

2030 Action Plan

ENVIRONMENTAL TARGETS

SDGs	Ambition	Action	Result 2022	Target	Timeframe
13	Contribute to climate change mitigation	Reduce the absolute scope 1 & 2 GHG emissions (vs 2018)	38%	50%	2030
13	Contribute to climate change mitigation	Reduce the specific scope 1 & 2 GHG emissions (vs 2018)	12%	50%	2030
13	Contribute to climate change mitigation	Reduce the absolute scope 3 GHG emissions (except emissions related to acquisitions) (vs 2018)	6%	30% by 2030	2030
13	Contribute to climate change mitigation	Increase the part of green electricity of landlord-controlled buildings	100%	100%	2023
7, 13	Contribute to climate change mitigation	Increase renewable installed capacity	1 194 kWp	2 200 kWp	2025
13	Contribute to climate change mitigation	Reduce energy intensity of landlord-controlled buildings	152 kWh/m ²	116 kWh/m ²	2030
13	Contribute to climate change adaptation	Align with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)	Ongoing	Fully aligned	2026
6	Contribute to the sustainable use and protection of water	Reduce water consumption	231.1 l/m ²	226.5 l/m ²	2030
12	Contribute to the transition to a circular economy	Maintain existing elements and reuse materials by submitting projects ¹ to an inventory of materials	100%	100%	Permanent target
12	Contribute to the transition to a circular economy	Build flexible and adaptable projects ¹	100%	100%	2030
13, 15	Contribute to pollution prevention and control	Strengthen and improve selection criteria for building materials	Ongoing	Qualitative target	Permanent target
15	Contribute to the protection and restoration of biodiversity	Study biodiversity management on portfolio	Ongoing	100%	2025
9	Use certification systems to deliver sustainable assets	Obtain certifications for projects ¹	100%	100%	Permanent target
9	Use certification systems to deliver sustainable assets	Obtain "In-Use" certifications for buildings	44%	35%	2022
9	Use certification systems to deliver sustainable assets	Cover the eligible portfolio ² with an energy performance certificate	100%	100%	2022
9	Create innovative and sustainable buildings	Create innovative projects ¹ : promote sustainability, technical, and technological improvements	100%	100%	2025
11	Provide buildings accessible through sustainable transport systems	Invest near public transport hubs, Invest in mobility hubs if no public transport system is available	68%	100%	2030
11	Provide buildings accessible through sustainable transport systems	Equip the parking spaces with charging points	12%	100%	2030
12	Reduce the environmental impact of the team	Reduce paper use by asking for electronic incoming invoices	92%	100%	2022
12	Reduce the environmental impact of the team	Reduce paper use by sending electronic outgoing invoices	100%	100%	2022
11	Reduce the environmental impact of the team	Promote a flexible and sustainable mobility	36%	40%	2025
12	Reduce the environmental impact of the team	Reduce waste by composting organic waste and sorting of waste	43 kg/FTE	0 kg/FTE	2030

¹ Projects: committed ongoing (re)development projects (ZIN, Pacheco).

² Excluding a building under redevelopment, for which the certificate has expired and will be renewed after renovation.

SOCIAL TARGETS

SDGs	Ambition	Action	Result 2022	Target	Timeframe
3, 4, 5, 8, 10	Take care of the team and the community	Increase the overall team satisfaction	Not calculated ¹	95%	Permanent target
3, 4, 5, 8, 10	Take care of the team and the community	Increase workload satisfaction	Not calculated ¹	8/10	Permanent target
3, 4, 5, 8, 10	Take care of the team and the community	Improve work-life balance	Not calculated ¹	8/10	Permanent target
3, 8	Build and animate communities	Extend the coworking network and meeting opportunities	46 050 m ²	51 800 m ² 85 000 m ²	2023 2025
3	Build and animate communities	Decide on a method to rate the overall satisfaction of tenants	NPS score of 22 (GOOD)	NPS score of at least 30 (GREAT)	Permanent target
3, 9	Improve comfort, security and safety	Reduce the number of incidents involving people	9	0	Permanent target
3, 9	Improve comfort, security and safety	Improve safety through inspections on fire prevention, lifts, electricity and heating	96%	100%	Permanent target
11	Integrate buildings into cities	Open up projects ² to the city and its community	100%	100%	Permanent target
4, 10	Integrate buildings into cities	Carrying out projects ² in dialogue with stakeholders	100%	100%	Permanent target

GOVERNANCE TARGETS

SDGs	Ambition	Action	Result 2022	Target	Timeframe
5, 10, 16	Behave ethically	Create new Human Rights policy	Ongoing	Published	2023
16	Behave ethically	Control all digitalisation projects within the framework of GDPR	100%	100%	Permanent target
16	Use ESG regulation to accelerate the sustainability transition	Align with future ESG regulations	Ongoing	Fully aligned	2026
12	Adopt a due diligence strategy	Receive the new code of conduct signed by the suppliers	36%	100%	2023
12	Adopt a due diligence strategy	Assess significant ³ suppliers on ESG aspects	To be initiated in 2023	100%	2024
4, 12	Adopt a due diligence strategy	Engage significant ³ suppliers on ESG aspects	To be initiated in 2023	100%	2030
17	Promote green investment opportunities	Analyse the opportunity to implement a Sustainability Linked Loan framework	Ongoing	Implemented	2023
17	Maintain a transparent communication	Participate in voluntary investor assessments on an annual base	3	Min. 2	Permanent target

¹ Due to the organisational changes related to the takeover bid, Befimmo has exceptionally postponed its employee satisfaction survey to H1 2023. The indicators related to this survey were therefore not calculated in 2022.

² Projects: committed ongoing (re)development projects (ZIN, Pacheco).

³ Significant suppliers are suppliers having a potential risk on ESG aspects.