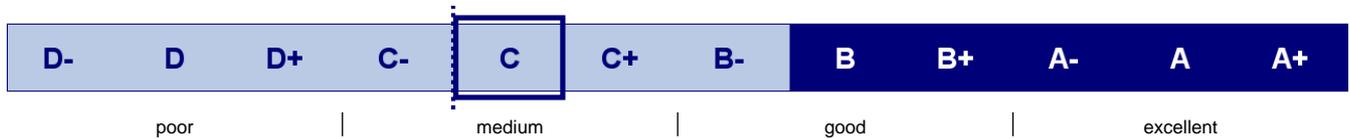


oekom Corporate Rating

**Befimmo SA**

Industry: Real Estate  
 GICS Industry: Real Estate Investment Trusts  
 Country: Belgium  
 ISIN: BE0003678894  
 Bloomberg Ticker: BEFB BB Equity

Status: **Prime**  
 Rating: **C**  
 Prime Threshold: **C**



**Company Profile**

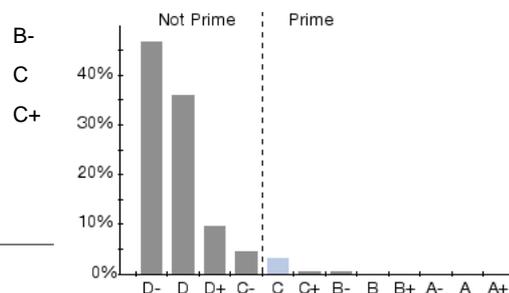
Befimmo S.A. is a fixed-capital real estate investment trust. The Trust's property portfolio focuses on investments in office buildings located in Belgium and Luxembourg.

**Competitive Position**

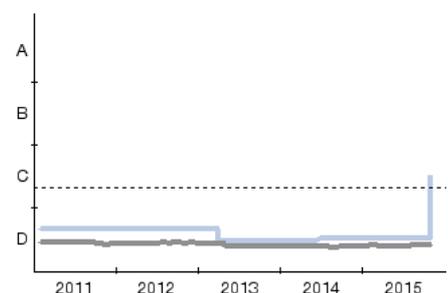
Industry Leaders  
 (in alphabetical order)

- British Land Co PLC/The (GB)
- GPT Group/The (AU)
- Unibail-Rodamco SE (FR)

Distribution of Ratings  
 (222 companies in the industry)

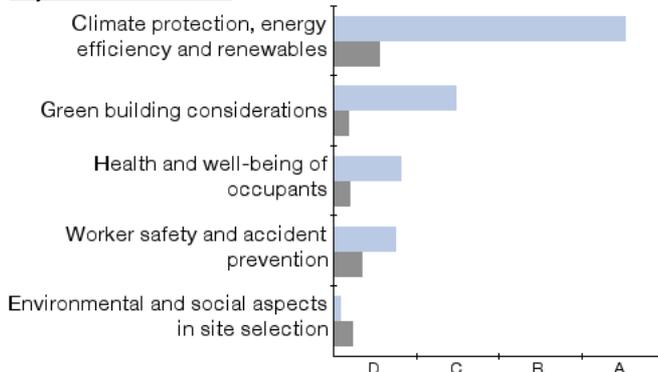


Rating History



**Key Issues**

Key Issue Performance



Strengths and Weaknesses

- + group-wide environmental management system implemented
- + high share of properties certified to a sustainable/green building standard
- + reasonable green procurement guidelines for building materials
- + reasonable water use reduction strategy
- no real estate projects with a high social benefit
- no biodiversity management system

