



G R E S B
★ ★ ★ ★ ★ 2019

Befimmo SA

Befimmo SA

GRESB Benchmark Report 2019

DATE: 4 Sep 2019 4:08:34pm Wed UTC

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GRESB Partners

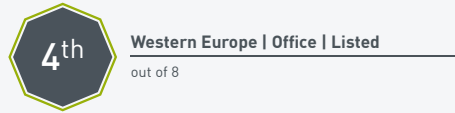
Global Partners	73
Premier Partners	73
Partners	73

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Participation & GRESB Score

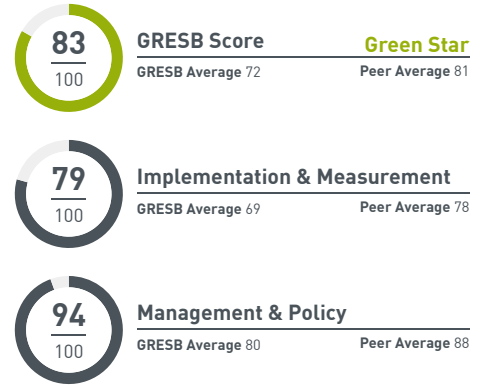
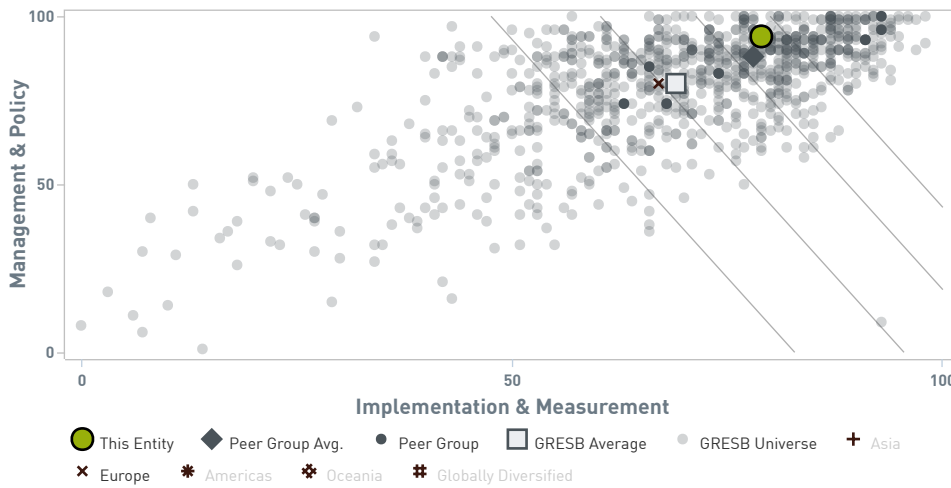


Peer Comparison

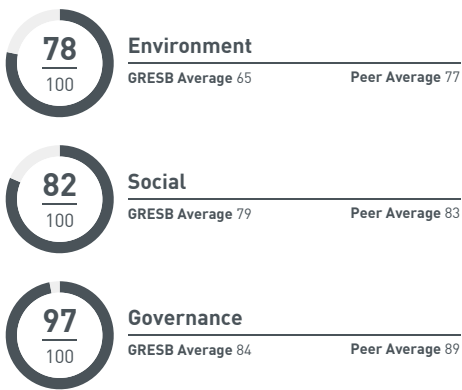


G R E S B
☆☆☆☆☆ 2019

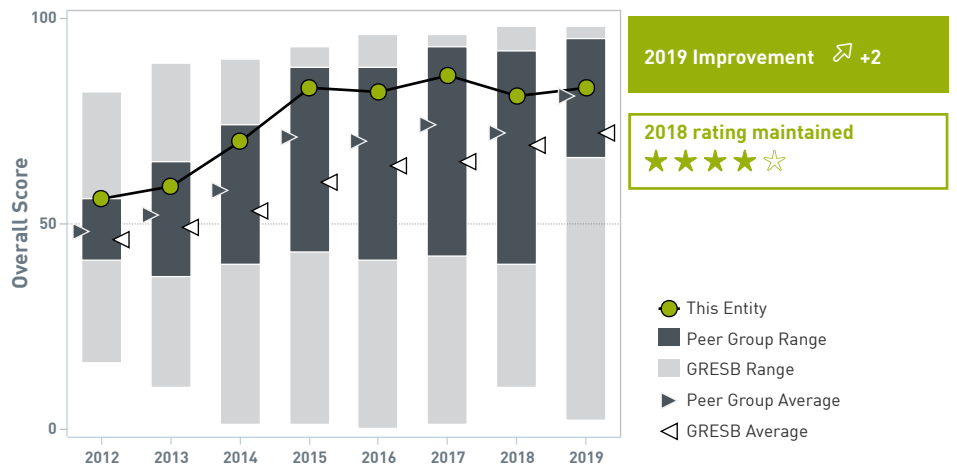
GRESB Model



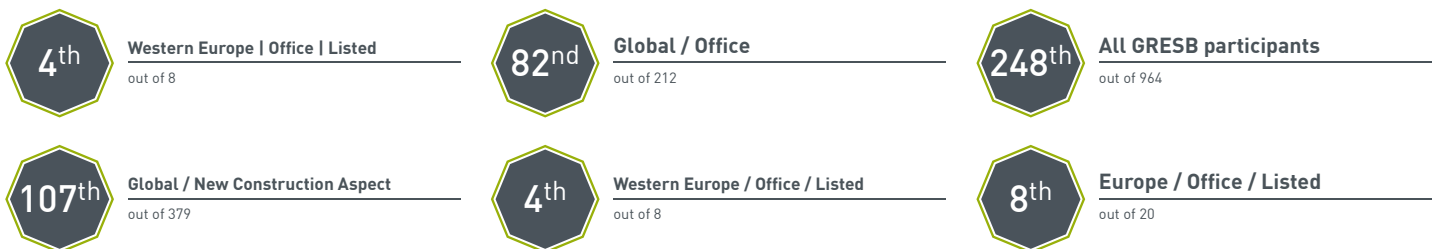
ESG Breakdown



Trend



Rankings



GRESB Aspects



Aspect Weight in GRESB Score	This Entity	Peer Group		GRESB
Management 7.9%	100	PEER 92 AVERAGE +3		GRESB 88 AVERAGE
Policy & Disclosure 9.4%	92	PEER 92 AVERAGE +5		GRESB 84 AVERAGE +2
Risks & Opportunities 12.9%	92	PEER 86 AVERAGE +8		GRESB 78 AVERAGE +6
Monitoring & EMS 8.6%	94	PEER 82 AVERAGE +7		GRESB 77 AVERAGE +3
Performance Indicators 25.2%	75	PEER 74 AVERAGE +7		GRESB 60 AVERAGE +4
Building Certifications 10.8%	80	PEER 70 AVERAGE +5		GRESB 55 AVERAGE +4
Stakeholder Engagement 25.2%	76	PEER 82 AVERAGE +12		GRESB 78 AVERAGE +7
New Construction & Major Renovations 0%	79	PEER 77 AVERAGE +14		GRESB 63 AVERAGE +6

Strengths & Opportunities

Strengths: Outperformed more than 80% of peers

Indicator	Score	Peer Average		
PI3.3	Water reuse and recycling - Office	0.34/0.5	0.12/0.5	86% of peers scored lower
SE1	Employee training	2/2	1.54/2	86% of peers scored lower
NC1	Sustainability strategy	1/1	0.21/1	86% of peers scored lower
NC4	Building materials attributes	1.5/2.5	0.54/2.5	86% of peers scored lower
NC6	Energy efficiency requirements	2.75/3	0.75/3	86% of peers scored lower
NC7.1	Renewable energy generated on-site	3/3	0.3/3	100% of peers scored lower
NC7.2	Design for net-zero energy standards	0.75/1	0.04/1	100% of peers scored lower
NC8	Water efficiency requirements	2/2	0.5/2	86% of peers scored lower
NC9	Waste management	2/2	0.46/2	86% of peers scored lower
NC10.2	Monitoring contractors' compliance	2/2	0.5/2	86% of peers scored lower
NC11	Occupant well-being	2/2	0.54/2	86% of peers scored lower
NC12.2	Occupational health and safety indicators	1/1	0.21/1	86% of peers scored lower
NC13	Socio-economic impact on community	1.5/1.5	0.29/1.5	86% of peers scored lower
NC14	Monitor impact on community	0.75/1.5	0.15/1.5	86% of peers scored lower

Opportunities: Outperformed by more than 80% of peers

Indicator	Score	Peer Average		
ME2	Data Management System (DMS)	3.25/4	3.86/4	86% of peers scored higher
PI5	Long-term reduction targets	2/3	2.71/3	86% of peers scored higher
BC2	Energy ratings - Office	1.5/3	2.46/3	86% of peers scored higher
SE9	Tenant fit-out and refurbishment program	0.25/3	2.21/3	86% of peers scored higher
SE11.2	Impact on community	0.5/1.5	1.43/1.5	100% of peers scored higher

Portfolio Impact



Impact Reduction Targets

Type	Long-term target	Baseline year	End year	2018 target	Portfolio coverage	Externally communicated
☁ GHG Intensity-based	33.0%	2016	2030	-	100.0	Yes
💧 Water Intensity-based	15.0%	2016	2030	-	100.0	Yes

Entity & Peer Group Characteristics

This Entity

Geography:	Belgium
Sector:	Office
Legal Status:	Listed
Total GAV:	\$3.04 Billion
Activity:	Management and development of assets
Reporting period:	Calendar Year

Peer Group (8 entities)

Peer Group Geography:	Western Europe
Peer Group Sector:	Office
Legal Status:	Listed
Average GAV:	\$6.35 Billion



Countries

[99%]	Belgium
[1%]	Luxembourg



Peer Group Countries

[52%]	France
[13%]	Netherlands
[13%]	Switzerland
[12%]	Belgium
[6%]	Germany
[4%]	United Kingdom
[<1%]	Luxembourg



Sectors

[100%]	Office
--------	--------



Peer Group Sectors

[94%]	Office
[2%]	Residential, Multi-family
[1%]	Retail, Warehouse
[1%]	Retail, Shopping Center
[1%]	Residential, Student Housing
[1%]	Retail, High Street
[<1%]	Hotel
[<1%]	Industrial, Manufacturing



Management Control

[60%]	Indirect
[40%]	Managed



Peer Group Management Control

[84%]	Managed
[16%]	Indirect

Peer Group Constituents

Peer Group Constituents

Befimmo SA	GECINA	Société Foncière Lyonnaise
CLS Holdings plc	NSI N.V.	Société de la Tour Eiffel
Cegereal	PSP Swiss Property	

GRESB offers a customized benchmarking solution so that you can compare your performance against any peer group

you choose. You are able to select specific peers by name (for listed entities), and/or choose from a range of peer group characteristics.

[Get your Customized Benchmark Report](#)

Validation

GRESB Validation

	Items	% accepted/ full points
All participant check All entities ✓ Text boxes, 'Other' answers, Table answers, Hyperlinks, Quantitative outliers		
Validation plus ✓ All entities MA5, PD1, PD5.1, R03.1, ME1, PI1.4, PI2.3, PI3.4, PI4.2, SE4.1, NC1, NC8, NC14		
Validation Interview Entity not selected Reporting boundaries, Supplemental questions		
Evidence	35	94%
'Other' answers	16	81%
Text boxes	3	67%
Table answers	1	0%
Total	55	87%

Validation items not accepted

- NC7.2** New Construction & Major Renovations | Energy Efficiency | NC7.2 | Yes | National/local government standard, specify

- PD5.1** Policy & Disclosure | Sustainability Disclosure | PD5.1 | Yes (multiple answers possible) | Stand-alone sustainability report(s) | Evidence Validation criteria ▼

- SE3** Stakeholder Engagement | Employees | SE3 | Yes | Other metrics

- SE11.2** Stakeholder Engagement | Community | SE11.2 | Yes | Other

Validation items partially accepted

- NC14** New Construction & Major Renovations | Community Impact and Engagement | NC14 | Yes | Evidence Validation criteria ▼

- SE10.2** Stakeholder Engagement | Tenants/Occupiers | SE10.2 | Yes Validation criteria ▼

Quantitative outliers excluded

None

Third Party Assurance, Verification and Checks

Question	Points	Data Review
PD5.2 Organization's section in annual report		Externally assured by Deloitte
PD5.2 Organization's stand-alone sustainability report		Externally assured by Deloitte
PI1.4 Energy consumption data	1/1	Externally assured by Deloitte
PI2.3 GHG emissions data	0.75/0.75	Externally assured by Deloitte
PI3.4 Water consumption data	0.75/0.75	Externally assured by Deloitte
PI4.2 Waste management data	0.75/0.75	Externally assured by DELOITTE

Management

POINTS: 11/11
WEIGHT: 7.9%

Intent and Overview

This Aspect focuses on how the organization integrates ESG into its overall business strategy. The purpose of this section is to (1) identify who in the participant organization is responsible for managing ESG issues and has decision-making authority; (2) communicate to investors how the entity structures management of ESG issues and (3) determine how ESG is embedded into the organization.

Sustainability Objectives

MA1 POINTS: 2/2

ESG Objectives

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
--------------------------------------	------	----------------------------------

Objective included

<input checked="" type="checkbox"/> General sustainability	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Environment	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Social	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Governance	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Health and well-being	86%	<div style="width: 86%;"></div>

Business strategy integration

Percentage of Peers



[100%] Fully integrated into the overall business strategy

The objectives are

<input checked="" type="radio"/> Public disclosure	100%	<div style="width: 100%;"></div>
--	------	----------------------------------

Please provide a hyperlink or a separate publicly available document

Evidence provided

[ACCEPTED]

https://www.befimmo.be/sites/default/files/imce/publications/plan_dactions_2019_resume_uk.pdf

http://www.befimmo.be/sites/default/files/imce/publications/plan_dactions_2018_en.pdf

<input type="radio"/> Not publicly available	0%	<div style="width: 0%;"></div>
--	----	--------------------------------

Communicate the objectives and explain how the objectives are integrated into the overall business strategy (maximum 250 words)



Befimmo conducted an analysis to identify the issues on which Befimmo's activities could have a positive or negative impact in connection with 15 of the 17 SDGs.

These issues were then challenged by a panel of experts (academic, political, real-estate, etc.), external stakeholders, staff, etc. meeting in a workshop or individually. Inspiring trips were organised for the property. In addition, Befimmo is continuing with its regular dialogue with all stakeholders.

These various points of view enabled us to review the strategy and define our priorities in six axes that reflect the way we view our business today and tomorrow: the world of work, integration into the city, dialogue, setting an example, mobility and use of resources. Objectives are set out in our action plan 2019 (see document before) for

each of the 6 axes.

The strategy is part of an innovation strategy aimed at integrating Social Responsibility into the core of the Company's everyday activities and translating it into sustainable development opportunities for all. Now, the principles of Social Responsibility are at the heart of the Befimmo strategy and are reflected in the Company's daily activities at the environmental, economic and social levels.

