

Our Action Plan has four levels.

Starting from the centre:

1. Stakeholders

Our external and internal stakeholders are the driving force for Befimmo's evolution and activities.

2. Commitments

PROVIDE AND RETHINK WORKSPACES

Befimmo needs to provide quality assets for its tenants, and build communities by offering facilitating services and extending the coworking network.

Provide quality assets

- Build flexible and adaptable buildings
- Improve comfort, security and safety
- Create innovative projects
- Obtain building certifications

Build and animate (tenant) communities

- Create and improve services
- Extend the coworking network and meeting opportunities

TRANSFORM CITIES

We are a major player in how cities are evolving and transforming, through the integration of open services for communities in our buildings and investment in better accessibility solutions.

Integrate the building into the city

Provide easily accessible buildings

BE RESPONSIBLE

Befimmo must be an example for others and act responsibly on environmental, social and governance issues.

Environmental criteria

- Combat climate change and its impact
- Adopt circular economy principles
- Make rational use of water
- Reduce pressure on biodiversity
- Promote sustainable procurement practices
- Reduce the environmental impact of the team

Social criteria

- Taking care of our team and the communities in which we operate

Governance criteria

- Behave ethically
- Communicate transparently

3. Means

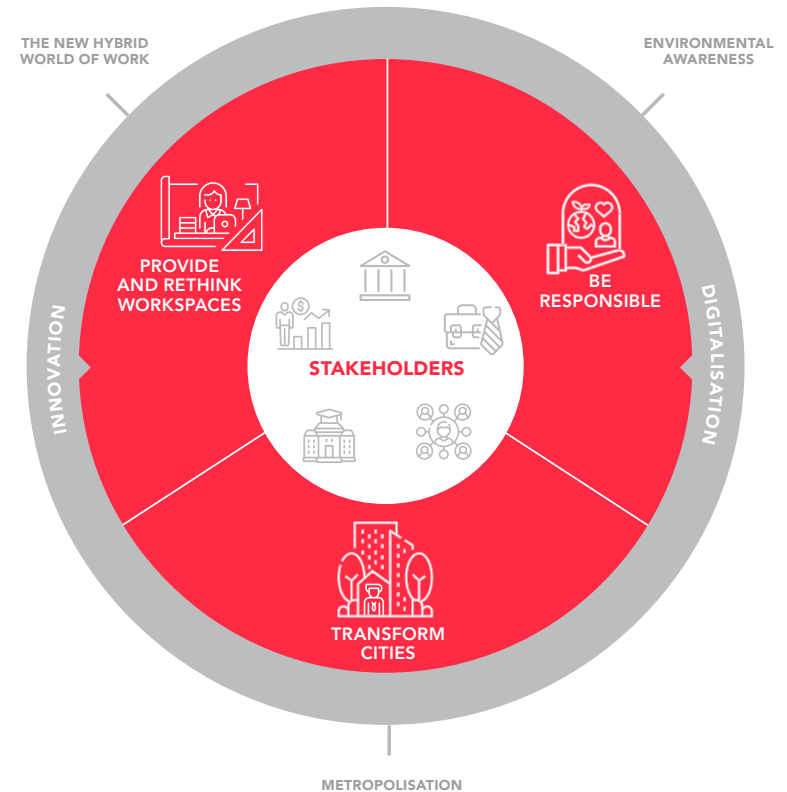
Digitalisation and innovation kept in mind throughout the entire process.

4. External trends and drivers

There are many forces that impact what we do at Befimmo.

We are the result of each and every one of them.





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ALL FOCUS AREAS ARE LINKED TO THE SUSTAINABLE DEVELOPMENT GOALS SET BY THE UNITED NATIONS

Our KPI's and targets¹

Provide and rethink workspaces

ESG	MAIN SDG'S	AMBITION	ACTION	RESULT 2019	RESULT 2020	OBJECTIVE	TIMEFRAME
S	 	Build and animate (tenant) communities	Extend the coworking network and meeting opportunities	16 800 m ²	28 000 m ²	51 800 m ² of coworking space in the Befimmo portfolio	2023
E,S	 	Provide quality assets	Build flexible and adaptable buildings	49%	50%	100% adaptable projects ²	2030
			Improve comfort, security and safety	1	1	0 incidents involving people	Continuous
				92%	81%	100% of inspections of fire, lifts, electricity and heating carried out	Continuous
			Promote sustainability, technical, and technological improvements	75%	78%	100% innovative projects ²	2025
			Obtain building certifications	97%	100%	100% certified projects ²	2030










Transform cities

ESG	MAIN SDG'S	AMBITION	ACTION	RESULT 2019	RESULT 2020	OBJECTIVE	TIMEFRAME
S		Integrate buildings into cities	Be in dialogue with different stakeholder groups	94%	97%	100% of projects ² carried out in dialogue with stakeholders	2021
			Open up buildings to the city and its community	94%	97%	100% of projects ² open to the city	2030
E		Provide easily accessible buildings	Invest near public transport hubs, Invest in mobility hubs if no public transport system is available	62%	67%	100% of the portfolio offers real mobility solutions	2030

1. For more detailed information please consult the Sustainability Report available on the Befimmo website as of 9 April 2021.