**Controversy Monitor**

Company

Controversy Score: 0  
 Minor

Industry

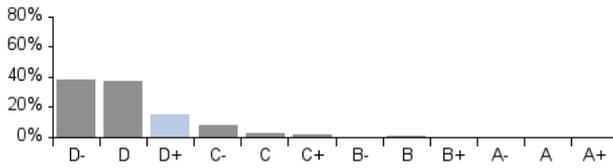
Controversy Score: -8  
 Minor



# Befimmo SA

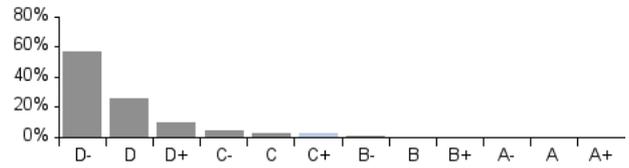
## A. Social Rating

40.0% | D+



## B. Environmental Rating

60.0% | C+

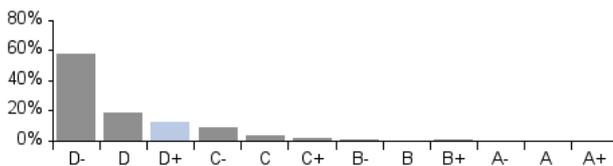


### A.1. Staff and Suppliers

16.0% | D+

- staff
  - freedom of association
  - equal opportunities
  - health and safety
  - work-life balance
  - employment security
  - training and education
- suppliers

Weight Rating

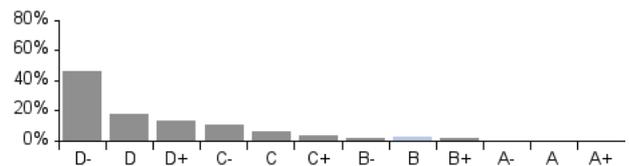


### B.1. Environmental Management

18.0% | B

- environmental management system
- energy management
- climate change strategy
- water risk and impact
- travel and transport
- suppliers

Weight Rating

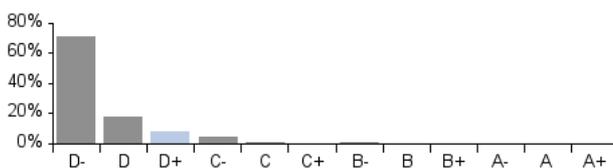


### A.2. Society and Product Responsibility

16.0% | D+

- society
  - human rights
  - community
  - gov. relations/influence on publ.pol.
  - stakeholder dialogue
- customer and product responsibility

Weight Rating

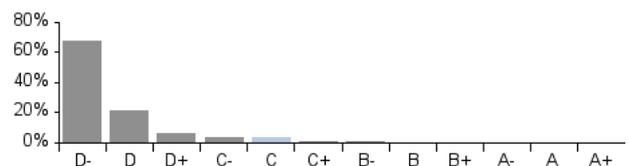


### B.2. Products and Services

36.0% | C

- site selection and development
- design, acquisition and operation
- construction, refurbishment, demolition
- sustainable/green building standard

Weight Rating

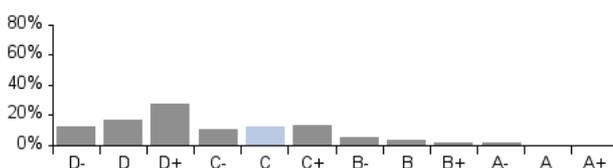


### A.3. Corporate Governance and Business Ethics

8.0% | C

- corporate governance
  - board independence
  - shareholder democracy
  - executive compensation
  - shareholder structure
- business ethics

Weight Rating

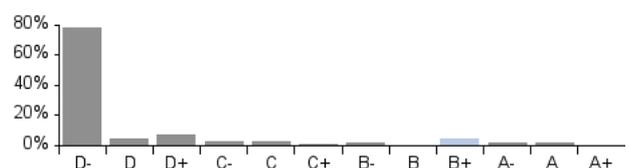


### B.3. Eco-efficiency

6.0% | B+

- energy use
- greenhouse gas emissions
- water use

Weight Rating



# Befimmo SA

## Controversial Activities

### Business Areas

|                            | Risk Industry            | Violation                |                          | No                                  | No Info                  |  |
|----------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--|
|                            |                          | Producer                 | User/ Retailer           |                                     |                          |  |
| Abortion                   | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Alcohol                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Biocides                   | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Chlororganic Mass Products | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Embryonic Research         | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Furs                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| GMOs                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Gambling                   | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Military                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Nuclear Power              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Pornography                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |
| Tobacco                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |  |