No 0%

MA2 POINTS: 3/3

Persons responsible for implementing ESG objectives

Percentage of Peers

Yes 100%

The individual(s) is/are

<input checked="" type="checkbox"/> Dedicated employee(s) for whom sustainability is the core responsibility	71%	<input type="text"/>
<input checked="" type="checkbox"/> Employee(s) for whom sustainability is among their responsibilities	100%	<input type="text"/>
<input checked="" type="checkbox"/> External consultants/manager • Deloitte	86%	<input type="text"/>
<input type="checkbox"/> Investment partners (co-investors/JV partners)	0%	<input type="text"/>

No 0%

Not applicable 0%

**Sustainability
Decision Making**

MA3 POINTS: 2/2

Sustainability taskforce or committee

Percentage of Peers

Yes 100%

Members are

<input checked="" type="checkbox"/> Asset managers	100%	<input type="text"/>
<input checked="" type="checkbox"/> Board of Directors	71%	<input type="text"/>
<input checked="" type="checkbox"/> External consultants • CO2 Logic	86%	<input type="text"/>
<input type="checkbox"/> Fund/portfolio managers	43%	<input type="text"/>
<input checked="" type="checkbox"/> Property managers	100%	<input type="text"/>
<input checked="" type="checkbox"/> Senior Management Team	100%	<input type="text"/>
<input type="checkbox"/> Other	43%	<input type="text"/>

No 0%

MA4 POINTS: 1/1

Decision-maker on sustainability

Percentage of Peers

Yes 100%

The individual is part of

Percentage of Peers



- [57%] Board of Directors
- [43%] Senior Management Team

Process of informing the decision-maker

🗨 At strategic level, the Social Responsibility team consists of 5 people including 3 Executive Officers: the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), the Chief Operating Officer (COO), the Head of Environmental Management and the Head of CSR & Innovation. This team, which meets quarterly, is responsible for developing and monitoring the CSR Action Plan, releasing sufficient resources, and actively participates in the annual Management Review of the ISO 14001 Environmental Management System. The Directors of Befimmo also take part in defining and approving budgets and taking major decisions on Social Responsibility, especially at the strategy meetings held each year and at the meetings scheduled every quarter when the results are published. At operational level, the Environmental Technical Team consists of 5 specialists with the task of improving the environmental performance of the portfolio. It meets regularly and its responsibilities include implementing the Social Responsibility Action Plan. These specialists include the Green Adviser who plays an important role monitoring the effectiveness of energy investments on the ground while ensuring a high level of comfort for tenants. The Head of CSR & Innovation, a member of the Social Responsibility Team, reports directly to the CEO. Her role is both strategic (developing CSR strategy, managing relations with stakeholders) and operational (coordinating and running CSR projects, managing the CSR Action Plan, acting as in-house consultant for other departments and encouraging staff to embrace change). The HRO works with the Head of CSR & Innovation and interacts with the Social Responsibility Team.

No 0%

MA5 POINTS: 3/3

ESG factors included in performance targets

Percentage of Peers

Yes 86%

Does performance on these targets have predetermined consequences?

Yes 71%





Financial consequences 71%

Non-financial consequences 29%

No 14%

Factors apply to

All employees 29%

<input type="checkbox"/> Board of Directors	43%	
<input checked="" type="checkbox"/> Senior Management Team	57%	
<input type="checkbox"/> Other	57%	
<hr/>		
Evidence provided		
<input type="radio"/> No	14%	 [ACCEPTED]

Policy & Disclosure

POINTS: 12/13

WEIGHT: 9.4%

Intent and Overview

The purpose of this section is to (1) describe the organization's ESG policies and (2) understand how the organization communicates its ESG performance. Institutional investors and other shareholders are primary drivers for greater sustainability reporting and disclosure among investable entities. Real estate companies and managers share how ESG policies and management practices are implemented, and how these practices impact the business through formal disclosure mechanisms. This Aspect focuses on the policies established to formally manage and communicate ESG issues to investors.

ESG Policies

PD1 POINTS: 3/3





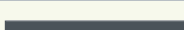


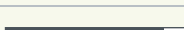
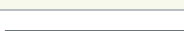
Policy on environmental issues

Percentage of Peers

Yes

100% 

Environmental issues included

<input type="checkbox"/> Biodiversity and habitat	71%	
<input checked="" type="checkbox"/> Climate/climate change adaptation	100%	
<input checked="" type="checkbox"/> Energy consumption/management	100%	
<input checked="" type="checkbox"/> Environmental attributes of building materials	71%	
<input checked="" type="checkbox"/> GHG emissions/management	100%	
<input checked="" type="checkbox"/> Resilience	43%	
<input checked="" type="checkbox"/> Waste management	86%	
<input checked="" type="checkbox"/> Water consumption/management	86%	
<input type="checkbox"/> Other	43%	

Evidence provided

 [PD1 - CSR Policy 2018.pdf](#)

[ACCEPTED]

 [PD1 - Action Plan 2018.pdf](#)

 [PD1 - Action plan 2019.pdf](#)

 [PD1 - Sheet use of resources.pdf](#)

No

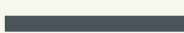
0% 

PD2 POINTS: 2/2


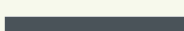

Policy on social issues

Percentage of Peers

Yes

100% 

Social issues included

<input checked="" type="checkbox"/> Child labor	86%	
<input checked="" type="checkbox"/> Diversity and equal opportunity	100%	
<input checked="" type="checkbox"/> Forced or compulsory labor	86%	
<input checked="" type="checkbox"/>		

<input type="checkbox"/>	Occupational safety (for employees)	100%	
<input checked="" type="checkbox"/>	Asset level safety (for tenants)	86%	
<input checked="" type="checkbox"/>	Employee health & well-being	71%	
<input checked="" type="checkbox"/>	Tenant/customer and community health & well-being	43%	
<input checked="" type="checkbox"/>	Labor-management relationships	57%	
<input checked="" type="checkbox"/>	Employee performance and career development	86%	
<input checked="" type="checkbox"/>	Stakeholder engagement	100%	
<input checked="" type="checkbox"/>	Worker rights	86%	
<input type="checkbox"/>	Other	0%	

Evidence provided

[ACCEPTED]

- [PD2 - Sheet on dialogue.pdf](#)
- [PD2 - Governance charter 2019.pdf](#)
- [PD2 - Governance charter 2018.pdf](#)
- [PD2 - Lettre UN Global Compact.pdf](#)
- [PD2 - Code of Ethics.pdf](#)
- [PD2 - Action Plan 2018.pdf](#)
- [PD2 - Annual Financial Report 2018.pdf](#)

No 0%

PD3 POINTS: 2/2

Policy on governance issues

Percentage of Peers

Yes 100%

Governance issues included

<input checked="" type="checkbox"/>	Bribery and corruption	100%	
<input checked="" type="checkbox"/>	Data protection and privacy	100%	
<input type="checkbox"/>	Employee remuneration	100%	
<input checked="" type="checkbox"/>	Executive compensation	86%	
<input type="checkbox"/>	Fiduciary duty	43%	
<input checked="" type="checkbox"/>	Fraud	100%	
<input type="checkbox"/>	Political contributions	29%	
<input checked="" type="checkbox"/>	Shareholder rights	86%	
<input checked="" type="checkbox"/>	Whistleblower protection	86%	
<input type="checkbox"/>	Other	0%	

Evidence provided

[ACCEPTED]

- [PD3 - Sheet Ethics.pdf](#)
- [PD3 - Governance charter 2019.pdf](#)
- [PD3 - Governance charter 2018.pdf](#)
- [PD3 - Dealing Code 2018.pdf](#)
- [PD3 - Action Plan 2018.pdf](#)
- [PD3 - Code of Ethics.pdf](#)

No 0%

PD4 Not scored

Diversity Percentage of Peers

Yes 100%

Diversity of the entity's governance bodies 100%

Diversity metrics

Age group distribution 71%

Board tenure 86%

Gender pay gap 29%

Gender ratio 100%
 Women: 50%
 Men: 50%

International background 43%

Racial diversity 0%

Socioeconomic background 29%

Diversity of the organization's employees 100%

Select all diversity metrics (multiple answers possible)

Age group distribution 57%
 Under 30 years old: 18%
 Between 30 and 50 years old: 64%
 Over 50 years old: 17%

Gender pay gap 71%

Gender ratio 100%
 Women: 50%
 Men: 50%

International background 29%

Racial diversity 14%

Socioeconomic background 29%

Provide additional context for the response (maximum 250 words)

☞ In the Team chapter of the Annual Financial Report 2018, graphs are setting out the composition of governance bodies (board of directors, management committee, management and other employees) and breakdown of employees by gender AND by age (p.108). Furthermore, the board tenure is set out in the chapter "Corporate governance" (p.121).

No 0%

Sustainability Disclosure

PD5.1 POINTS: 3/4

Disclosure of ESG performance

Percentage of Peers

Yes (multiple answers possible) 100%

Section in Annual Report 100%

Reporting level

Entity 100%

Investment manager 0%

Group 0%

Evidence provided

[PD5.1 - Annual Financial Report 2018.pdf](#)

[ACCEPTED]

Aligned with



[63%] EPRA Best Practice Recommendations in Sustainability Reporting, 2017

[13%] GRI Standards, 2016:

[12%] GRI Sustainability Reporting Guidelines, G4

[12%] Other

Stand-alone sustainability report(s) 86%

Reporting level

Entity 86%

Investment manager 0%

Group 0%

Evidence provided

[NOT ACCEPTED]

Aligned with



[63%] EPRA Best Practice Recommendations in Sustainability Reporting, 2017:

[13%] GRI Sustainability Reporting Guidelines, G4

[12%] Other

[12%] No answer provided

<input type="checkbox"/> Integrated Report	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Dedicated section on corporate website	86%	<div style="width: 86%;"></div>
Reporting level		
<input checked="" type="radio"/> Entity	86%	<div style="width: 86%;"></div>
<input type="radio"/> Investment manager	0%	<div style="width: 0%;"></div>
<input type="radio"/> Group	0%	<div style="width: 0%;"></div>
Evidence provided		
https://www.befimmo.be/en/csr/csr-befimmo		[ACCEPTED]
<input type="checkbox"/> Section in entity reporting to investors	86%	<div style="width: 86%;"></div>
<input type="checkbox"/> Other	29%	<div style="width: 29%;"></div>
<input type="radio"/> No	0%	<div style="width: 0%;"></div>

PD5.2 POINTS: 2/2

Third party review of ESG disclosure

Percentage of Peers

<input checked="" type="radio"/> Yes	86%	<div style="width: 86%;"></div>
--------------------------------------	-----	---------------------------------

Select all applicable options (multiple answers possible, selections must match answers in PD5.1)

<input checked="" type="checkbox"/> Section in Annual Report	86%	<div style="width: 86%;"></div>
<input type="checkbox"/> Externally checked by	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Externally verified by	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Externally assured by	71%	<div style="width: 71%;"></div>
<ul style="list-style-type: none"> Deloitte 		

using



<input checked="" type="radio"/> [50%] ISAE 3000:
<input type="radio"/> [25%] No answer provided
<input type="radio"/> [13%] Compagnie Nationale des Commissaires aux Comptes (CNCC)
<input type="radio"/> [12%] ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

<input checked="" type="checkbox"/> Stand-alone sustainability report	57%	<div style="width: 57%;"></div>
<input type="checkbox"/> Externally checked by	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Externally verified by	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Externally assured by	57%	<div style="width: 57%;"></div>
<ul style="list-style-type: none"> Deloitte 		

using



- [50%] ISAE 3000:
- [38%] No answer provided
- [12%] Compagnie Nationale des Commissaires aux Comptes (CNCC)

<input type="checkbox"/> Integrated Report	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Section in entity reporting to investors	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input type="radio"/> No	14%	<div style="width: 14%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

PD6 Not scored

Commitment to ESG leadership standards

Percentage of Peers

<input checked="" type="radio"/> Yes	43%	<div style="width: 43%;"></div>
ESG standards or groups		
<input type="checkbox"/> Institutional Investors Group on Climate Change (IIGCC)	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Montreal Pledge	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> PRI signatory	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> RE 100	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Science Based Targets initiative	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Task Force on Climate-related Financial Disclosures (TCFD)	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> UN Environment Programme Finance Initiative	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> UN Global Compact	43%	<div style="width: 43%;"></div>
<input type="checkbox"/> Other	14%	<div style="width: 14%;"></div>

Please provide applicable hyperlink

Evidence provided

http://www.befimmo.be/sites/default/files/gbl_quicklinks/lettre_un_global_compact_-_befimmo_29.04_8.pdf

<input type="radio"/> No	57%	<div style="width: 57%;"></div>
--------------------------	-----	---------------------------------

PD7.1 Not scored

Communication process for ESG-related incidents

Percentage of Peers

<input checked="" type="radio"/> Yes	86%	<div style="width: 86%;"></div>
Stakeholders		
<input checked="" type="checkbox"/>		

Investors	71%	
<input checked="" type="checkbox"/> Public	86%	
<input checked="" type="checkbox"/> Other stakeholders Board of Directors, Management Committee, Staff	43%	

Process

For the prevention of conflicts of interest, Befimmo is governed simultaneously by:

- the applicable legal provisions, common to listed companies, as per articles 523, 524 and 524ter of the Code of Company Law;
- a specific regime provided for by article 37 of the Law of 12 May 2014 on BE-REITs, which provides in particular for the obligation of prior notification to the FSMA of certain transactions planned with persons covered by that provision, to carry out such operations at normal market conditions and to make them public;
- and also by the additional rules specified in its charter of corporate governance.

These rules and their application in fiscal year 2018 are described in detail in the Annual Report 2018, pages 141 to 145 and in the Corporate Governance Charter.

This Charter embodies rules designed to prevent market abuses, applicable to the Directors, members of the Management Committee and staff of Befimmo, and anyone else who may have access to privileged information through their involvement in the preparation of a particular transaction. These rules have been supplemented by a code of conduct (the dealing code), intended to raise the awareness of the persons concerned of their principal obligations and to lay down internal procedures to be followed in that regard. The Dealing Code is laid down by the Board of Directors and all employees receive and sign a copy when taking up their post, as part of training provided by the Compliance Officer. The Dealing Code is updated regularly.

<input type="radio"/> No	14%	
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PD7.2 Not scored

Involvement in ESG-related incidents	Percentage of Peers
<input type="radio"/> Yes	0%
<input checked="" type="radio"/> No	100%

Risks &

Opportunities

POINTS: 16.6/18

WEIGHT: 12.9%

Intent and

Overview

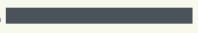
This Aspect investigates the steps undertaken by organizations to stay abreast of ESG related risks related to bribery and corruption, climate change, environmental legislation, market risks and other material ESG risks. The Aspect also addresses the actions taken to capitalize on identified improvement opportunities.

