

# 2030 Action Plan

## Environmental targets

SDGs	Ambition	Action	Result 2021	Target	Timeframe
13	Contribute to climate change mitigation	Reduce the absolute scope 1 & 2 GHG emissions (vs 2018)	26%	50%	2030
13	Contribute to climate change mitigation	Reduce the specific scope 1 & 2 GHG emissions (vs 2018)	Increase of 21%	50%	2030
13	Contribute to climate change mitigation	Reduce on 2/3 of absolute scope 3 GHG emissions (until 2030)	New objective	2.5% per year (vs 2018)	2030
13	Contribute to climate change mitigation	Increase green electricity consumption of landlord-controlled buildings	88%	100%	2023
7, 13	Contribute to climate change mitigation	Increase renewable installed capacity	1 124 kWp	2 200 kWp	2025
13	Contribute to climate change mitigation	Reduce energy intensity of landlord-controlled buildings (vs 2018)	175 kWh/m <sup>2</sup>	95 kWh/m <sup>2</sup>	2030
13	Contribute to climate change adaptation	Align with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)	Ongoing	Fully aligned	2023
6	Contribute to the sustainable use and protection of water	Reduce water consumption	175.8 l/m <sup>2</sup>	226.5 l/m <sup>2</sup>	2030
12	Contribute to the transition to a circular economy	Maintain existing elements and reuse materials by submitting projects <sup>1</sup> to an inventory of materials	100%	100%	Permanent target
12	Contribute to the transition to a circular economy	Build flexible and adaptable projects <sup>2</sup>	84%	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 <sup>2</sup>	100%	100%	Permanent target
9	Use certification systems to deliver sustainable assets	Obtain "In-Use" certifications for buildings	2.8%	35%	2022
9	Use certification systems to deliver sustainable assets	Cover the eligible portfolio with an energy performance certificate	65%	100%	2022
9	Create innovative and sustainable buildings	Create innovative projects <sup>2</sup> ; promote sustainability, technical, and technological improvements	84%	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	67%	100%	2030
11	Provide buildings accessible through sustainable transport systems	Equip the parking spaces with charging points	5%	100%	2030
12	Reduce the environmental impact of the team	Reduce paper use by asking for electronic incoming invoices	88%	100%	2022
12	Reduce the environmental impact of the team	Reduce paper use by sending electronic outgoing invoices	91%	100%	2022
11	Reduce the environmental impact of the team	Promote a flexible and sustainable mobility	24%	40%	2025
12	Reduce the environmental impact of the team	Reduce waste by composting organic waste and sorting of waste	Not measured	0 kg/FTE	2030

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

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

## Social targets

SDGs	Ambition	Action	Result 2021	Target	Timeframe
3, 4, 5, 8, 10	Take care of the team and the community	Increase the overall team satisfaction	89%	95%	Permanent target
3, 4, 5, 8, 10	Take care of the team and the community	Increase workload satisfaction	4.2/10	8/10	Permanent target
3, 4, 5, 8, 10	Take care of the team and the community	Improve work-life balance	6/10	8/10	Permanent target
1, 3, 4	Take care of the team and the community	Promote participation to transverse working groups	50%	75%	2030
3, 8	Build and animate communities	Extend the coworking network and meeting opportunities	34 900 m <sup>2</sup>	51 800 m <sup>2</sup> 85 000 m <sup>2</sup>	2023 2025
3, 9	Improve comfort, security and safety	Reduce the number of incidents involving people	0	2	Permanent target
3, 9	Improve comfort, security and safety	Improve safety through inspections on fire prevention, lifts, electricity and heating	87%	100%	Permanent target
3	Improve comfort, security and safety	Decide on a method to rate the overall satisfaction of tenants	New objective	80% or NPS of 8/10	2023
11	Integrate buildings into cities	Open up buildings to the city and its community	100%	100%	2030
4, 10	Integrate buildings into cities	Be in dialogue with the different stakeholder groups	100%	100%	2021

## Governance targets

SDGs	Ambition	Action	Result 2021	Target	Timeframe
5, 10, 16	Behave ethically	Create new Human Rights policy	Ongoing	Published	2022
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	2024
12	Adopt a due diligence strategy	Receive the new code of conduct signed by the suppliers	New objective	100%	2023
12	Adopt a due diligence strategy	Assess significant <sup>1</sup> suppliers on ESG aspects	New objective	100%	2024
4, 12	Adopt a due diligence strategy	Engage significant <sup>1</sup> suppliers on ESG aspects	New objective	100%	2030
17	Promote green investment opportunities	Implement a Sustainability Linked Loan Framework	New objective	Implemented	2022
17	Maintain a transparent communication	Participate in voluntary investor assessments on an annual base	3	Min. 2	Permanent target

<sup>1</sup> Significant suppliers are suppliers having a potential risk on ESG aspects.