### Business Practices

|                              | Risk Industry                       | Violation                |                          | No                                  | No Info                             |                                                                                                       |
|------------------------------|-------------------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------------|
|                              |                                     | Company                  | Supplier                 |                                     |                                     |                                                                                                       |
| Animal Testing               | <input type="checkbox"/>            | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                                                                                       |
| Business Malpractice         | <input type="checkbox"/>            | <input type="checkbox"/> |                          | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                                                                                       |
| Controversial Env. Practices | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                                                                                       |
| Violations of Human Rights   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |                                                                                                       |
| Violations of Labour Rights  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Risk of labour rights violations in the company and at its contractors, e.g. poor working conditions. |

# Befimmo SA

## Additional Company Information

### Business Data

|             | Net Sales<br>(EUR m) | Net. Income<br>(EUR m) | Number of<br>Employees |
|-------------|----------------------|------------------------|------------------------|
| <b>2013</b> | 137.80               | 79.16                  | 70                     |
| <b>2014</b> | 139.69               | 68.86                  | 69                     |
| <b>2015</b> | n/a                  | n/a                    | n/a                    |

Financial Year ends: 12/2014

### Participation in Rating Process

The rating report based on publicly available company documentation and external sources such as NGOs, authorities, trade unions and the media was submitted to the company for consideration and feedback. The company actively participated in the rating process and provided additional information.

### Company Contact

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 Fax +49 89 544184 99  
 Email schwind@oekom-research.com  
 Internet www.oekom-research.com

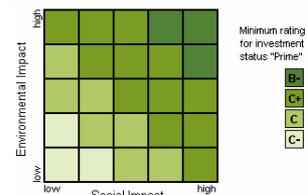
### Disclaimer

- oekom research AG uses a scientifically based rating concept to analyse and evaluate the environmental and social performance of companies and countries. In doing so, we adhere to the highest quality standards which are customary in responsibility research worldwide.
- We would, however, point out that we do not warrant that the information presented in this Rating Report is complete, accurate or up to date. Any liability on the part of oekom research AG in connection with the use of these pages, the information provided in them and the use thereof shall be excluded.
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# Befimmo SA

## Methodology - Overview

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| oekom Corporate Rating   | The oekom Universe comprises more than 3,500 companies (mostly companies in important national and international indices, but also small & mid caps drawn from sectors with links to sustainability as well as significant non-listed bond issuers).                                                                                                                                                                                   |
|                          | The assessment of the social and environmental performance of a company is generally carried out with the aid of approx. 100 social and environmental criteria, selected specifically for each industry. All criteria are individually weighted, evaluated and aggregated to yield an overall score (Rating). In case there is no relevant or up-to-date company information available on a certain criterion, it is graded with a D-. |
|                          | In order to generate a comprehensive picture of each company, our analysts collect information relevant to the rating both from the company itself and from independent sources. During the rating process, considerable importance is attached to cooperating extensively with the company under evaluation. Companies are regularly given the opportunity to comment on the results and provide additional information.              |
|                          | An external rating committee assists the analysts at oekom research with the content-related design of industry-specific criteria and carries out a final plausibility check of the rating results at the end of the rating process.                                                                                                                                                                                                   |
| Controversial Activities | In addition to the rating, oekom research undertakes a comprehensive analysis of controversies with respect to numerous business areas and practices for each company. Thereby, our clients have the possibility to consider, either separately or in addition to the best-in-class rating, the behaviour of a company in areas they view especially critical.                                                                         |
|                          | If relevant cases are identified, they are highlighted by a blue frame. A Risk Industry indicates that the industry is frequently active in controversial business areas or prone to controversial business practices. An overview of all exclusion criteria and how they are applied in practice can be found at <a href="http://www.oekom-research.com">www.oekom-research.com</a> .                                                 |
| Controversy Monitor      | The oekom Controversy Monitor is a tool for assessing and managing reputational and financial risks associated with companies' negative environmental and social impacts.                                                                                                                                                                                                                                                              |
|                          | The controversy score is a measure of the number and extent of the controversies in which a company is currently involved: all controversial business areas and business practices are assigned a negative score, which varies depending on the significance and severity of the controversy. Both the score of the portrayed company and the maximum score obtained in the industry are displayed.                                    |
|                          | For better classification, the scores are assigned to different levels: minor, moderate, significant and severe. The industry level relates to the average controversy score.                                                                                                                                                                                                                                                          |
|                          | Only controversies, for which reliable information from trustworthy sources is available, are recorded. It should be noted that large international companies are more often the focus of public and media attention and available information is often more comprehensive than for less prominent companies.                                                                                                                          |
| Distribution of Ratings  | Overview of the distribution of all company ratings of an industry from the oekom Universe (company portrayed in this report: light blue). The industry-specific Prime threshold (vertical dotted line) is also shown.                                                                                                                                                                                                                 |
| Industry Classification  | The social and environmental impacts of industries differ. Therefore, subject to its relevance, each industry analysed is classified in a Sustainability Matrix.                                                                                                                                                                                                                                                                       |
|                          | Depending on this classification, the two dimensions of the oekom Corporate Rating, i.e. the Social Rating and the Environmental Rating, are weighted and the sector-specific minimum requirements for the oekom Prime Status (Prime threshold) are defined (absolute best-in-class approach).                                                                                                                                         |
| Industry Leaders         | List (in alphabetical order) of the top three companies in an industry from the oekom Universe at the time of generation of this report.                                                                                                                                                                                                                                                                                               |
| Key Issue Performance    | Overview of the company's performance with regard to important social and environmental issues that are key to the industry, compared to the industry average.                                                                                                                                                                                                                                                                         |
| Rating History           | Trend in the company's rating over time and comparison to the average rating in the industry.                                                                                                                                                                                                                                                                                                                                          |
| Rating Scale             | Companies are rated on a twelve-point scale from A+ to D-:<br>A+: the company shows excellent performance.<br>D-: the company shows poor performance.                                                                                                                                                                                                                                                                                  |
|                          | Overview of the range of scores achieved in the industry (light blue) and display of the industry-specific Prime threshold (vertical dotted line).                                                                                                                                                                                                                                                                                     |
| Sources of Information   | A selection of significant sources used for this report is illustrated on the last page. Data for the Bloomberg Ticker, Business Data, Company Name, Country, GICS Industry, ISIN and Sales by Segment was sourced from Bloomberg.                                                                                                                                                                                                     |
| Status & Prime Threshold | Companies are categorised as Prime if they achieve/exceed the minimum sustainability performance requirements (Prime threshold) defined by oekom for a specific industry (absolute best-in-class approach) in the oekom Corporate Rating. Prime companies rank among the leaders in that industry.                                                                                                                                     |
| Strengths & Weaknesses   | Overview of selected strengths and weaknesses of a company with regard to relevant social and environmental criteria.                                                                                                                                                                                                                                                                                                                  |