Governance


R01 POINTS: 1/1


Implementation of governance policies

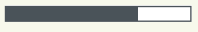
Percentage of Peers


Yes 100% 

Systems and procedures

Investment due diligence process 86% 

Employee training on governance issues 71% 

Regular follow-ups 71% 

When an employee joins the organization 57% 

Whistle-blower mechanism 57% 

Other 14% 

Evidence provided

 [RO1 - Sheet Ethics.pdf](#)

[ACCEPTED]

 [RO1 - Dealing Code 2018.pdf](#)

 [RO1 - Internal audit terms of references.pdf](#)

 [RO1 - Annual Financial Report 2018.pdf](#)


No 0% 

Not applicable 0% 

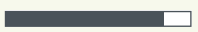
R02 POINTS: 2/2

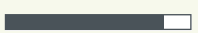
Governance risk assessments

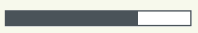
Percentage of Peers

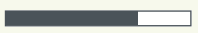
Yes 100% 

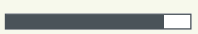
Issues included

Bribery and corruption 86% 

Child labor 86% 

Diversity and equal opportunity 71% 

Executive compensation 71% 

Forced or compulsory labor 86% 

<input checked="" type="checkbox"/> Labor-management relationships	57%	
<input checked="" type="checkbox"/> Shareholder rights	71%	
<input checked="" type="checkbox"/> Worker rights	86%	
<input type="checkbox"/> Other	0%	

Evidence provided [ACCEPTED]

- [RO2 - Sheet Ethics.pdf](#)
- [RO2 - Annual Financial Report 2018.pdf](#)
- [RO2 - Action Plan 2018.pdf](#)
- [RO2 - Lettre UN Global Compact.pdf](#)
- [RO2 - Code of Ethics.pdf](#)
- [RO2 - Governance charter 2019.pdf](#)
- [RO2 - Governance charter 2018.pdf](#)

<input type="radio"/> No	0%	
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Environmental & Social

R03.1 POINTS: 2/2

Risk assessments for new acquisition

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
--------------------------------------	------	--

Issues included

<input checked="" type="checkbox"/> Building safety and materials	100%	
<input checked="" type="checkbox"/> Climate change adaptation	57%	
<input checked="" type="checkbox"/> Contamination	100%	
<input checked="" type="checkbox"/> Energy efficiency	100%	
<input type="checkbox"/> Energy supply	86%	
<input type="checkbox"/> Flooding	86%	
<input checked="" type="checkbox"/> GHG emissions	86%	
<input checked="" type="checkbox"/> Health and well-being	71%	
<input type="checkbox"/> Indoor environmental quality	57%	
<input type="checkbox"/> Natural hazards	86%	
<input checked="" type="checkbox"/> Regulatory	86%	
<input type="checkbox"/> Resilience	43%	
<input checked="" type="checkbox"/> Socio-economic	29%	
<input checked="" type="checkbox"/>		

<input type="checkbox"/>	Transportation	86%	
<input checked="" type="checkbox"/>	Water efficiency	86%	
<input type="checkbox"/>	Waste management	57%	
<input type="checkbox"/>	Water supply	71%	
<input checked="" type="checkbox"/>	Other	14%	
	Environmental, building certification & Energy Ratings	[ACCEPTED]	
Evidence provided			
	RO3.1 - Sheet use of resources.pdf		[ACCEPTED]
	RO3.1 - Sheet world of work.pdf		
	RO3.1 - Sheet mobility.pdf		
	RO3.1 - Annual Financial Report 2018.pdf		
<input type="radio"/>	No	0%	
<input type="radio"/>	Not applicable	0%	

R03.2 POINTS: 2/2

Risk assessments for standing investments

Percentage of Peers

<input checked="" type="radio"/>	Yes	100%	
----------------------------------	-----	------	--

Issues included

<input checked="" type="checkbox"/>	Building safety and materials	71%	
	Percentage of portfolio covered: 100%		
<input type="checkbox"/>	Biodiversity	57%	
<input type="checkbox"/>	Climate change adaptation	43%	
<input checked="" type="checkbox"/>	Contamination	71%	
	Percentage of portfolio covered: 100%		
<input checked="" type="checkbox"/>	Energy efficiency	100%	
	Percentage of portfolio covered: 100%		
<input checked="" type="checkbox"/>	Energy supply	86%	
	Percentage of portfolio covered: 100%		
<input checked="" type="checkbox"/>	Flooding	57%	
	Percentage of portfolio covered: 100%		
<input checked="" type="checkbox"/>	GHG emissions	86%	
	Percentage of portfolio covered: 100%		
<input type="checkbox"/>	Health and well-being	71%	
<input type="checkbox"/>	Indoor environmental quality	71%	

<input type="checkbox"/> Natural hazards	57%	
<input checked="" type="checkbox"/> Regulatory Percentage of portfolio covered: 100%	71%	
<input type="checkbox"/> Resilience	43%	
<input type="checkbox"/> Socio-economic	43%	
<input checked="" type="checkbox"/> Transportation Percentage of portfolio covered: 65%	57%	
<input checked="" type="checkbox"/> Water efficiency Percentage of portfolio covered: 100%	100%	
<input checked="" type="checkbox"/> Waste management Percentage of portfolio covered: 65%	86%	
<input checked="" type="checkbox"/> Water supply Percentage of portfolio covered: 100%	71%	
<input type="checkbox"/> Other	29%	

Third-party standard used

<input type="radio"/> Yes	43%	
<input checked="" type="radio"/> No	57%	

Risk assessment outcomes

When managing its portfolio, the Company is exposed to environmental risks, notably in terms of pollution, soil, water, air (high CO2 emissions) and also noise pollution. It is also exposed to the risk of not achieving its targets for improving its environmental performance and of losing the certifications (BREEAM, ISO 14001, etc.) that it was received.

In view of its real-estate activity in the broad sense, if such risks were to materialise, the environment could sustain damage and Befimmo could also incur significant costs and suffer damage to its reputation with its stakeholders. The occurrence of an environmental risk could, in some cases, also have an adverse impact on the fair value of the portfolio.

[2] Level of implementation & [3] Risk mitigation:

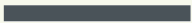

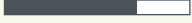
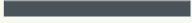

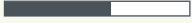

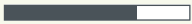

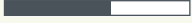





Befimmo adopts a responsible approach under which it has, for many years, aimed to take the necessary measures to reduce the environmental impact of the activities it controls and directly influences, such as, for its renovation and/or building projects, site checks, and for the operational portfolio compliance with the environmental permits. Furthermore, the implementation of its Environmental Management System, which is ISO 14001 compliant, allows it better to anticipate environmental risks at both strategic level (acquisitions, major renovations, etc.) and operational level (building maintenance, use of buildings, etc.).

It also devotes the necessary resources, both internal and external, to analysing its environmental performance and the potential for improvement, and ensuring compliance with the requirements associated with certifications obtained.

<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

Technical building assessments

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
Assessment type		
<input checked="" type="checkbox"/> Energy Efficiency	100%	
<input checked="" type="checkbox"/> In-house assessment Percentage of portfolio covered: 75%	71%	
<input checked="" type="checkbox"/> External assessment Percentage of portfolio covered: 56% <ul style="list-style-type: none"> • ICEDD • Deplasse & Associés 	100%	
Evidence provided		
<input checked="" type="checkbox"/> Water Efficiency	86%	
<input checked="" type="checkbox"/> In-house assessment Percentage of portfolio covered: 75%	57%	
<input checked="" type="checkbox"/> External assessment Percentage of portfolio covered: 10% <ul style="list-style-type: none"> • CES Building Engineering and Sustainable Development 	71%	
Evidence provided		
<input checked="" type="checkbox"/> Waste Management	71%	
<input type="checkbox"/> In-house assessment	43%	
<input checked="" type="checkbox"/> External assessment Percentage of portfolio covered: 20% <ul style="list-style-type: none"> • ROTOR asbl • MCA Recycling 	57%	
Evidence provided		
<input checked="" type="checkbox"/> Health & Well-being	71%	
<input checked="" type="checkbox"/> In-house assessment Percentage of portfolio covered: 1.3%	29%	
<input type="checkbox"/> External assessment	71%	
Evidence provided		
<input type="radio"/> No	0%	 [ACCEPTED]
<input type="radio"/> Not applicable	0%	

Energy efficiency measures

Percentage of Peers

Yes 100%

List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings MWh	Target ROI (%)
Wall/roof insulation	Wall and roof insulation	0%, <25%		
Building automation system upgrades/replacements	Building Management system	0%, <25%		
Building energy management systems upgrades/replacements	Telemonitoring system	≥75, ≤100%		
Installation of high-efficiency equipment and appliances	Condensation boilers/relighting/heat pumps	0%, <25%		
Installation of on-site renewable energy	Solar panels	≥25%, <50%		
Installation of on-site renewable energy	Cogeneration	0%, <25%		
Occupier engagement/informational technologies	IPMVP	0%, <25%		

Describe the entity’s strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the entity’s ESG objectives and/or targets. (maximum 250 words)

The energy performance of buildings plays a very important role in achieving Befimmo’s ambitious targets for reducing CO2e emissions by 2030. The forecasting model related for energy consumption confirms a 50% cut in emissions by 2030. This ambitious objective assumes a transition from the use of appliances burning fossil fuels to alternatives such as geothermal energy or electrically-powered equipment such as heat pumps. The use of this type of technology is expected to reduce energy consumption and CO2 emissions by 20 to 30% compared with a “traditional” solution in which all heating and cooling needs would be met by conventional installations (condensing boilers and chillers). Given this very positive outcome, Befimmo aims to carry out a new study in 2019 on the potential and the feasibility of developing new projects based on the geothermal principle in its existing portfolio. Befimmo also aims to limit its CO2e emissions, in particular by continuing to invest in renewable energy generation. Depending on the configuration of the buildings and any subsidies granted on account of their geographical situation, a study of the photovoltaic potential carried out in 2017 enabled Befimmo to identify a number of opportunities for projects to be implemented quickly, together with the technical and financial resources required. There is 3,854 m² of panels already installed. Furthermore, by the end of 2019, self-generation by all these installations should cover electricity needs equivalent to the annual consumption of some 150 households. A Payback time calculation is carried out in the majority of projects.

No 0%

Not applicable 0%

Water efficiency measures

Percentage of Peers

Yes 100%

List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings m ³	Target ROI (%)
On-site waste water treatment	Greywater re-use	0%, <25%		
Metering of water subsystems	Occupancy sensors	0%, <25%		
Reuse of storm water and/or grey water for non-potable applications	Rainwater collection	0%, <25%		

Category	Measure	% portfolio covered during the last 4 years	Estimated savings m ³	Target ROI (%)
Leak detection system	Telemonitoring	≥75, ≤100%		

Describe the entity's strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the entity's ESG objectives and/or targets. (maximum 250 words)

BB Befimmo regards water consumption as an important issue for the real-estate sector. As a responsible landlord of a large property portfolio, it feels a duty to be very mindful of the proper management and conservation of this resource.

It therefore pays particular attention in each of its development projects to incorporating water recovery systems, leak detection, and deploying low-consumption appliances, in particular following the guidelines for BREEAM certification and the quality standards it has devised in-house. At the end of 2018, water recovery systems (rainwater - grey water - boreholes) were installed in 18 Befimmo buildings out of a total of 116 in its portfolio, representing 18% of its total floor area. For each of its construction/renovation projects, Befimmo systematically considers implementing such systems on the basis of the Befimmo quality matrix. In 2018, some ten projects were studied, some of which were already in progress. Befimmo also aims to reduce the water consumption of its portfolio by 15% in relation to 2016 by 2030. It will keep monitoring consumption, replacing obsolete equipment high-performance equipment and raising awareness among users and maintenance companies. Depending on the objectives, such systems are usually accompanied (where possible) by telemonitoring. The Befimmo Green Adviser conducts detailed accounting and continuous monitoring using warning systems designed to optimise consumption and limit the impact of leaks. A Payback time calculation is carried out in the majority of projects.

<input type="radio"/> No	0%	<input type="text"/>
<input type="radio"/> Not applicable	0%	<input type="text"/>

R07 POINTS: 0.8/1

Waste management measures

Percentage of Peers

<input checked="" type="radio"/> Yes	86%	<input type="text"/>
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List the measures using the table below.

Category	Measure	% portfolio covered during the last 4 years	Estimated savings tonnes	Target ROI (%)
Waste management	Waste management contract	0%, <25%		
Recycling program	Reuse of materials	0%, <25%		
Waste management	Tenants and cleaning companies	0%, <25%		
Other:	Circular economy	0%, <25%		

Describe the entity's strategy for implementing efficiency measures (payback period, property type, scope, etc.) and the link to the entity's ESG objectives and/or targets. (maximum 250 words)

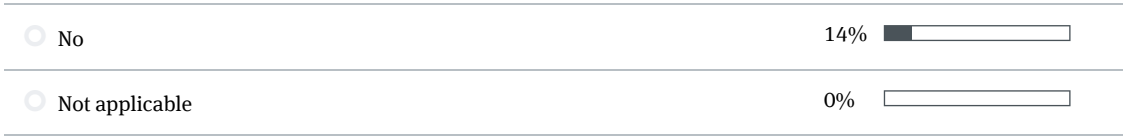
BB Befimmo continues to extend the waste management contract with an external service provider in order to improve waste management related to its operating portfolio. Concerning buildings under renovation/construction the contracts and the desired levels of BREEAM certification require contractors to be very strict in the management and traceability of waste produced by the sites. Manual workers and all stakeholders involved in the project are involved and educated in waste sorting. Waste management plans are drawn up by specialist consultancies while environmental coordinators are appointed in addition to the BREEAM coordinator to ensure proper waste management.

Regarding the outflow of materials, Befimmo is taking a circular-economy approach. For several years now, Befimmo has been assessing the quantities and treatment of building waste. However, Befimmo has seen a positive trend through recycling efforts made so far. Nearly 96% of construction-related waste is recovered. Construction-related waste can also be considered as a resource. Befimmo therefore intends to focus more on

the reuse of materials, which today accounts for only a small percentage. Reuse is currently organised in campaigns for dismantling building materials that can be reused in other projects.

Befimmo's cooperation with Rotor ASBL has enabled more than 156 tonnes of materials on 11 sites to be recovered since 2013. In order to measure and compare the overall societal impact of various construction or renovation scenarios,

Befimmo has chosen to take part in the Belgian governmental Totem initiative by testing the first version of the tool on one of its renovation projects.



Monitoring & EMS

POINTS: 11.3/12

WEIGHT: 8.6%

Intent and Overview


Real estate consumes significant amounts of energy and water, produces waste streams and generates GHG emissions, all of which have substantial environmental impact. Measuring and monitoring of consumption and generation is an important basis for reducing impact and improving environmental performance of buildings. This Aspect describes the processes the entity uses to support ESG implementation and performance monitoring.

Environmental Management Systems

ME1 POINTS: 3/3

Environmental Management System (EMS)

Percentage of Peers


<input checked="" type="radio"/> Yes	57%	<div style="width: 57%;"></div>
<input type="radio"/> EMS alignment	0%	<div style="width: 0%;"></div>
<input checked="" type="radio"/> EMS third-party certification	43%	<div style="width: 43%;"></div>
<ul style="list-style-type: none"> ISO (International Standards Organization) 		
<p>Percentage of Peers</p>  <ul style="list-style-type: none"> <input type="radio"/> [57%] No answer provided <input checked="" type="radio"/> [29%] ISO 14001 <input type="radio"/> [14%] EMAS (EU Eco-Management and Audit Scheme) 		
<input type="radio"/> The EMS is not aligned with a standard nor certified externally	14%	<div style="width: 14%;"></div>
<p>Evidence provided</p> <p>ME1 - Certification ISO 14001.pdf [ACCEPTED]</p> <p>ME1 - Action Plan 2018.pdf</p> <p>ME1 - Action plan 2019.pdf</p>		
<input type="radio"/> No	43%	<div style="width: 43%;"></div>

Data Management Systems






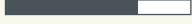
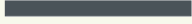


ME2 POINTS: 3.3/4

Data Management System (DMS)

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
<p>DMS Type</p> <p>Percentage of Peers</p>  <ul style="list-style-type: none"> <input type="radio"/> [71%] External system <input type="radio"/> [29%] Bespoke (custom) internal system developed by a third party <input checked="" type="radio"/> [<1%] Developed internally 		

Performance indicators included

<input checked="" type="checkbox"/>	Energy consumption Percentage of portfolio covered: 100%	100%	
<input checked="" type="checkbox"/>	GHG emissions/management Percentage of portfolio covered: 100%	86%	
<input type="checkbox"/>	Building safety	57%	
<input type="checkbox"/>	Indoor environmental quality	57%	
<input type="checkbox"/>	Resilience	43%	
<input checked="" type="checkbox"/>	Waste streams/management Percentage of portfolio covered: 95%	71%	
<input checked="" type="checkbox"/>	Water Percentage of portfolio covered: 100%	100%	
<input checked="" type="checkbox"/>	Other Energy & Breeam certification / EPB [ACCEPTED] Percentage of portfolio covered: 100%	43%	
<input type="radio"/>	No	0%	

Monitoring Consumption

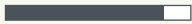
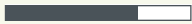


ME3 POINTS: 3/3

Monitoring energy consumption

Percentage of Peers

<input checked="" type="radio"/>	Yes Percentage of whole portfolio covered: 99%	100%	
----------------------------------	--	------	---

Monitoring type(s)

<input checked="" type="checkbox"/>	Automatic meter readings Percentage of the whole portfolio covered by floor area: 64%	86%	
<input checked="" type="checkbox"/>	Based on invoices Percentage of the whole portfolio covered by floor area: 43%	71%	
<input checked="" type="checkbox"/>	Manual-visual readings Percentage of the whole portfolio covered by floor area: 84%	29%	
<input checked="" type="checkbox"/>	Provided by the tenant Percentage of the whole portfolio covered by floor area: 65%	0%	
<input checked="" type="checkbox"/>	Other Consumption data from the distribution operators (network). [ACCEPTED]		

<input type="checkbox"/> No	0%	<input type="text"/>
<input type="checkbox"/> Not applicable	0%	<input type="text"/>

ME4 POINTS: 2/2

Monitoring water consumption

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<input type="text"/>
Percentage of whole portfolio covered: 94%		

Monitoring type(s)

<input checked="" type="checkbox"/> Automatic meter readings	71%	<input type="text"/>
Percentage of the whole portfolio covered by floor area: 37%		
<input checked="" type="checkbox"/> Based on invoices	71%	<input type="text"/>
Percentage of the whole portfolio covered by floor area: 22%		
<input checked="" type="checkbox"/> Manual-visual readings	43%	<input type="text"/>
Percentage of the whole portfolio covered by floor area: 79%		
<input checked="" type="checkbox"/> Provided by the tenant	0%	<input type="text"/>
Percentage of the whole portfolio covered by floor area: 35%		
<input checked="" type="checkbox"/> Other	0%	<input type="text"/>
Consumption data from the distribution operators (network). [ACCEPTED]		
Percentage of the whole portfolio covered by floor area: 0%		

<input type="checkbox"/> No	0%	<input type="text"/>
<input type="checkbox"/> Not applicable	0%	<input type="text"/>

ME5 Not scored

Monitoring waste production

Percentage of Peers

<input checked="" type="radio"/> Yes	86%	<input type="text"/>
Percentage of whole portfolio covered: 69.5%		

Monitoring type(s)

<input type="checkbox"/> Internal tracking	29%	<input type="text"/>
<input checked="" type="checkbox"/> Provided by haulers	71%	<input type="text"/>
Percentage of the whole portfolio covered by floor area: 69.5%		
<input type="checkbox"/> Provided by the tenant	14%	<input type="text"/>
<input type="checkbox"/> Other	0%	<input type="text"/>

Calculation methodology, limitations and assumptions



Calculation methodology: The percentage of portfolio covered is derived from the GLA of buildings from which we receive information on waste production.

