

PHILANTHROPY AND ASSOCIATIVE PARTNERSHIP POLICY¹

16 February 2022

I. INTRODUCTION

As a humane, responsible and civic company, this policy was established following the founding values of Befimmo: professionalism, commitment, setting an example, team spirit and humanity.

Given the numerous donation requests that Befimmo receives, it has drawn up the present policy with a view to provide a description of its commitment and to specify the terms thereof.

II. CHOICES OF ACTIVITIES AND PARTNERSHIPS

Keen to integrate Social Responsibility in the heart of its activity, Befimmo chooses to express this through the activity of its team at all levels. Befimmo invites the team members to play an individual or collective role towards society, by offering them specific measures to participate in the commitment of Befimmo through projects it supports.

Within this framework, Befimmo chooses to give a greater support to some social activities by providing time and team members instead of direct financial donations. Befimmo thus encourages its team to devote time to participate in actions it supports. As the case may be, Befimmo finances the participation of its team in these activities.

Corporate philanthropy gives every team member the power to impact their community in a meaningful way.

III. TYPES OF SUPPORT

Befimmo partners with social causes mainly through in-kind donations.

Befimmo supports these causes through three main ways:

- Volunteering: Team members donate their time for the common good and benefit of the community.
- Corporate donations campaigns: Team members work together and contribute their time, donations and services to the community.
- Global engagement campaigns: Team members work together with some of Befimmo's tenants and contribute their time, donations and services to a cause. These campaigns expand the reach of efforts, and strengthen the bond between Befimmo and its occupants.

¹ This document was drawn-up in French. In case of inconsistency between the French version and its translations, the French version will prevail.

Befimmo usually chooses to focus on smaller, locally effective charities, who directly impact the health and well-being of the local community.

IV. TYPES OF DONATION

There are two main types of donations that Befimmo can make to charities and social causes. These are:

- In-kind donations: charitable giving of goods and services.
Examples include:
 - providing clothing, food, office supplies and IT material
 - organising blood donations
 - passing on knowledge and support to encourage social and professional integration of vulnerable groups
- Financial donations: monetary donations from our global corporate philanthropy budget, only when a team effort has been made to earn the money.
Examples include:
 - participating in sport events like the 20 km through Brussels
 - organising a collective sport effort using an application to raise money

V. EXCLUSIONS

Befimmo receives donation requests on a regular basis. Within this framework, some of the requests are automatically excluded:

- Requests which are not in line with our philanthropy and associative partnership policy (see explanation above), i.e. which are not linked to the active participation of our team;
- Requests from organisations which are contrary to the Code of Ethics and policies adopted by Befimmo;
- Requests from political or religious organisations;
- Requests from organisations that discriminate based on age, sexual orientation, civil status, birth, wealth, religious or philosophical belief, political belief, trade union belief, language, current or future health condition, disability, physical or genetic characteristic, social origin, or any other legally protected classification.

VI. REQUESTS

If you think of a philanthropic or associative partnership with Befimmo, please send an email to contact@befimmo.be. All requests will be treated with the strictest confidentiality and an answer will be provided as soon as possible.