# Befimmo SA

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Weight       | Rating    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------|
| <b>A. Social Rating</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>40.0%</b> | <b>D+</b> |
| <b>A.1. Staff and Suppliers</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>16.0%</b> | <b>D+</b> |
| <b>A.1.1. Staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>10.7%</b> | <b>D+</b> |
| <b>A.1.1.1. Freedom of association and the right to collective bargaining</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1.3%</b>  | <b>D-</b> |
| <b>A.1.1.1.1. Policy on freedom of association and collective bargaining</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1.3%</b>  | <b>D-</b> |
| <p>No or only very limited information is available on a commitment ensuring freedom of association and the right to collective bargaining.</p> <p><b>Formality:</b> Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>Coverage:</b> The percentage of employees covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              |           |
| <b>A.1.1.1.2. Measures to ensure freedom of association and facilitate collective bargaining</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>0.0%</b>  | <b>X</b>  |
| <p><b>a. Communication of rights:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Grievance procedures:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>c. Measures in countries with severe legal/factual limitations</b></p> <p><b>i. Alternative worker participation in countries with severe legal limitations:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>ii. Anti-union discrimination measures in countries with severe factual limitations:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> |              |           |
| <b>A.1.1.1.3. Major controversies relating to freedom of association</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>0.0%</b>  | <b>X</b>  |
| <p>Research did not reveal relevant controversies in recent years.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |              |           |
| <b>A.1.1.2. Equal opportunities and non-discrimination</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>1.3%</b>  | <b>A-</b> |
| <b>A.1.1.2.1. Policy on non-discrimination</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>0.4%</b>  | <b>A-</b> |
| <p><b>a. Prohibited grounds of discrimination:</b> The company prohibits and/or will not tolerate discrimination on the grounds of age, disability, ethnic origin, family status, race, religion, gender, sexual orientation and social origin.</p> <p><b>b. Relevant aspects of employment:</b> The non-discrimination principles cover some aspects of employment such as remuneration. Some relevant aspects such as recruitment, job assignment, promotion, and training and benefits are not explicitly covered.</p> <p><b>c. Prohibition of harassment and abusive behaviour:</b> The company prohibits and/or will not tolerate any form of harassment and abusive behaviour. Explanations and/or examples are provided.</p> <p><b>Formality:</b> (Almost) all relevant commitments are part of a formal policy.</p> <p><b>Coverage:</b> 100% of employees.</p>                                                                                                                                                 |              |           |
| <b>A.1.1.2.2. Measures to promote equal opportunities and diversity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>0.4%</b>  | <b>A-</b> |
| <p>Various measures to promote equal opportunities and diversity including communication of the policy to the company's employees, clear assignment of responsibilities, training programmes, grievance procedures, and audits and evaluations are implemented. No or only very limited information is available on further measures such as strategic targets and action plans.</p> <p><b>Coverage:</b> 100% of employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              |           |