<input type="radio"/> No	0%	<input type="text"/>
<input type="radio"/> Not applicable	14%	<input type="text"/>

Performance

Indicators

POINTS: 26.3/35

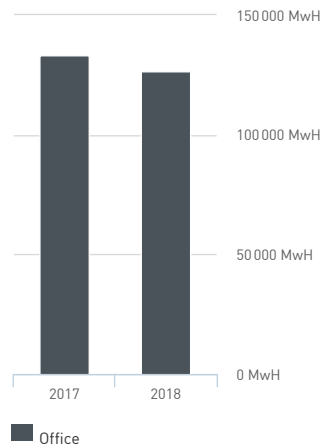
WEIGHT: 25.2%

Summary

Performance Highlights - Absolute Consumption

Energy Consumption

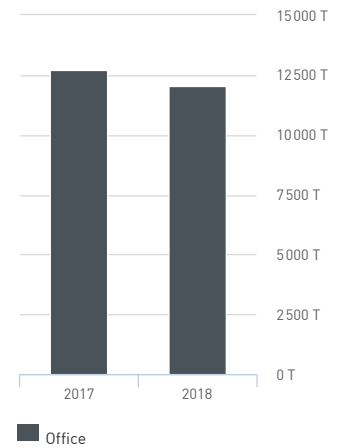
POINTS: 12.15/16.5



Externally **assured** by Deloitte.

GHG Emissions

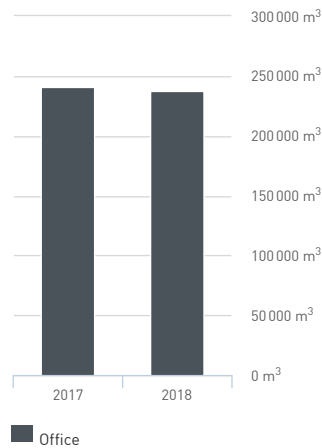
POINTS: 2.83/4.25



Externally **assured** by Deloitte.

Water Consumption

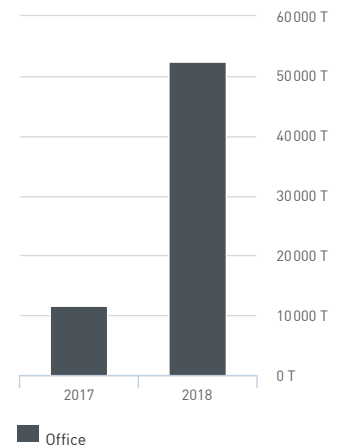
POINTS: 3.11/4.75



Externally **assured** by Deloitte.

Waste Management

POINTS: 3/3.25



Externally **assured** by DELOITTE.

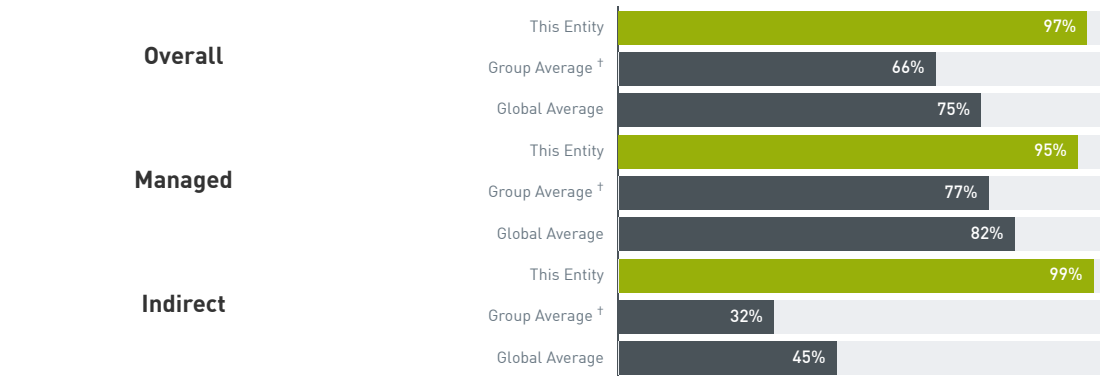
Impact Reduction Targets POINTS: 2/3

Type	Long-term target	Baseline year	End year	2018 target	Portfolio coverage	Externally communicated
GHG Intensity-based	33.0%	2016	2030	-	100.0	Yes
Water Intensity-based	15.0%	2016	2030	-	100.0	Yes

Energy Consumption

Office
(100.0% of GAV)

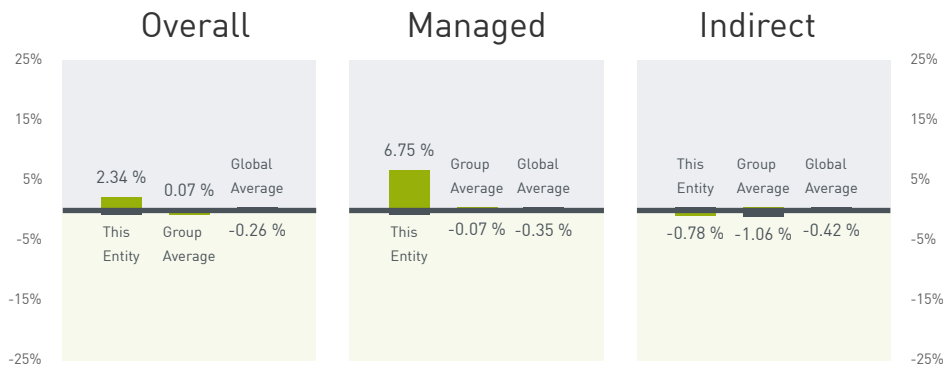
Data Coverage POINTS: 8/8



† Comparison Group: Office / Europe
Directly managed assets make up 40% of total assets for Befimmo SA.
Indirectly managed assets make up 60% of total assets for Befimmo SA.
Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 67% global. Managed assets: 92% group, 62% global. Indirectly managed assets: 66% group, 36% global.

Change in Like-for-like Energy Consumption between 2017-2018 POINTS: 0.9/2.5

Overall LFL Portfolio Data Coverage: 93.9%
Direct LFL Portfolio Data Coverage: 88.43%
Indirect LFL Portfolio Data Coverage: 97.55%



Comparison Group: Office / Europe
Directly managed assets make up 40% of total assets for Befimmo SA.
Indirectly managed assets make up 60% of total assets for Befimmo SA.

Impact of Change (Like-for-like)

Energy Consumption INCREASE

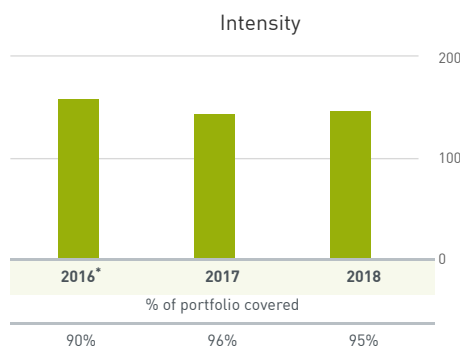
2799 MWh

Equivalent of:

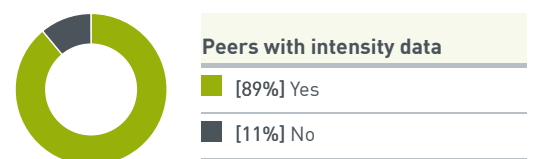
230 Homes

Asset level reporting POINTS: 0/1.5

Energy Consumption Intensities POINTS: 1.13/1.5

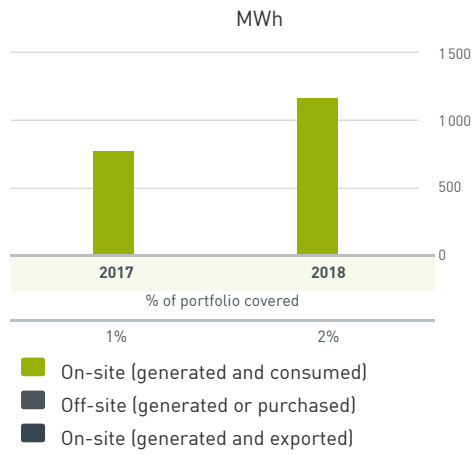


Peers with intensity data

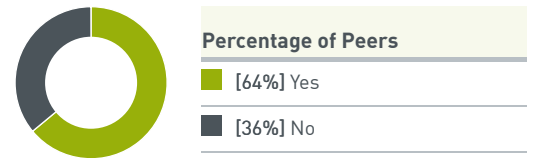


Comparison Group: Office / Europe

Renewable Energy POINTS: 2.13/3



Peers with renewable energy data



Comparison Group: Office / Europe

GHG Emissions

Office

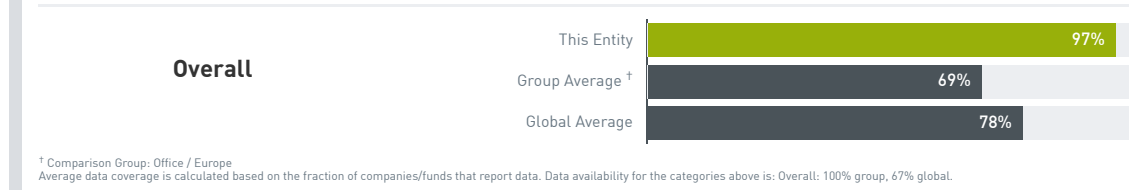
(100.0% of GAV)

Scope I	Scope II	Scope III	GHG Offsets
---------	----------	-----------	-------------

N/A	N/A	N/A	N/A
-----	-----	-----	-----

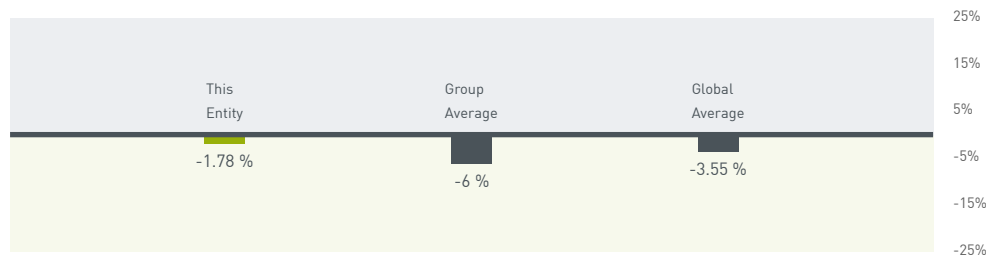
Calculation method: **Market-based method**
Inventory reporting boundary: **Operational control approach**

Data Coverage POINTS: 2/2



Change in Like-for-like GHG Emissions between 2017-2018 POINTS: 0.5/1

Overall LFL Portfolio Data Coverage: **73.64%**



Comparison Group: Office / Europe
Directly managed assets make up 40% of total assets for Befimmo SA.
Indirectly managed assets make up 60% of total assets for Befimmo SA.

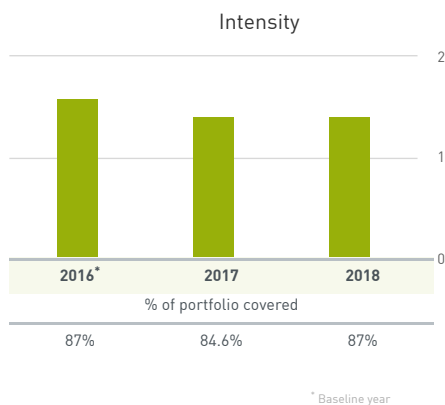
Impact of Change (Like-for-like)

GHG Emissions Reduction
-209 tonnes CO₂

Equivalent of:
44 Automobiles

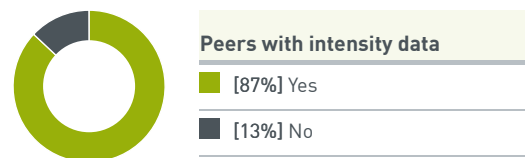
Asset level reporting POINTS: 0/0.5

GHG Emission Intensities POINTS: 0.38/0.75



Normalization factors applied in calculations:
None of the above

Peers with intensity data

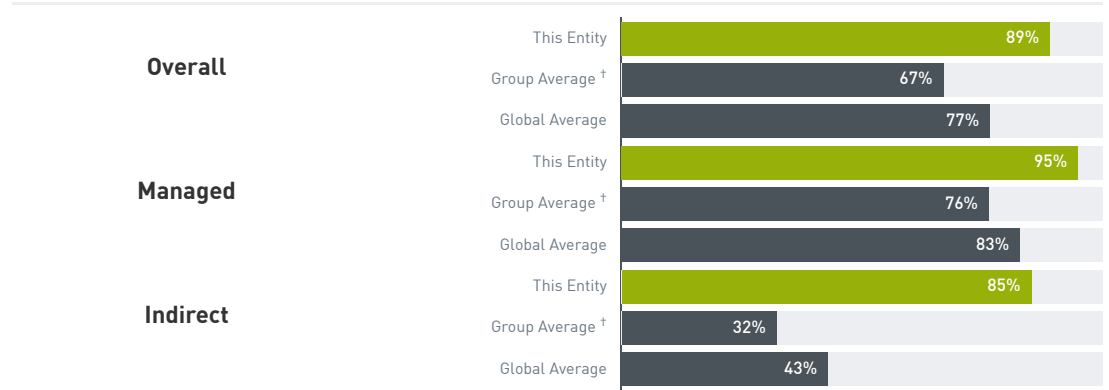


Comparison Group: Office / Europe

Water Use

Office
(100.0% of GAV)

Data Coverage POINTS: 2/2

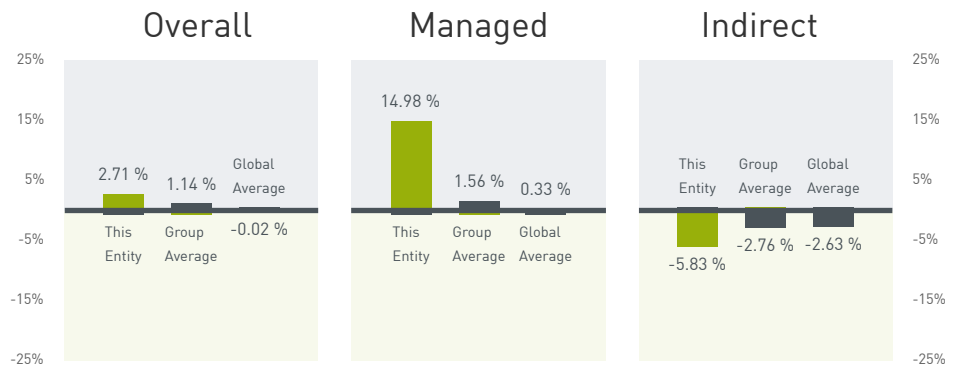


† Comparison Group: Office / Europe
Directly managed assets make up 40% of total assets for Befimmo SA.
Indirectly managed assets make up 60% of total assets for Befimmo SA.
Average data coverage is calculated based on the fraction of companies/funds that report data. Data availability for the categories above is: Overall: 100% group, 67% global. Managed assets: 92% group, 62% global. Indirectly managed assets: 66% group, 36% global.