2. Projects: committed ongoing redevelopment projects.

Be responsible






ESG	MAIN SDG'S	AMBITION	ACTION	RESULT 2019	RESULT 2020	OBJECTIVE	TIMEFRAME
E	 	Combat climate change and its impacts	Reduce CO ₂ e emissions linked to energy consumption of the buildings	25.8 kg CO ₂ e/m ²	24.1 kg CO ₂ e/m ²	19.9 ¹ Kg CO ₂ e/m ²	2030
E		Adopt circular economy principles	Maintain existing elements and reuse material	96%	100%	100% of projects subject to an inventory of materials	Continuous
E,S,G		Promote sustainable procurement practices	Assess and assist suppliers in their efforts to comply with responsible purchasing requirements	6%	100%	100% of suppliers have been assessed on their ESG issues	2022
			Develop a concrete action plan to challenge our suppliers on ESG matters	-	Ongoing	Yes	2023
E		Make rational use of water	Reduce water consumption	266 l/m ²	213 l/m ²	226.5 l/m ²	2030
E		Reduce pressure on biodiversity	Study biodiversity management on various sites and manage the biodiversity of the corporate site	Ongoing	Ongoing	100% of recommended actions implemented	2020
E,S,G		Promote Befimmo's sustainable development thanks to investors aligned with our strategy and our ESG values	Validate and implement financing which falls within the green financial framework	No	No	Yes	2030
G		Substantially reduce corruption and bribery in all their forms	Develop a policy on and implement the process within the framework of the fight against money laundering and terrorism financing, on a proactive base	No	Yes	Yes	2021
S		Taking care of our team and the communities in which we operate	Promote participation to transverse working groups (innovation, Comité B+, LynX)	27%	56%	75% of the team participates in a transverse group	2030



WE JOINED THE BELGIAN ALLIANCE FOR CLIMATE ACTION (BACA) IN 2020, AN ALLIANCE OF ORGANISATIONS THAT TAKE THEIR CLIMATE AMBITIONS SERIOUSLY AND CHOOSE THE PATH OF SCIENCE-BASED TARGETS.

OUR TARGET IS TO REDUCE CO₂e EMISSIONS LINKED TO THE ENERGY CONSUMPTION OF OUR BUILDINGS TO 19.9 KG CO₂e/M² BY 2030 (-33% TO COMPARED TO THE REFERENCE YEAR 2016).

1. The change in the target value (19.9 kg CO₂e/m²) compared to the one given in the press release of 18 February 2021 (18.1 kg CO₂e/m²) is linked to a change made in methodology after the release was published. An alignment of the perimeters for calculating specific energy consumption (kWh/m²) and the related CO₂e emission intensity (kgCO₂e/m²) has been carried out. The calculations are now based on an identical perimeter that excludes buildings that (during the year) were acquired/disposed, were under construction, had a non-office function, had an occupancy rate < 50%, had incomplete consumption data. The alignment of the methodology was carried out retroactively, including for the reference year 2016. With an unchanged target (33% reduction in CO₂e/m² by 2030 compared to 2016), the change in the 2016 baseline has resulted in a change in the target value to be achieved in 2030 (from 18.1 kg CO₂e/m² to 19.9 kg CO₂e/m²).

ESG	MAIN SDG'S	AMBITION	ACTION	RESULT 2019	RESULT 2020	OBJECTIVE	TIMEFRAME
E	 	Reduce environmental impact of the team	Reduce paper use	83%	88%	100% electronic incoming invoices	2022
				24%	91%	100% electronic outgoing invoices	2022
			Reduce waste production	26 kg/FTE	10 kg/FTE	0 kg waste/FTE	2030
			Promote flexible and sustainable mobility Implement: - homeworking charter - mobility budget for alternative transportation solutions - pooled mobility solutions	10%	14%	40% of the team has changed its mobility	2025
G		Protect personal data	Analyse, supervise and solve questions linked to personal data management, with a view to proactive management of protection and integrity of this data (including ethical aspects)	75%	100%	100% of projects containing elements on personal data	Continuous
E,S,G		Communicate transparently	Conduct and continually improve communication in line with current reference standards.	- 2 voluntary assessments: GRESB, CDP - 1 extra assessment: MSCI - Gold Award for EPRA SBPR	- 2 voluntary assessments: GRESB, CDP - 1 extra assessment: MSCI - Gold Award for EPRA SBPR	- Min. 2 voluntary assessments - Gold Award for EPRA SBPR	Continuous
G		Create a digital signature	Develop the tool	No	Yes	Yes	2020