# Befimmo SA

|                                                                                                           | Weight                              | Rating                   |                                     |
|-----------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|-------------------------------------|
| <b>A.1.1.2.3. Gender distribution</b>                                                                     | <b>0.4%</b>                         | <b>A</b>                 |                                     |
| <b>a. Proportional representation of women in management:</b>                                             |                                     |                          |                                     |
|                                                                                                           | 2014                                |                          |                                     |
| Percentage of women in the overall workforce                                                              | 43.0%                               |                          |                                     |
| Percentage of women in management positions                                                               | 33.0%                               |                          |                                     |
| <b>Coverage:</b> 100% of employees.                                                                       |                                     |                          |                                     |
| <b>b. Gender parity in the executive management team:</b>                                                 |                                     |                          |                                     |
|                                                                                                           | 2015                                |                          |                                     |
| Percentage of women in the executive management team                                                      | 60.0%                               |                          |                                     |
| As at:                                                                                                    | 2015-08-03                          |                          |                                     |
| <b>A.1.1.2.4. Major controversies relating to discrimination</b>                                          | <b>0.0%</b>                         | <b>X</b>                 |                                     |
| Research did not reveal relevant controversies in recent years.                                           |                                     |                          |                                     |
| <b>A.1.1.3. Health and safety</b>                                                                         | <b>4.0%</b>                         | <b>D</b>                 |                                     |
| <b>A.1.1.3.1. Health and safety management system</b>                                                     |                                     |                          |                                     |
| <b>A.1.1.3.1.1. Implementation of a health and safety management system</b>                               |                                     |                          |                                     |
| Relevant elements implemented by the company:                                                             | Yes                                 | No                       | No information                      |
| Formal health and safety policy                                                                           | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Structure and responsibilities                                                                            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Targets and objectives                                                                                    | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Programmes to achieve targets                                                                             | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Training and awareness-raising                                                                            | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Data compilation system                                                                                   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Emergency response                                                                                        | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Audits                                                                                                    | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Coverage:</b> 100% of employees.                                                                       |                                     |                          |                                     |
| <b>A.1.1.3.1.2. Certification of the health and safety management system to an international standard</b> | <b>0.0%</b>                         | <b>X</b>                 |                                     |
| Not applicable for small enterprises with less than 100 employees.                                        |                                     |                          |                                     |

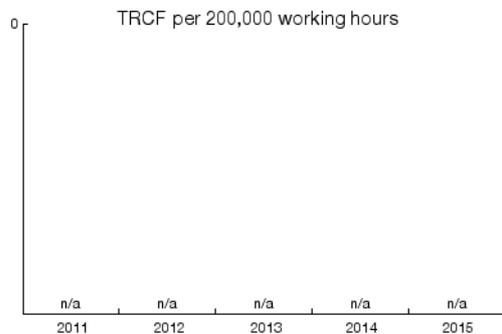
# Befimmo SA

Weight Rating

## A.1.1.3.2. Accident rate

0.0% X

Not applicable for small enterprises with less than 100 employees.