Change in Like-for-like Water Use between 2017-2018

POINTS: 0.4/1

Overall LFL Portfolio Data Coverage: **84.54%**
Direct LFL Portfolio Data Coverage: **86.23%**
Indirect LFL Portfolio Data Coverage: **83.41%**



Comparison Group: Office / Europe
Directly managed assets make up 40% of total assets for Befimmo SA.
Indirectly managed assets make up 60% of total assets for Befimmo SA.

Impact of Change (Like-for-like)

Water Use INCREASE

4 948 m³

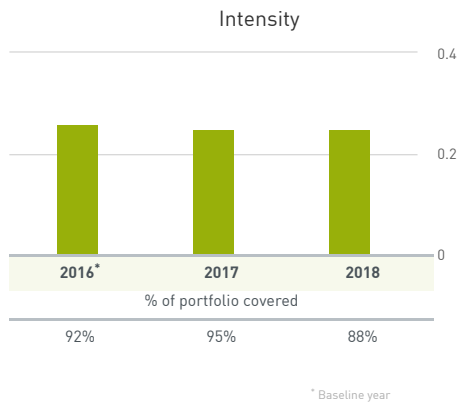


Equivalent of:

2 Olympic Swimming Pools

Asset level reporting POINTS: 0/0.5

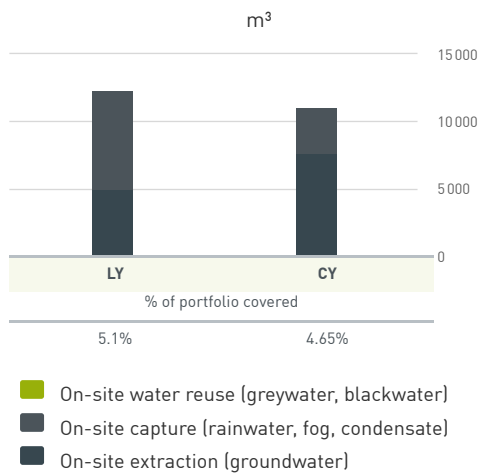
Water Use Intensities POINTS: 0.38/0.75



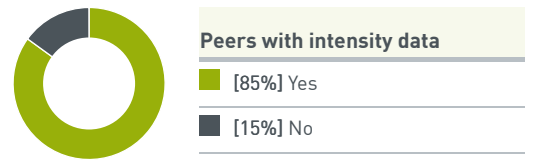
Normalization factors applied in calculations:
None of the above

Water reuse and recycling - Retail, High Street

POINTS: 0.34/0.5



Peers with intensity data

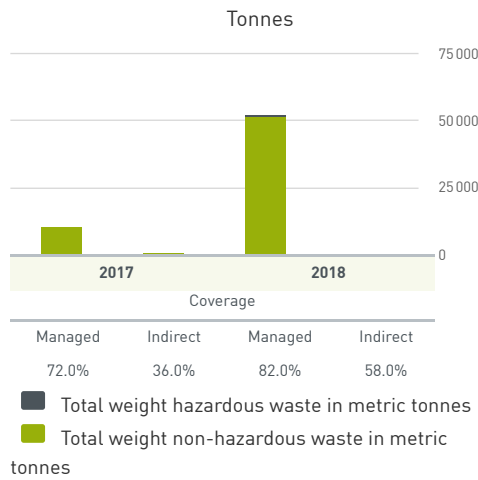


Comparison Group: Office / Europe

Waste Management

Office
[100.0% of GAV]

Waste Management



Peers with data



Percentage of Peers

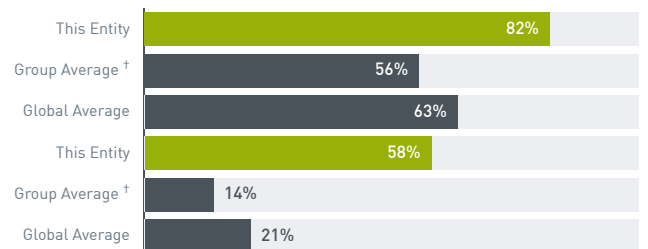
■ [82%] Yes
■ [18%] No

Comparison Group: Office / Europe

Data Coverage POINTS: 1.5/1.5

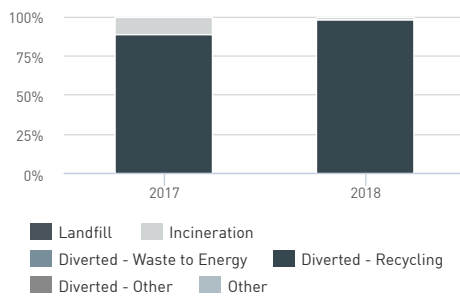
Managed

Indirect



† Comparison Group: Office / Europe
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Waste Streams POINTS: 1.5/1.5



Peers with data



Percentage of Peers

■ [82%] Yes
■ [18%] No

Comparison Group: Office / Europe

Asset level reporting POINTS: 0/0.25

Certifications & Energy Ratings

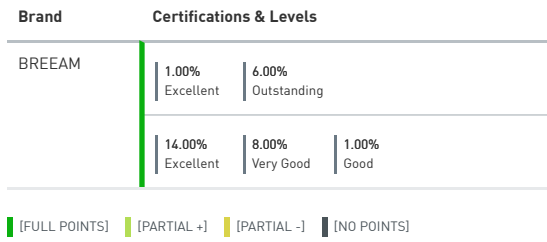
POINTS: 12/15
WEIGHT: 10.8%

Intent and Overview

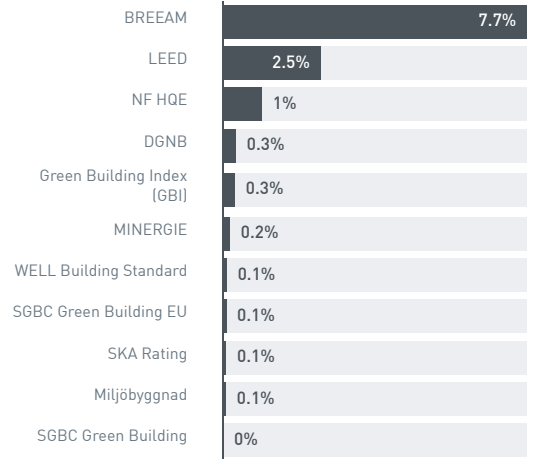
This Aspect assesses the entity's use of green building certifications and energy ratings. Publicly disclosed asset-level building certifications and ratings provide third-party verified recognition of sustainability performance in new construction, refurbishment and operations. Typically, building certifications affirm that individual assets are designed and/or operated in ways that are consistent with independently developed sustainability criteria.

Green building certificates:
time of construction

Coverage by Certification



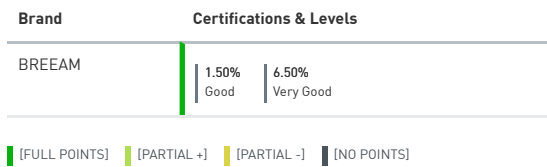
Comparison Group: Average Coverage by Brand



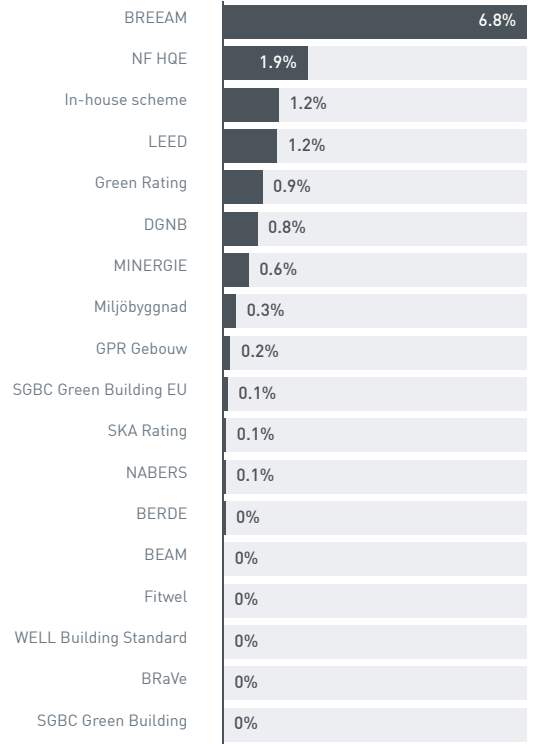
Comparison: Office / Europe

Green building certificates:
operational performance

Coverage by Certification



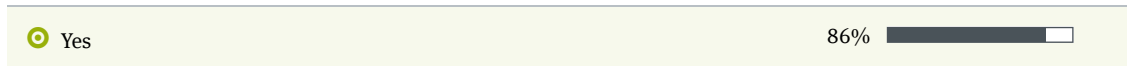
Comparison Group: Average Coverage by Brand



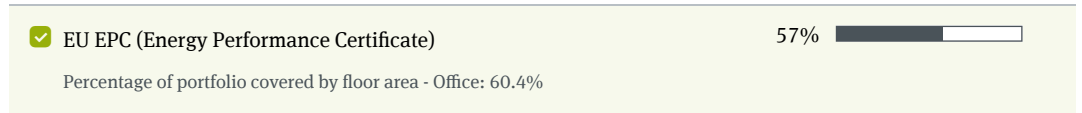
Comparison: Office / Europe







Energy ratings - Office

Percentage of Peers



Rating scheme(s) used



Country	% Coverage (within country)	Number of rated assets	Floor area weighted score	
			2017	2018
Belgium	60	51	256.84	248.07
Luxembourg	100	1	761.7	761.7
<input type="checkbox"/> NABERS Energy			0%	
<input type="checkbox"/> ENERGY STAR			0%	
<input type="checkbox"/> Government energy efficiency benchmarking			0%	
<input type="checkbox"/> Other			29%	
<input type="radio"/> No			14%	
<input type="radio"/> Not applicable			0%	

Stakeholder Engagement

POINTS: 26.6/35
WEIGHT: 25.2%

Intent and Overview

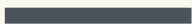
This Aspect focuses on engagement with employees, tenants, direct third-party suppliers and the community. Improving the sustainability performance of a real estate portfolio requires dedicated resources, a commitment from senior management and tools for measurement/management of resource consumption. It also requires the cooperation of other stakeholders, including tenants, suppliers, a participant's workforce and the local community. The Aspect identifies actions taken to engage with those stakeholders and to characterize the nature of the engagement.

Employees




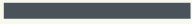


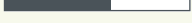
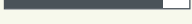


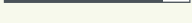

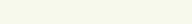
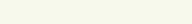





SE1 POINTS: 2/2

Employee training

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
Percentage of employees who received professional training: 100%		
Percentage of employees who received sustainability-specific training: 100%		

Sustainability-specific training focuses on the following elements (multiple answers possible)

<input checked="" type="checkbox"/> Training on environmental issues	100%	
<input type="checkbox"/> Contamination	43%	
<input checked="" type="checkbox"/> Greenhouse gas emissions	86%	
<input checked="" type="checkbox"/> Energy	100%	
<input type="checkbox"/> Natural hazards	43%	
<input checked="" type="checkbox"/> Regulatory standards	71%	
<input checked="" type="checkbox"/> Supply chain environmental impacts	57%	
<input checked="" type="checkbox"/> Waste	86%	
<input checked="" type="checkbox"/> Water	71%	
<input type="checkbox"/> Other	43%	
<input checked="" type="checkbox"/> Training on social issues	86%	
<input type="checkbox"/> Community social and economic impacts	14%	
<input checked="" type="checkbox"/> Safety	71%	
<input checked="" type="checkbox"/> Community safety	43%	
<input checked="" type="checkbox"/> Customer / tenant safety	71%	
<input checked="" type="checkbox"/> Employee safety	71%	
<input checked="" type="checkbox"/> Supply chain safety	14%	
<input checked="" type="checkbox"/> Health and well-being	57%	
<input checked="" type="checkbox"/> Community health and well-being	29%	

<input checked="" type="checkbox"/>	Customer / tenant health and well-being	57%	<div style="width: 57%;"></div>
<input checked="" type="checkbox"/>	Employee health and well-being	57%	<div style="width: 57%;"></div>
<input checked="" type="checkbox"/>	Supply chain health and well-being	14%	<div style="width: 14%;"></div>
<input type="checkbox"/>	Other	0%	<div style="width: 0%;"></div>
<input type="checkbox"/>	No	0%	<div style="width: 0%;"></div>

SE2.1 POINTS: 1/1.5

Employee satisfaction survey

Percentage of Peers

<input checked="" type="radio"/>	Yes	100%	<div style="width: 100%;"></div>
----------------------------------	-----	------	----------------------------------

Survey type

<input checked="" type="checkbox"/>	Internally	57%	<div style="width: 57%;"></div>
Percentage of employees covered: 100%			
Survey response rate: 89%			
<input type="checkbox"/>	By an independent third party	43%	<div style="width: 43%;"></div>

Evidence provided

[ACCEPTED]

Quantitative metrics included

<input checked="" type="radio"/>	Yes	86%	<div style="width: 86%;"></div>
----------------------------------	-----	-----	---------------------------------

Metrics include

<input type="checkbox"/>	Net Promoter Score	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/>	Overall satisfaction score	86%	<div style="width: 86%;"></div>
<input type="checkbox"/>	Other	0%	<div style="width: 0%;"></div>
<input type="radio"/>	No	14%	<div style="width: 14%;"></div>
<input type="radio"/>	No	0%	<div style="width: 0%;"></div>

SE2.2 POINTS: 1/1

Program(s) to improve employee satisfaction

Percentage of Peers

<input checked="" type="radio"/>	Yes	100%	<div style="width: 100%;"></div>
----------------------------------	-----	------	----------------------------------

Program elements

<input checked="" type="checkbox"/>	Development of action plan	86%	<div style="width: 86%;"></div>
<input checked="" type="checkbox"/>	Feedback sessions with Senior Management Team	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/>	Feedback sessions with separate teams/departments	86%	<div style="width: 86%;"></div>
<input type="checkbox"/>	Focus groups	71%	<div style="width: 71%;"></div>

<input checked="" type="checkbox"/> Other	Feedback session to the whole team.	[ACCEPTED]	0%	<input type="text"/>
<input type="checkbox"/> No			0%	<input type="text"/>
<input type="checkbox"/> Not applicable			0%	<input type="text"/>

SE3 POINTS: 0.5/0.5

Employee health and safety indicators


Percentage of Peers

<input checked="" type="radio"/> Yes			100%	<input type="text"/>
--------------------------------------	--	--	------	----------------------

Indicators monitored

<input checked="" type="checkbox"/> Work station and/or workplace checks	Percentage of employees: 100%		71%	<input type="text"/>
<input checked="" type="checkbox"/> Absentee rate	2.55		100%	<input type="text"/>
<input type="checkbox"/> Injury rate			57%	<input type="text"/>
<input checked="" type="checkbox"/> Lost day rate	0.1		71%	<input type="text"/>
<input checked="" type="checkbox"/> Other metrics	% of employees that are part-time employed Rate of other metric(s): 19	[NOT ACCEPTED]	43%	<input type="text"/>

Calculation method

 Absenteeism rate: ratio of the number of hours of short-term sickness (<30 days) to the total hours worked. [FULL POINTS]

Lost day rate: ratio of the number of hours lost due to occupational injury to the total number of hours scheduled to be worked by the workforce.

