



ESG Policy¹

November 13, 2023

Befimmo's² priority is about offering integrated hybrid, sustainable work & life solutions answering to the major trends shaping already today, the world of tomorrow. In that context, Environmental, Social and Governance (ESG) aspects are natural extensions of Befimmo's corporate strategy, focused on creating value for all its stakeholders, both now and in the long-term.

The way the Company defines its ESG objectives and associated commitments translates this ambition. All ESG objectives are grouped into a global 2030 Action Plan reviewed and published annually, with regular updates and with a view to continuous improvement.

The Company is committed to operate in a responsible and sustainable way, in line with its values, and with regard to all its external and internal parties. Befimmo will make sure that its ESG strategy is applied throughout the entire value chain.

The ESG strategy upon which this policy is based is as follows:

| ENVIRONMENT | SOCIAL | GOVERNANCE |
|---|--|---|
| <ul style="list-style-type: none">▪ Contribute to climate change mitigation and to the objective of net zero greenhouse gas emissions by 2050▪ Contribute to climate change adaptation▪ Contribute to the sustainable use and protection of resources▪ Contribute to the transition to a circular economy▪ Contribute to pollution prevention and control | <ul style="list-style-type: none">▪ Take care of the Staff Members and the community and look after their well-being, health and safety▪ Foster a positive working environment based on respect for human rights, valuing diversity and zero tolerance in respect of discrimination, violence or harassment▪ Build and animate communities▪ Improve comfort, security and safety to achieve the | <ul style="list-style-type: none">▪ Adhere rigorously to good governance practices▪ Behave ethically by adhering to the highest ethical standards▪ Use ESG regulation to accelerate the sustainability transition▪ Adopt a due diligence strategy▪ Promote green financing opportunities▪ Maintain a transparent communication and an active engagement to |

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

² "Befimmo" and/or the "Company" refers to Befimmo Group SA (an institutional real estate investment fund under Belgian law also called "sicaif institutionnelle de droit belge investissant en biens immobiliers", with FIIIS status) and Befimmo Real Estate Group SRL and their subsidiaries within the meaning of article 1:15 of the Belgian Code of Companies and Associations.



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| <ul style="list-style-type: none">▪ Contribute to the protection and restoration of biodiversity▪ Use certification systems to deliver sustainable assets▪ Provide buildings accessible through sustainable transport systems▪ Create innovative and sustainable buildings▪ Reduce the environmental impact of the Staff Members | <p>objective of zero serious incidents</p> <ul style="list-style-type: none">▪ Integrate buildings into cities▪ Encourage the participation of Staff Members to support Befimmo's philanthropic projects | <p>ensure strong relationships with all stakeholders</p> |
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The notion of "Staff Member" within the meaning of this policy encompasses all employees (present, former or future, full-time, part-time or temporary, volunteers, interns), shareholders, members of the Executive Committee, members of the Board of Directors, as well as independent service providers and any person working under the supervision of contractors, subcontractors and suppliers supplying services to Befimmo. All Staff Members are responsible for ensuring this Policy and the procedures set forth herein.

The ESG strategy is further supported by a set of company policies published on the corporate website.

With a view to improving the quality and comparability of the information, Befimmo aligned its non-financial reporting with the Ten Principles of the UN Global Compact and the UN Sustainable Development Goals.

Specific key performance data is assured every year by a third-party. The ESG Report is the reference document for all above-mentioned information.

Oversight of ESG aspects and KPIs is provided by the ESG Cell. The Board of Directors has ultimate oversight of ESG risks and opportunities at a strategic level, alignment with business strategy and progress against most significant ESG commitments. The Staff Members in charge of the Sustainability & Innovation, Human Resources and Legal Corporate departments have a strategic and operational role in the day-to-day implementation of the ESG aspects.