\*TRCF = Total recordable case frequency

**Coverage:** Not applicable for small enterprises with less than 100 employees.

## A.1.1.3.3. Occurrence of fatal accidents

1.7% D-

No information is available on whether there have been work-related fatal accidents among employees during the last three years.

|                                      | 2013 | 2014 | 2015 |
|--------------------------------------|------|------|------|
| Number of fatalities among employees | n/a  | n/a  | n/a  |

## A.1.1.3.4. On-site contractor health and safety

0.6% D-

### A.1.1.3.4.1. Integration of contractors into the health and safety management system

0.2% D-

**a. On-site registration:** No or only very limited information is available on a system of on-site registration checking the number and status of all contractors entering the site.

**b. Induction training:** No or only very limited information is available on trainings ensuring an adequate introduction to site health and safety procedures especially with regard to emergency response for individual contractors prior to taking up work at the company's site or premise for the first time.

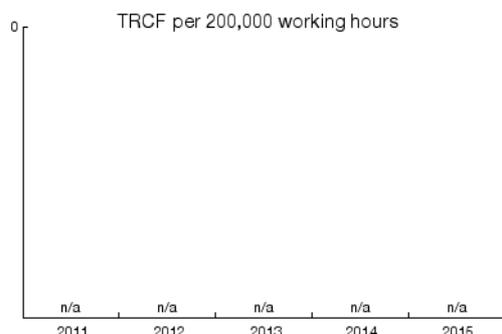
**c. Monitoring and evaluation:** No or only very limited information is available on whether the company regularly monitors and evaluates integration of contractors and their health and safety performance on-site.

**Coverage:** The percentage of relevant contractors working on company sites or premises covered is considered if sufficient content-related information is available to assess the indicator.

### A.1.1.3.4.2. Contractor accident rate

0.2% D-

No information is available on the work-related accident rate in the last years.



\*TRCF = Total recordable case frequency

**Coverage:** The percentage of relevant contractors working on company sites or premises covered is considered if sufficient content-related information is available to assess the indicator.

# Befimmo SA

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Weight | Rating |      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|------|
| <b>A.1.1.3.4.3. Contractor fatalities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.2%   | D-     |      |
| No information is available on whether there have been work-related fatal accidents among contractors during the last three years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |        |      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2013   | 2014   | 2015 |
| Number of fatalities among contractors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | n/a    | n/a    | n/a  |
| <b>A.1.1.3.5. Major controversies relating to health and safety</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 0.0%   | X      |      |
| Research did not reveal relevant controversies in recent years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |        |        |      |
| <b>A.1.1.4. Work-life balance</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1.3%   | D      |      |
| <b>A.1.1.4.1. Workplace flexibility and working time reduction</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1.3%   | D      |      |
| <p><b>a. Workplace flexibility:</b> The company offers flexible work schedules. As no details are available, it remains unclear whether the options enhance both short-term flexibility (e.g. flexi-time) and mid-/long-term flexibility (e.g. banking of hours, compressed work week). No or only very limited information is available on telecommuting options.</p> <p><b>b. Working time reduction:</b> No or only very limited information is available on options for working time reductions (e.g. part-time arrangements, job sharing).</p> <p><b>Coverage:</b> 100% of relevant employees.</p>                                                                             |        |        |      |
| <b>A.1.1.4.2. Dependant care and special leave</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 0.0%   | X      |      |
| <p><b>a. Support for dependant care:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Special leave:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                                                       |        |        |      |
| <b>A.1.1.5. Employment security and types of employment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1.3%   | C-     |      |
| <b>A.1.1.5.1. Employment security and responsible workforce restructuring</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 0.0%   | X      |      |
| <b>A.1.1.5.1.1. Policy on employment security and responsible workforce restructuring</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.0%   | X      |      |
| <p>Not applicable for small enterprises with less than 100 employees.</p> <p><b>Formality:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                    |        |        |      |
| <b>A.1.1.5.1.2. Large-scale redundancies and significant job cuts</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0.0%   | X      |      |
| Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |        |      |
| <b>A.1.1.5.1.3. Measures to ensure responsible workforce restructuring</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0.0%   | X      |      |
| <p><b>a. Avoidance of compulsory redundancies:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Assistance for employees affected by compulsory redundancies:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>c. Responsible redundancy procedures:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> |        |        |      |
| <b>A.1.1.5.2. Types of employment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1.3%   | C-     |      |
| <b>A.1.1.5.2.1. Company position on non-regular employment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 0.0%   | X      |      |
| Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |        |      |
| <b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |        |        |      |