% of employees that are part-time employed: ratio of employees that are working under a part-time contract (including time credits). We consider openness to part-time work as a guarantee for our team members to adapt their work load to their specific private situation and allow them to have a better work/life balance.

In terms of work stations, Befimmo renewed all its offices at its head office ("Smart Ways Of Working") opening up the entire space in 2016. In 2018, a survey was launched to check where improvements could be made. This survey is now completed and a summary is made to get started on the improvements:

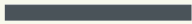
Befimmo already introduced some improvements like plants in its office space. We were not able to enclose a floor plan of our work stations as we cannot add evidence for this question.

<input type="checkbox"/> No			0%	<input type="text"/>
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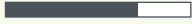

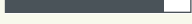

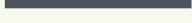



SE4.1 POINTS: 3/3

Sustainability-specific requirements in procurement






Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
--------------------------------------	------	--

Topics included

<input checked="" type="checkbox"/> Business ethics	57%	
<input checked="" type="checkbox"/> Environmental process standards	71%	
<input checked="" type="checkbox"/> Environmental product standards	86%	
<input checked="" type="checkbox"/> Human rights	86%	
<input checked="" type="checkbox"/> Human health-based product standards	57%	
<input checked="" type="checkbox"/> Occupational safety	100%	
<input type="checkbox"/> Health and well-being	43%	
<input type="checkbox"/> ESG-specific requirements for sub-contractors	57%	
<input type="checkbox"/> Other	0%	


Requirements apply to

<input checked="" type="checkbox"/> Contractors	100%	
<input checked="" type="checkbox"/> Property/asset managers	57%	
<input checked="" type="checkbox"/> Suppliers	100%	
<input checked="" type="checkbox"/> Supply chain (beyond 1 tier suppliers and contractors)	29%	
<input type="checkbox"/> Other	0%	

Evidence provided

- [SE4.1 - Sheet use of resources.pdf](#)
- [SE4.1 - Sheet Ethics.pdf](#)
- [SE4.1 - Annual Financial Report 2018.pdf](#)
- [SE4.1 - Code of Ethics.pdf](#)
- [SE4.1 - Responsible procurement charter.pdf](#)

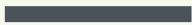
[ACCEPTED]

<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

SE4.2 Not scored

Supply chain engagement

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	
--------------------------------------	------	---

Engagement process

 Befimmo has integrated the principles of Social Responsibility into its strategy and day-to-day operations, as described in its CSR policy.

Befimmo is determined to further integrate the CSR approach into its supply chain, suppliers being an integral part of it. Therefore, a Sustainable Procurement Charter has been drafted and transmitted to its suppliers to

clearly communicate the commitments the Company expects from them. Each supplier is invited to accept the charter.

<input type="radio"/> No	0%	<input type="text"/>
<input type="radio"/> Not applicable	0%	<input type="text"/>

SE5.1 POINTS: 2/2

Monitoring sustainability requirements for property/asset managers

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<input type="text"/>
--------------------------------------	------	----------------------

Monitors compliance of

Percentage of Peers



- [57%] Both internal and external property/asset managers
- [43%] Internal property/asset managers

Methods used

<input checked="" type="checkbox"/> Checks performed by independent third party • LRQA	43%	<input type="text"/>
<input type="checkbox"/> Property/asset manager sustainability training	43%	<input type="text"/>
<input checked="" type="checkbox"/> Property/asset manager self-assessments	71%	<input type="text"/>
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by the organization's employees	86%	<input type="text"/>
<input checked="" type="checkbox"/> Require external property/asset managers' alignment with a professional standard Standard: ISO 14001 [ACCEPTED]	0%	<input type="text"/>
<input type="checkbox"/> Other	29%	<input type="text"/>

Evidence provided

[SE5.1 - Certification ISO 14001.pdf](#)

[ACCEPTED]

<input type="radio"/> No	0%	<input type="text"/>
<input type="radio"/> Not applicable	0%	<input type="text"/>

SE5.2 POINTS: 2/2

Monitoring sustainability requirements for external suppliers and/or service providers

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<input type="text"/>
--------------------------------------	------	----------------------

Methods used

<input checked="" type="checkbox"/> Checks performed by an independent third party	43%	
• ABV Environnement		
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by the organization's employees	86%	
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by external property/asset managers	57%	
<input type="checkbox"/> Require supplier/service providers' alignment with a professional standard	43%	
<input checked="" type="checkbox"/> Supplier/service provider sustainability training	29%	
<input type="checkbox"/> Supplier/service provider self-assessments	43%	
<input type="checkbox"/> Other	29%	
<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

SE6 Not scored

Grievance mechanisms

Percentage of Peers

<input checked="" type="radio"/> Yes	86%	
--------------------------------------	-----	--

Characteristics applicable

<input checked="" type="checkbox"/> Dialogue based	86%	
<input type="checkbox"/> Legitimate	29%	
<input type="checkbox"/> Accessible	57%	
<input type="checkbox"/> Improvement based	57%	
<input type="checkbox"/> Predictable	29%	
<input type="checkbox"/> Equitable	57%	
<input type="checkbox"/> Rights compatible	43%	
<input checked="" type="checkbox"/> Transparent	71%	
<input checked="" type="checkbox"/> Safe	43%	
<input type="checkbox"/> Other	0%	

Process available to

<input checked="" type="checkbox"/> Community	43%	
<input type="checkbox"/> Contractors	43%	
<input checked="" type="checkbox"/> Employees	71%	
<input type="checkbox"/> External property/asset managers	29%	

<input type="checkbox"/> Service providers	57%	
<input type="checkbox"/> Suppliers	57%	
<input type="checkbox"/> Supply chain (beyond tier 1 suppliers and contractors)	29%	
<input checked="" type="checkbox"/> Tenants	86%	
<input type="checkbox"/> Other	0%	
<input type="checkbox"/> No	14%	
<input type="checkbox"/> Not applicable	0%	

Tenants/Occupiers

SE7 POINTS: 2.9/4

Tenant engagement program(s)	Percentage of Peers
<input checked="" type="radio"/> Yes	100%
Engagement approach(es) include	
<input checked="" type="checkbox"/> Building/asset communication	100%
	<input type="radio"/> [50%] $\geq 75, \leq 100\%$ <input checked="" type="radio"/> [38%] $0\%, < 25\%$ <input type="radio"/> [12%] $\geq 25\%, < 50\%$
<input checked="" type="checkbox"/> Provide tenants with feedback on energy/water consumption and waste	86%
	<input type="radio"/> [63%] $\geq 75, \leq 100\%$ <input checked="" type="radio"/> [25%] $\geq 25\%, < 50\%$ <input type="radio"/> [12%] No answer provided
<input checked="" type="checkbox"/> Social media/online platform	43%
	<input type="radio"/> [50%] No answer provided <input type="radio"/> [25%] $\geq 25\%, < 50\%$ <input checked="" type="radio"/> [25%] $\geq 75, \leq 100\%$
<input checked="" type="checkbox"/> Tenant engagement meetings	100%



- [38%] ≥75, ≤100%
- [25%] 0%, <25%
- [25%] ≥25%, <50%
- [12%] ≥50%, <75%

Tenant events focused on increasing sustainability awareness 71%



- [50%] 0%, <25%
- [25%] No answer provided
- [13%] ≥25%, <50%
- [12%] ≥75, ≤100%

Tenant sustainability guide 57%



- [38%] No answer provided
- [25%] 0%, <25%
- [25%] ≥75, ≤100%
- [12%] ≥50%, <75%

Tenant sustainability training 14%

Other 29%

No 0%

SE8.1 POINTS: 2/3 Improvement

Tenant satisfaction survey

Percentage of Peers

Yes 100%

Survey type

Internally 29%

Percentage of tenants covered: 100%
Survey response rate: 32%

By an independent third party 86%

Quantitative metrics included

Yes 86%

Metrics include

Net Promoter Score 43%

Overall satisfaction score 71%

Satisfaction with communication 86%

Satisfaction with responsiveness 57%



<input type="checkbox"/>	Satisfaction with property management	57%	<div style="width: 57%;"></div>
<input checked="" type="checkbox"/>	Understanding tenant needs	57%	<div style="width: 57%;"></div>
<input type="checkbox"/>	Value for money	29%	<div style="width: 29%;"></div>
<input type="checkbox"/>	Other	14%	<div style="width: 14%;"></div>
<input type="radio"/>	No	14%	<div style="width: 14%;"></div>
<input type="radio"/>	No	0%	<div style="width: 0%;"></div>
<input type="radio"/>	Not applicable	0%	<div style="width: 0%;"></div>

SE8.2 POINTS: 1/1  Improvement

Improvement of tenant satisfaction


Percentage of Peers

<input checked="" type="radio"/>	Yes	100%	<div style="width: 100%;"></div>
----------------------------------	-----	------	----------------------------------

Program elements

<input checked="" type="checkbox"/>	Development of an asset-specific action plan	86%	<div style="width: 86%;"></div>
<input checked="" type="checkbox"/>	Feedback sessions with asset/property managers	86%	<div style="width: 86%;"></div>
<input checked="" type="checkbox"/>	Feedback sessions with individual tenants	57%	<div style="width: 57%;"></div>
<input type="checkbox"/>	Other	0%	<div style="width: 0%;"></div>

Program description

 Befimmo attaches great importance to the occupants and users of its property portfolio. It endeavours to retain its tenants by providing quality spaces that are easily accessible, with good environmental management and affordable. Befimmo has a team of motivated professionals (commercial and technical staff, managers, etc.), reporting to the Chief Operating Officer (COO), whose goal is to improve the quality of "customer service". Indeed, tenants' satisfaction, the dialogue between the landlord and tenant and their security and health are priorities for Befimmo and are essential in the eyes of all its stakeholders. Befimmo intends to invite its tenants to take part in its approach to achieve more sustainable development, and to that end proposes to organise biannual meetings between tenants, the Property Management and Befimmo's commercial department in order to inform tenants about the building they occupy, its technical operation, and the influence and role of each party in relation to environmental protection. An Environmental Cooperation Agreement, Building User Guide (BUG) and a welcome pack containing all useful contact details related to Befimmo will be systematically offered to new tenants. Furthermore, the integration of the Property Management business has made Befimmo the tenant's day-to-day contact point, and it therefore has more room to manoeuvre in raising its customers' awareness of these environmental issues.

<input type="radio"/>	No	0%	<div style="width: 0%;"></div>
<input type="radio"/>	Not applicable	0%	<div style="width: 0%;"></div>


SE9 POINTS: 0.3/3


Tenant fit-out and refurbishment program

Percentage of Peers

<input checked="" type="radio"/>	Yes	100%	<div style="width: 100%;"></div>
----------------------------------	-----	------	----------------------------------

Topics included

Fit-out and refurbishment assistance for meeting the minimum fit-out standards 86% 

Tenant fit-out guides 43% 




[50%] No answer provided

[25%] ≥50%, <75%

[13%] 0%, <25%

[12%] ≥75, ≤100%

Minimum fit-out standards are prescribed 71% 

Procurement assistance for tenants 57% 

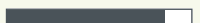
Other 0% 

No 0% 


SE10.1 POINTS: 2.5/3

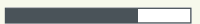
Sustainability requirements in standard lease contracts

Percentage of Peers

Yes 86% 


Topics included


Cooperation and works: 71% 

Environmental initiatives 71% 

Enabling upgrade works 43% 


Sustainability management collaboration 71% 


Premises design for performance 29% 


Managing waste from works 43% 


Social initiatives 14% 

Other 0% 

Management and consumption: 86% 


Energy management 86% 

Water management 86% 

Waste management 86% 

Indoor environmental quality management 29% 

Sustainable procurement 71% 

Sustainable utilities 14% 

<input type="checkbox"/>	Sustainable transport	43%	
<input checked="" type="checkbox"/>	Sustainable cleaning	29%	
<input type="checkbox"/>	Other	0%	
<input checked="" type="checkbox"/>	Reporting and standards:	86%	
<input checked="" type="checkbox"/>	Information sharing	86%	
<input type="checkbox"/>	Performance rating	86%	
<input type="checkbox"/>	Design/development rating	29%	
<input type="checkbox"/>	Performance standards	57%	
<input type="checkbox"/>	Metering	71%	
<input type="checkbox"/>	Comfort	43%	
<input type="checkbox"/>	Other	0%	
Evidence provided			
<input type="radio"/>	No	14%	[ACCEPTED]

SE10.2 POINTS: 0.5/1

Monitoring compliance with sustainability requirements in lease contracts

Percentage of Peers

<input checked="" type="radio"/>	Yes	71%	
----------------------------------	-----	-----	--

Monitoring compliance process

Befimmo proposes its tenants an environmental cooperation agreement related to each lease. After visiting private spaces, the Environmental Technical Team (ETT) suggests measures to the occupants for improving environmental performance of their private installations in line with the BREEAM standards followed by Befimmo. On the basis of a detailed analysis of private consumption and internal benchmarking, the ETT also suggests measures for cutting energy consumption and waste production. It also offers support, a telemonitoring and detailed reporting of environmental data for the rented premises. The environmental cooperation agreement is routinely offered to new tenants and to all existing tenants on a gradual basis. In 2018, Befimmo offered an environmental cooperation agreement for 4 buildings and 7 major tenants. It also plans to measure the positive impact of the process by inventorying savings and improvements brought about through close cooperation with tenants. It will continue to approach a number of existing tenants with the highest private electricity consumption and offer to help them reduce it. Meanwhile it will offer its cooperation and services systematically to all new tenants. [PARTIAL POINTS]

Within the lease contracts, environmental compliance is stated through paragraphs like: "The Lessee acknowledges being aware of the fact that the exploitation of the building, including the leased premises, is subject to an environmental permit. The Lessor is responsible for the obtaining of such permit, and, if applicable, for its extension and its renewal, it being understood that it is up to the Lessee to carry out all the steps in order to obtain or renew the necessary administrative permits (except for the environmental permit) relating to his activities, his equipments/installations or to his occupation of the building, without any involvement of the Lessor or recourse against him."

Due to the importance of this compliance monitoring, Befimmo included this as a potential risk in its Annual Financial Report 2018 - Chapter Risks:

DESCRIPTION OF RISK

The Company runs the risk that one or more of its properties does not immediately meet all the applicable new standards and regulations.

POTENTIAL IMPACT

Additional investments which entail higher costs for the Company and/ or delays in ongoing projects (renovations, etc.).

Fall in the fair value of a building.

The Company is liable for civil, administrative or criminal fines.

Liability of the Company for non-compliance (e.g. in case of fire for failing to comply with safety standards).

An adverse impact on the Company's reputation, business and results.

BEFIMMO'S POSITION

Introduce the necessary procedures to:

- anticipate new standards and regulations (legislative and regulatory watch),
- check the compliance of buildings newly acquired (technical due diligence) and in the portfolio (product manager in charge of regulatory compliance, checks on compliance with standards and regulations, notably related to the environment),
- bring the building concerned immediately into compliance by adopting these new standards and regulations (project management).

Tenants are made aware of their obligations in this regard by a clause in the standard lease.