## Befimmo SA

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------|
| <b>A.1.1.5.2.2. Disclosure of different types of employment</b>                                                                                                                                         | <b>1.3%</b> | <b>C-</b> |
| <b>a. Ratio of permanent to temporary contracts:</b> The company discloses the ratio of permanent and temporary contracts.                                                                              |             |           |
|                                                                                                                                                                                                         | 2014        |           |
| Percentage of employees with a permanent contract                                                                                                                                                       | 100.0%      |           |
| Percentage of employees with a temporary contract                                                                                                                                                       | 0.0%        |           |
| <b>Coverage:</b> More than 50% of employees (estimated).                                                                                                                                                |             |           |
| <b>b. Externally and not directly employed workforce</b>                                                                                                                                                |             |           |
| <b>i. Ratio of directly employed to not directly employed workforce:</b> No information is available on whether the company discloses the ratio of its directly and not directly employed workforce.    |             |           |
|                                                                                                                                                                                                         | 2015        |           |
| Percentage of directly employed workforce                                                                                                                                                               | n/a         |           |
| Percentage of not directly employed workforce                                                                                                                                                           | n/a         |           |
| <b>Coverage:</b> The percentage of employees covered is considered if sufficient content-related information is available to assess the indicator.                                                      |             |           |
| <b>ii. Types of not directly employed workforce:</b> Types of not directly employed workforce are assessed only in case the ratio of directly employed to not directly employed workforce is disclosed. |             |           |
| <b>A.1.1.6. Training and education</b>                                                                                                                                                                  | <b>1.3%</b> | <b>D-</b> |
| <b>A.1.1.6.1. Strategic training management</b>                                                                                                                                                         | <b>1.3%</b> | <b>D-</b> |
| <b>a. Needs analysis:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                            |             |           |
| <b>b. Individual training plans:</b> No or only very limited information is available on individual training plans for employees.                                                                       |             |           |
| <b>c. Training targets:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                          |             |           |
| <b>d. Training evaluation and follow-up:</b> Not applicable for small enterprises with less than 100 employees.                                                                                         |             |           |
| <b>Coverage:</b> The percentage of employees covered is considered if sufficient content-related information is available to assess the indicator.                                                      |             |           |
| <b>A.1.1.6.2. Disclosure of average training time/expenses per employee by employee category</b>                                                                                                        | <b>0.0%</b> | <b>X</b>  |
| Not applicable for small enterprises with less than 100 employees.                                                                                                                                      |             |           |
| <b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                                     |             |           |
| <b>A.1.1.7. Additional major controversies relating to staff issues</b>                                                                                                                                 | <b>0.0%</b> | <b>X</b>  |
| Research did not reveal relevant controversies in recent years.                                                                                                                                         |             |           |