<input type="radio"/> No	29%	<div style="width: 29%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

Community

SE11.1 POINTS: 2/3

Community engagement program

Percentage of Peers

<input checked="" type="radio"/> Yes	100%	<div style="width: 100%;"></div>
--------------------------------------	------	----------------------------------

Topics included

<input checked="" type="checkbox"/> Effective communication and process to address community concerns	100%	<div style="width: 100%;"></div>
<input checked="" type="checkbox"/> Enhancement programs for public spaces	71%	<div style="width: 71%;"></div>
<input type="checkbox"/> Employment creation in local communities	57%	<div style="width: 57%;"></div>
<input type="checkbox"/> Community health and well-being	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Research and network activities	86%	<div style="width: 86%;"></div>
<input type="checkbox"/> Resilience, including assistance or support in case of disaster	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Supporting charities and community groups	86%	<div style="width: 86%;"></div>
<input type="checkbox"/> Sustainability education program	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	14%	<div style="width: 14%;"></div>

Program description

 Befimmo aims to ensure that every building in its portfolio is harmoniously integrated in the neighbourhood in which it is located. Sustainable integration into the city is a recent topic, so no target has yet been set. However, an indicator was calculated for the second time in 2018, "Community Engagement", published by EPRA. The objective is to measure the percentage of buildings for which measures have been taken to open up to dialogue

with local communities. To calculate it, Befimmo takes account of the projects (m²) that it is supporting and setting up in the North district, and public announcements, surveys or consultations that it organises when making applications for environmental and urban planning permits. In fiscal year 2018, 27% of the consolidated portfolio was covered. The value of the indicator is notably directly related to and/or influenced by the number of permit applications that depend on ongoing and/or development projects. The teams are working to bring about this urban evolution.

<input type="radio"/> No	0%	<div style="width: 0%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

SE11.2 POINTS: 0.5/1.5

Impact on community	Percentage of Peers
<input checked="" type="radio"/> Yes	100% <div style="width: 100%;"></div>
Monitored areas of impact	
<input type="radio"/> Housing affordability	43% <div style="width: 43%;"></div>
<input type="radio"/> Impact on crime levels	29% <div style="width: 29%;"></div>
<input type="radio"/> Livability score	14% <div style="width: 14%;"></div>
<input type="radio"/> Local income generated	57% <div style="width: 57%;"></div>
<input checked="" type="radio"/> Local residents' well-being	86% <div style="width: 86%;"></div>
<input type="radio"/> Walkability score	86% <div style="width: 86%;"></div>
<input checked="" type="radio"/> Other	29% <div style="width: 29%;"></div>
<p>All projects are subject to public inquiry, announced by [NOT ACCEPTED] red panels placed in the neighbourhood. During 15 days communities have a chance to consult projects and submit remarks. They can also register to a 'Concertation Committee'.</p>	
<input type="radio"/> No	0% <div style="width: 0%;"></div>
<input type="radio"/> Not applicable	0% <div style="width: 0%;"></div>

Health and Well-being

SE12.1 POINTS: 2/2

Does the organization have a program in place for promoting health & well-being of employees?	Percentage of Peers
<input checked="" type="radio"/> Yes	100% <div style="width: 100%;"></div>
The program includes (multiple answers possible):	
<input checked="" type="radio"/> Needs assessment	86% <div style="width: 86%;"></div>

The organization monitors employee health and well-being needs through (multiple answers possible):

<input checked="" type="checkbox"/> Employee surveys on health and well-being	71%	
Percentage of employees: 100%		
<input checked="" type="checkbox"/> Physical and/or mental health checks	86%	
Percentage of employees: 100%		
<input checked="" type="checkbox"/> Other	0%	
EAP Employee Assistance Programme: offers each [ACCEPTED] employee personal support on a confidential basis and for free, on topics like stress issues, legal advice, sleeping disorder, etc.		
Percentage of employees: 100%		
<input checked="" type="checkbox"/> Goal setting	29%	
<input checked="" type="checkbox"/> Action	86%	
<input checked="" type="checkbox"/> Monitoring	57%	
Evidence provided		
<input type="radio"/> No	0%	[ACCEPTED]

SE12.2 Not scored

Does the organization take measures to incorporate the health & well-being program for employees described in SE12.1?

	Percentage of Peers	
<input checked="" type="radio"/> Yes	86%	
Select all applicable options (multiple answers possible)		
<input type="checkbox"/> Creation of goals to address:	43%	
<input checked="" type="checkbox"/> Action to promote health through:	86%	
<input checked="" type="checkbox"/> Acoustic comfort	71%	
<input checked="" type="checkbox"/> Biophilic design	71%	
<input checked="" type="checkbox"/> Physical activity	86%	
<input checked="" type="checkbox"/> Healthy eating	86%	
<input checked="" type="checkbox"/> Inclusive design	29%	
<input checked="" type="checkbox"/> Indoor air quality	86%	
<input checked="" type="checkbox"/> Lighting controls and/or daylight	71%	
<input checked="" type="checkbox"/> Physical and/or mental healthcare access	86%	
<input checked="" type="checkbox"/> Social interaction and connection	86%	
<input checked="" type="checkbox"/> Thermal comfort	86%	

<input checked="" type="checkbox"/> Water quality	57%	
<input type="checkbox"/> Other building design and construction strategy	0%	
<input checked="" type="checkbox"/> Other building operations strategy Services offered to the occupants of the building, such as delivery boxes for parcels, electrical bikes at disposal, etc.	0%	
<input checked="" type="checkbox"/> Other programmatic intervention Gymlib: access to a multiple sport centers affiliated to Gymlib (co-financed by Befimmo)	0%	
<input checked="" type="checkbox"/> Monitor outcomes by tracking:	86%	
<input checked="" type="checkbox"/> Environmental quality	57%	
<input checked="" type="checkbox"/> Program performance	14%	
<input checked="" type="checkbox"/> Population experience and opinions	57%	
<input checked="" type="checkbox"/> Other Absentee rate, turnover, injury rate, exit interviews of people leaving the company	14%	
<input type="checkbox"/> No	14%	

SE13.1 POINTS: 1.5/1.5

Does the entity have a program in place for promoting health & well-being through its real estate assets and services?

	Percentage of Peers
<input checked="" type="radio"/> Yes	100%
The program includes (multiple answers possible):	
<input checked="" type="checkbox"/> Needs assessment	71%
<input checked="" type="checkbox"/> Goal setting	43%
<input checked="" type="checkbox"/> Action	100%
<input checked="" type="checkbox"/> Monitoring	57%
Evidence provided	
<input type="radio"/> No	0%

SE13.2 Not scored

Does the entity take measures to incorporate the health & well-being program through its real estate assets and services described in SE13.1?

	Percentage of Peers
<input checked="" type="radio"/> Yes	86%

Select all applicable options (multiple answers possible)

<input checked="" type="checkbox"/> Creation of goals to address:	29%	
<input checked="" type="checkbox"/> Mental health and well-being	14%	
<input checked="" type="checkbox"/> Physical health and well-being	29%	
<input checked="" type="checkbox"/> Social health and well-being	14%	
<input type="checkbox"/> Other	0%	
<input checked="" type="checkbox"/> Action to promote health through:	71%	
<input type="checkbox"/> Acoustic comfort	71%	
<input type="checkbox"/> Biophilic design	57%	
<input checked="" type="checkbox"/> Physical activity	57%	
<input checked="" type="checkbox"/> Healthy eating	43%	
<input type="checkbox"/> Inclusive design	29%	
<input type="checkbox"/> Indoor air quality	71%	
<input type="checkbox"/> Lighting controls and/or daylight	71%	
<input type="checkbox"/> Physical and/or mental healthcare access	29%	
<input checked="" type="checkbox"/> Social interaction and connection	71%	
<input type="checkbox"/> Thermal comfort	71%	
<input checked="" type="checkbox"/> Water quality	71%	
<input checked="" type="checkbox"/> Other building design and construction strategy	0%	
<p>Befimmo has introduced a sustainable procurement policy for the incoming flow of materials. In order to include environmental criteria consistently across all procurement procedures, in 2017 Befimmo reviewed its minimum technical criteria and incorporated them into a quality matrix. Consolidated in a database, it serves as a quality reference for Befimmo buildings. The matrix is inspired by relevant references such as BREEAM and is the outcome of cooperation between Befimmo's various property divisions (Commercial Management, Environmental Management, Property Management, Services & Facilities, and Project Development). It enables the technical requirements in terms of design, operation, comfort and wellbeing also to guarantee energy performance and minimise the environmental impact of materials</p>		
<input type="checkbox"/> Other building operations strategy	0%	
<input type="checkbox"/> Other programmatic intervention	0%	
<input checked="" type="checkbox"/> Monitor outcomes by tracking:	71%	
<input checked="" type="checkbox"/> Environmental quality	57%	
<input checked="" type="checkbox"/> Program performance	43%	
<input checked="" type="checkbox"/> Population experience and opinions	57%	



New Construction & Major Renovations

POINTS: 29.3/37
WEIGHT: 0%

Intent and Overview

This Aspect addresses the entity's efforts to address ESG-issues during the design, construction, and renovation of buildings. The built environment has a significant impact on ecological systems as well as the health, safety and welfare of communities. In addition, construction activities consume resources such as water and natural materials, while the construction process generates large quantities of waste. Integrating sustainability into construction activities can help mitigate this negative impact, and at the same time improve the environmental efficiency of buildings in the operational phase. By implementing sustainable best practices in construction activities, organizations can also positively impact local communities.

Sustainability Requirements

NC1 POINTS: 1/1

Sustainability strategy	Percentage of Peers
<input checked="" type="radio"/> Yes	29%
Topics included	
<input type="checkbox"/> Biodiversity and habitat	29%
<input checked="" type="checkbox"/> Climate/climate change adaptation	29%
<input checked="" type="checkbox"/> Energy consumption/management	29%
<input checked="" type="checkbox"/> Environmental attributes of building materials	29%
<input checked="" type="checkbox"/> GHG emissions/management	29%
<input checked="" type="checkbox"/> Green building certifications	29%
<input type="checkbox"/> Building safety	29%
<input checked="" type="checkbox"/> Health and well-being	29%
<input checked="" type="checkbox"/> Location and transportation	29%
<input type="checkbox"/> Resilience	14%
<input checked="" type="checkbox"/> Supply chain	29%
<input checked="" type="checkbox"/> Water consumption/management	29%
<input checked="" type="checkbox"/> Waste management	29%
<input type="checkbox"/> Other	14%
Public disclosure	
<input checked="" type="radio"/> Publicly available	29%
Please provide a hyperlink or a separate publicly available document	
Evidence provided	
[ACCEPTED]	
https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annual_financial_report_2018...	
NC1 - Sheet use of resources.pdf	
<input type="radio"/> Not publicly available	0%

Communicate the objectives and explain how the objectives are integrated into the overall business strategy (maximum 250 words)

66 [1] Strategy: Main focus of the environmental policy are: ISO 14001 certification; compliance of energy performance (EPB) certificates and EPB certification for heating and air conditioning; BREEAM compliance for all of its portfolio; short and long-term targets; dedicated budget for energy performance optimization.

[2] Applicability:

- When major works are carried out, Befimmo ensures that the certificates are updated. Although theoretical, the data of the certificates are also compared with the actual specific consumption figures.
- Since 2010, its Environmental Management System has been ISO 14001 certified (recertified in 2016).
- When considering acquisition projects it also reviews and analyses energy efficiency, aspects related to soil pollution and the presence of hazardous substances, together with aspects related to mobility, such as location, accessibility, proximity to public transport, etc.
- Before, during and after construction and throughout the operational phase of its buildings, it ensures that BREEAM criteria are maintained and/or exceeded.
- Several years ago, Befimmo devised a multi-annual investment plan (averaging €2 million/year) for carrying out works to improve the energy and environmental performance of the operational buildings (excluding properties undergoing major renovation) such as the removal of oil-fired boilers, the installation of water-recovery systems, upgraded BREEAM certifications, installation of solar panels, installation of cogeneration units, replacement and/or optimisation of certain technical installations, etc.

[3] Scope of implementation: The strategy is applied to all buildings in the portfolio (including the Corporate areas).

No 0%

NC2 POINTS: 1.5/3

Sustainable site selection criteria

Percentage of Peers

Yes 29%

Topics included

<input checked="" type="checkbox"/> Connect to multi-modal transit networks	14%	<input type="text"/>
<input checked="" type="checkbox"/> Locate projects within existing developed areas	29%	<input type="text"/>
<input type="checkbox"/> Protect, restore, and conserve aquatic ecosystems	29%	<input type="text"/>
<input type="checkbox"/> Protect, restore, and conserve farmland	14%	<input type="text"/>
<input type="checkbox"/> Protect, restore, and conserve floodplain functions	14%	<input type="text"/>
<input type="checkbox"/> Protect, restore, and conserve habitats for threatened and endangered species	29%	<input type="text"/>
<input type="checkbox"/> Redevelop brownfield sites	14%	<input type="text"/>
<input type="checkbox"/> Other	0%	<input type="text"/>

Third-party alignment of criteria

<input type="radio"/> Third-party guidelines	0%	<input type="text"/>
<input checked="" type="radio"/> Third-party rating system(s) Specify scheme(s)/sub-scheme(s): Breeam International, [ACCEPTED] new construction	14%	<input type="text"/>
<input type="radio"/> Other	0%	<input type="text"/>

Not aligned 14% 

Evidence provided


No 0%  [ACCEPTED]

Not applicable 0% 

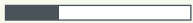
NC3 POINTS: 1.5/1.5


Sustainable site design/development requirements


Percentage of Peers


Yes 29% 


Topics included


Manage waste by diverting construction and demolition materials from disposal 29% 

Manage waste by diverting reusable vegetation, rocks, and soil from disposal 29% 

Protect air quality during construction 29% 


Protect surface water and aquatic ecosystems by controlling and retaining construction pollutants 29% 

Protect and restore habitat and soils disturbed during construction and/or during previous development 14% 

Other 14% 
 Communicate and verify sustainable construction practices [ACCEPTED]
 / Control an retain construction pollutants

Third-party alignment of criteria

Third-party guidelines 0% 

Third-party rating system(s) 29% 
 Specify scheme(s)/sub-scheme(s): Breeam International [ACCEPTED]
 new constuction

Other 0% 

Not aligned 0% 

Evidence provided

No 0%  [ACCEPTED]

Materials and Certifications

NC4 POINTS: 1.5/2.5

Building materials attributes

Percentage of Peers


<input checked="" type="radio"/> Yes	29%	<div style="width: 29%;"></div>
Topics included		
<input type="checkbox"/> Formal adoption of a policy on health attributes of building materials	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Formal adoption of a policy on the environmental attributes and performance of building materials	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Requirement for information (disclosure) about the environmental and/or health attributes of building materials (multiple answers possible)	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Material characteristics	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Preference for materials that disclose environmental impacts	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Preference for materials that disclose potential health hazards	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> "Red list" of prohibited materials or ingredients that should not be used on the basis of their human and/or environmental impacts	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Locally extracted or recovered materials	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Rapidly renewable materials, low embodied carbon materials, and recycled content materials	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Materials that can easily be recycled	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Third-party certified wood-based materials and products <small>Types of third-party certification used: FSC or PEFC [ACCEPTED] certified wood.</small>	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Low-emitting materials	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
Evidence provided		
NC4 - Sheet use of resources.pdf		[ACCEPTED]
NC4 - Annual Financial Report 2018.pdf		
<input type="radio"/> No	0%	<div style="width: 0%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

NC5.1 POINTS: 0.5/2 Improvement

Green building standards

Percentage of Peers

<input checked="" type="radio"/> Yes	29%	<div style="width: 29%;"></div>
Standards included		
<input type="checkbox"/> The entity requires projects to align with requirements of a third-party green building rating system but does not require certification	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> The entity requires projects to achieve certification with a green building rating system but does not require a specific level of certification	0%	<div style="width: 0%;"></div>

The entity requires projects to achieve a specific level of certification 29% 

Green building rating systems (include all that apply):: [FULL POINTS]
BREEAM International New Construction & Fit Out;


Level of certification adopted as a standard by the entity [FULL POINTS]
(include all applicable rating systems):: Very Good (minimum!!!!)



[63%] No answer provided

[25%] ≥75, ≤100%

[12%] 0%, <25%


No 0% 

Not applicable 0% 

NC5.2 POINTS: 2.5/5  Improvement

Building certificates for construction/renovation

Percentage of Peers

Yes 29% 

Specify the certification scheme(s) used and the percentage of the portfolio registered and/or certified (multiple answers possible)

Projects registered to obtain a green building certificate at the end of reporting period

Certification Scheme	Level of certification	% portfolio covered by floor area	Number of certified assets
BREEAM/Refurbishment and Fit-out	Excellent	14%	4
BREEAM/Refurbishment and Fit-out	Good	1%	1
BREEAM/Refurbishment and Fit-out	Very Good	8%	8

No 0% 


Not applicable 0% 


Energy Efficiency

NC6 POINTS: 2.8/3


Energy efficiency requirements

Percentage of Peers

Yes 29% 


Requirements for planning and design include (multiple answers possible) 14% 

Integrative design process 14% 

To exceed relevant energy codes or standards 14% 

Other 0% 

<input checked="" type="checkbox"/> Energy efficiency measures	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Air conditioning	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Commissioning	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Energy modeling	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Lighting	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Occupant controls	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Space heating	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Ventilation	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Water heating	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Energy efficiency monitoring	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Energy use analytics	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Post-construction energy monitoring for on Average years: 10	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Sub-meter	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input type="radio"/> No	0%	<div style="width: 0%;"></div>

NC7.1 POINTS: 3/3  Improvement

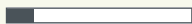
Renewable energy generated on-site	Percentage of Peers
<input checked="" type="radio"/> Yes Design target for on-site production: 35%	14% <div style="width: 14%;"></div>
Renewable energy types	
<input type="checkbox"/> Biofuels	0% <div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Geothermal Percentage of all projects: 77%	0% <div style="width: 0%;"></div>
<input type="checkbox"/> Hydro	0% <div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Solar/photovoltaic Percentage of all projects: 85%	14% <div style="width: 14%;"></div>
<input type="checkbox"/> Wind	0% <div style="width: 0%;"></div>
<input type="checkbox"/> Other	0% <div style="width: 0%;"></div>
<input type="radio"/> No	14% <div style="width: 14%;"></div>

Not applicable 0% 

NC7.2 POINTS: 0.8/1


Design for net-zero energy standards

Percentage of Peers

Yes 14% 

Percentage of projects covered: 100%

The entity's definition of "net-zero energy" includes:

Net Zero Site Energy 14% 


Net Zero Source Energy 14% 


Net Zero Energy Costs 0% 

Net Zero Energy Emissions 0% 

Other 14% 

The entity uses net-zero energy code/standard:

National/local green building council standard, specify 14% 

National/local government standard, specify 14% 

The transcript and application of European directives on [NOT ACCEPTED] energy performance in Belgium is relatively complicated because of the existence of three distinct regions (Brussels, Flanders and Wallonia) each defining its own requirements on energy. Buildings designed by Befimmo are of high quality and usually go well beyond the applicable energy regulations which have been anticipated in order to approach and / or reach the passive standard (15kwh/m².year net heating needs) and tender to the concept of Nearly Zero Energy Building (NZEB). Befimmo puts on the market buildings of high environmental quality thanks to its significant investments in innovative, high-performance and low-energy technical installations coupled with renewable energy sources and tenant awareness.

International standard, specify 0% 

Other 0% 


No 14% 

**Water
Conservation and
Waste
Management**


NC8 POINTS: 2/2

Water efficiency requirements

Percentage of Peers

Yes 29% 

Water conservation requirements

Requirements for planning and design include (multiple answers possible) 29% 

<input type="checkbox"/> Development and implementation of a commissioning plan	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Integrative design for water conservation	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Requirements for indoor water efficiency	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Requirements for outdoor water efficiency	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Requirements for process water efficiency	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Requirements for water supply	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	14%	<div style="width: 14%;"></div>

Evidence provided

<input checked="" type="checkbox"/> Water efficiency measures	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Commissioning of water systems	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Drip/smart irrigation	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Drought tolerant/low-water landscaping	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> High-efficiency/dry fixtures	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Leak detection system	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Occupant sensors	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> On-site wastewater treatment	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Re-use of stormwater and greywater for non-potable applications	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Water efficiency monitoring	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Post-construction water monitoring for on Average years: 100	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Sub-meter	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Water use analytics	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>

<input type="radio"/> No	0%	<div style="width: 0%;"></div>
<input type="radio"/> Not applicable	0%	<div style="width: 0%;"></div>

NC9 POINTS: 2/2

Waste management	Percentage of Peers
<input checked="" type="radio"/> Yes	29% <div style="width: 29%;"></div>

Waste management during construction

<input checked="" type="checkbox"/> Management and construction practices (multiple answers possible)	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Construction waste signage	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Education of employees/contractors on waste management	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Incentives for contractors for recovering, reusing and recycling building materials	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Targets for waste stream recovery, reuse and recycling	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Waste management plans	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Waste separation facilities	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> On-site waste monitoring	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Hazardous waste monitoring	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Non-hazardous waste monitoring	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
Evidence provided		[ACCEPTED]
NC9 - Sheet use of resources.pdf		
NC9 - Annual Financial Report 2018.pdf		
<input type="radio"/> No	0%	<div style="width: 0%;"></div>

Supply Chain

NC10.1 POINTS: 2/2

ESG-specific requirements for contractors

Percentage of Peers

<input checked="" type="radio"/> Yes	29%	<div style="width: 29%;"></div>
Percentage of projects covered: 100%		

Topics included

<input checked="" type="checkbox"/> Business ethics	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Community engagement	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Environmental process standards	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Environmental product standards	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Fundamental human rights	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Human health-based product standards	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> On-site occupational safety	29%	<div style="width: 29%;"></div>

<input checked="" type="checkbox"/> ESG-specific requirements for sub-contractors	29%	
<input type="checkbox"/> Other	0%	
Evidence provided		
NC10.1 - Sheet use of resources.pdf		[ACCEPTED]
NC10.1 - Annual Financial Report 2018.pdf		
NC10.1 - Responsible procurement charter.pdf		
<input type="radio"/> No	0%	

NC10.2 POINTS: 2/2

Monitoring contractors' compliance	Percentage of Peers	
<input checked="" type="radio"/> Yes	29%	
Monitoring type		
<input checked="" type="checkbox"/> Contractors provide update reports on environmental and social aspects during construction	29%	
<input checked="" type="checkbox"/> External audits by third party	14%	
Projects externally audited: 100%		
<ul style="list-style-type: none"> • Environ • Deplasse & Associés • Bopro • ABV Environnement 		
<input checked="" type="checkbox"/> Internal audits	14%	
Projects internally audited: 100%		
<input checked="" type="checkbox"/> Weekly/monthly (on-site) meetings and/or ad hoc site visits	29%	
Projects meetings and/or site visits: 100%		
<input type="checkbox"/> Other	0%	
<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

Health, Safety and Well-being

NC11 POINTS: 2/2

Occupant well-being	Percentage of Peers	
<input checked="" type="radio"/> Yes	29%	
Health and well-being requirements		
<input checked="" type="checkbox"/> Requirements for planning and design	29%	
<input checked="" type="checkbox"/> Health Impact Assessment	29%	

<input checked="" type="checkbox"/> Integrated planning process	29%	
<input type="checkbox"/> Other planning process	14%	
Evidence provided		
<input checked="" type="checkbox"/> Health and well-being measures	29%	
<input type="checkbox"/> Access to spaces for active and passive recreation	29%	
<input type="checkbox"/> Active design features	14%	
<input checked="" type="checkbox"/> Commissioning	14%	
<input checked="" type="checkbox"/> Daylight	29%	
<input checked="" type="checkbox"/> Indoor air quality monitoring	29%	
<input type="checkbox"/> Indoor air quality source control	29%	
<input type="checkbox"/> Natural ventilation	29%	
<input checked="" type="checkbox"/> Occupant controls	29%	
<input checked="" type="checkbox"/> Provisions for active transport	29%	
<input type="checkbox"/> Other	0%	
<input checked="" type="checkbox"/> Health and well-being performance monitoring	29%	
<input checked="" type="checkbox"/> Occupant education	14%	
<input checked="" type="checkbox"/> Post-construction health and well-being monitoring (e.g., occupant comfort and satisfaction) for on Average years: 10	29%	
<input type="checkbox"/> Other	0%	
<input type="radio"/> No	0%	
<input type="radio"/> Not applicable	0%	

NC12.1 POINTS: 1/1

On-site health and safety during the construction phase

Percentage of Peers

<input checked="" type="radio"/> Yes	29%	
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Topics included

<input type="checkbox"/> Availability of medical personnel	0%	
<input checked="" type="checkbox"/> Communicating safety information	29%	
<input checked="" type="checkbox"/> Continuously improving safety performance	29%	
<input checked="" type="checkbox"/> Demonstrating safety leadership	29%	
<input type="checkbox"/> Entrenching safety practices	29%	
<input checked="" type="checkbox"/>		

<input type="checkbox"/>	Managing safety risks	29%	<div style="width: 29%;"></div>
<input type="checkbox"/>	Personal Protective and Life Saving Equipment	29%	<div style="width: 29%;"></div>
<input type="checkbox"/>	Promoting design for safety	29%	<div style="width: 29%;"></div>
<input type="checkbox"/>	Training curriculum	0%	<div style="width: 0%;"></div>
<input type="checkbox"/>	Other	0%	<div style="width: 0%;"></div>
<input type="radio"/>	No	0%	<div style="width: 0%;"></div>
<input type="radio"/>	Not applicable	0%	<div style="width: 0%;"></div>

NC12.2 POINTS: 1/1

Occupational health and safety indicators

Percentage of Peers

<input checked="" type="radio"/>	Yes	29%	<div style="width: 29%;"></div>
----------------------------------	-----	-----	---------------------------------

Indicators monitored

<input checked="" type="checkbox"/>	Injury rate	14%	<div style="width: 14%;"></div>
	0		

Explain the injury rate calculation method (maximum 250 words)



We use absolute value of injury observed on construction sites and these are kept in an Excel database. No particular formula is used.

[ACCEPTED]

Since 2010, Befimmo hold the ISO 14001 environmental certification. Its environmental management system includes in particular the risk management and procedures allowing its employees and / or other relevant stakeholders to manage emergency situations and environmental accidents. This system and procedures are also extended to the aspects of site safety whether for properties under construction, renovation and / or exploitation. The information collected at three levels (environmental, material and human) is communicated to the management once a year latest at the time of the management review. If necessary corrective measures are immediately implemented and their effectiveness verified. Moreover, Befimmo also respects regulations related to health and safety by mandating specialized and certified coordinators for its mobile sites.

The health and safety of occupants remain a priority. Befimmo makes every effort to ensure that its buildings are healthy and perfectly safe. It constantly checks that the proper mandatory statutory controls are in place and that any observations and/or infringements arising from reports made by qualified staff in its portfolio are addressed. One property manager works part-time as risk coordinator. His responsibilities include regular monitoring of quality and risks related to the operational, technical and administrative management of the buildings and renovation and upgrade projects. In 2018, the property managers team managed 4 minor incidents involving people. There were no major incidents, penalties, fines, etc. during the fiscal year.

<input checked="" type="checkbox"/>	Fatalities	29%	<div style="width: 29%;"></div>
	0		
<input checked="" type="checkbox"/>	Near misses	0%	<div style="width: 0%;"></div>
	0		
<input type="checkbox"/>	Other metrics	14%	<div style="width: 14%;"></div>
<input type="radio"/>	No	0%	<div style="width: 0%;"></div>

Community Impact and Engagement

NC13 POINTS: 1.5/1.5

Socio-economic impact on community

Percentage of Peers

<input checked="" type="radio"/> Yes	29%	<div style="width: 29%;"></div>
Monitored areas of impact		
<input checked="" type="checkbox"/> Housing affordability	0%	<div style="width: 0%;"></div>
<input type="checkbox"/> Impact on crime levels	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Livability score	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Local income generated	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Local residents' well-being	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Walkability score	29%	<div style="width: 29%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>
<input type="radio"/> No	0%	<div style="width: 0%;"></div>

NC14 POINTS: 0.8/1.5

Monitor impact on community

Percentage of Peers

<input checked="" type="radio"/> Yes	29%	<div style="width: 29%;"></div>
Monitoring process includes		
<input type="checkbox"/> Analysis and interpretation of monitoring data	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Development and implementation of a communication plan	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Development and implementation of a community monitoring plan	0%	<div style="width: 0%;"></div>
<input checked="" type="checkbox"/> Development and implementation of a risk mitigation plan	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Identification of nuisance and/or disruption risks	29%	<div style="width: 29%;"></div>
<input checked="" type="checkbox"/> Identification of stakeholders and impacted groups	14%	<div style="width: 14%;"></div>
<input checked="" type="checkbox"/> Management practices to ensure accountability for performance goals and issues identified during community monitoring	14%	<div style="width: 14%;"></div>
<input type="checkbox"/> Other	0%	<div style="width: 0%;"></div>

Monitoring process description

1. Approach: communication with the community before and during the works implementation through e-mails, displays as well as community conference organized on site.
2. Impact monitoring: Contact details of the builder contractor (phone number & email) are available for the community. A follow-up of the potential complaints is done by the contractor and the owner.
3. Actions taken when issues arise: Befimmo takes things in hand in collaboration with the contractor to resolve quickly the issue and communicate its action-plan and its follow-up with the community.
4. Measures for improvement: Preventive measures are included in the ISO 14001 continuous improvement

process.

Evidence provided

[PARTIALLY ACCEPTED]

No

0%

Disclaimer: 2019 Benchmark Report

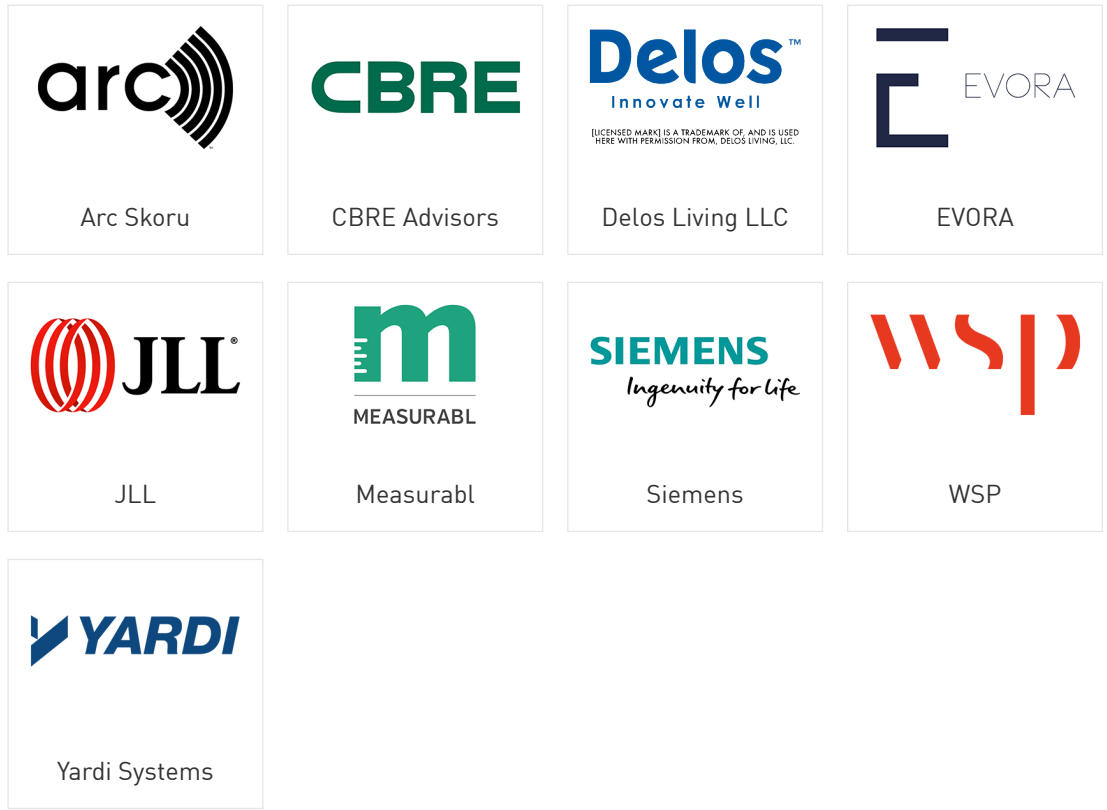
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