# Befimmo SA

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------|
| <b>A.1.2. Suppliers</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>5.3%</b> | <b>D+</b> |
| <b>A.1.2.1. Supplier standards with regard to labour rights and working conditions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1.8%</b> | <b>D</b>  |
| <b>a. Content of supplier standards:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |             |           |
| <p><b>i. Child labour:</b> No or only very limited information is available on a supplier standard covering the prohibition of child labour in accordance with the ILO Minimum Age Convention.</p> <p><b>ii. Forced labour:</b> No or only very limited information is available on a supplier standard covering the prohibition of forced labour in detail or referring to the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105).</p> <p><b>iii. Freedom of association:</b> No or only very limited information is available on a supplier standard covering freedom of association and collective bargaining, including a requirement to establish means to facilitate these rights in situations where they are restricted under law (e.g. works councils).</p> <p><b>iv. Discrimination:</b> No or only very limited information is available on a supplier standard covering the prohibition of discrimination with regard to grounds of discrimination (e.g. age, gender and ethnic origin) and aspects of employment (e.g. recruitment, promotion and remuneration).</p> <p><b>v. Health and safety:</b> The supplier standard refers to health and safety in detail.</p> <p><b>vi. Wages:</b> No or only very limited information is available on a supplier standard covering wages.</p> <p><b>vii. Working time:</b> No or only very limited information is available on a supplier standard covering working time in accordance with internationally recognised minimum standards of 48 regular hours of work per week, a rest period of at least 24 hours every seven days and maximum of 12 hours of voluntary overtime per week.</p> <p><b>b. Bindingness of supplier standards:</b> The wording of the supplier standards (or the vast majority of them) is binding. However, the standards (or the vast majority of them) do not have to be signed by suppliers.</p> <p><b>c. Inclusion of extended supply chain:</b> Suppliers are not required to extend the standards further down their supply chain.</p> <p><b>Coverage:</b> 100% of suppliers.</p> |             |           |
| <b>A.1.2.2. Procedures to ensure compliance with supplier standards on labour rights and working conditions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>3.6%</b> | <b>C-</b> |
| <p><b>a. Supplier risk assessments:</b> No or only very limited information is available on supplier risk assessments.</p> <p><b>b. Supplier audits:</b> The company conducts off-site and on-site audits to check compliance of key suppliers and provides information on frequency. No or only very limited information on notification and scope of the audits (e.g. topics covered, types of personnel interviewed) is available.</p> <p><b>c. Procedures in case of non-compliance:</b> No or only very limited information is available on corrective action plans to remediate non-compliance and re-audits to check on improvements.</p> <p><b>d. Facilitation of non-compliance reporting:</b> No or only very limited information is available on confidential and anonymous whistleblowing helplines in local languages communicated to supply chain workers and/or confidential worker interviews outside the supplier site.</p> <p><b>e. Training of employees in purchasing departments:</b> No or only very limited information is available on training of employees in purchasing departments on the company's supplier standard on labour rights and working conditions.</p> <p><b>Coverage:</b> 100% of relevant operations (estimated).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |           |
| <b>A.1.2.3. Major social controversies relating to supplier activities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>0.0%</b> | <b>X</b>  |
| <p>Research did not reveal relevant controversies in recent years.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |             |           |

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| <b>A.2. Society and Product Responsibility</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>16.0%</b> | <b>D+</b> |
| <b>A.2.1. Society</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>6.4%</b>  | <b>C</b>  |
| <b>A.2.1.1. Human rights</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1.0%</b>  | <b>D-</b> |
| <b>A.2.1.1.1. Policy on human rights</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>1.0%</b>  | <b>D-</b> |
| <p><b>a. Respect for internationally recognised human rights:</b> No or only very limited information is available on a commitment to respect internationally recognised human rights (e.g. UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights) and to ensure that the company is not complicit in human rights violations.</p> <p><b>Formality:</b> Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>Coverage:</b> The percentage of relevant activities covered is considered if sufficient content-related information is available to assess the indicator.</p> |              |           |
| <b>A.2.1.1.2. Major controversies relating to human rights</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>0.0%</b>  | <b>X</b>  |
| Research did not reveal relevant controversies in recent years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |              |           |
| <b>A.2.1.2. Community</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>0.0%</b>  | <b>X</b>  |
| <b>A.2.1.2.1. Community involvement</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>0.0%</b>  | <b>X</b>  |
| <p><b>a. Objectives of community activities:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Community involvement programmes:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>c. Monitoring and evaluation of community projects:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>d. Disclosure of community spending:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                       |              |           |
| <b>A.2.1.3. Relations with governments and influence on public policy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>0.0%</b>  | <b>X</b>  |
| <b>A.2.1.3.1. Public disclosure of payments to government</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>0.0%</b>  | <b>X</b>  |
| Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              |           |
| <b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |              |           |
| <b>A.2.1.3.2. Political contributions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>0.0%</b>  | <b>X</b>  |
| <p><b>a. Policy on political contributions:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Formality:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Political contributions made:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>c. Public disclosure of political contributions and recipients:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>    |              |           |
| <b>A.2.1.3.3. Transparency on participation in public policy making and lobbying activities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>0.0%</b>  | <b>X</b>  |
| <p><b>a. Lobbying expenditures:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Channels used for lobbying purposes:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>c. Lobbying positions:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                    |              |           |

# Befimmo SA

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------|---------------------------------|-------------------------------------|-------------------|--------------------------|---------------------------------------------|--------------------------|----------------------|--------------------------|---------------------------------|-------------------------------------|------------------------|--------------------------|---------------------------|--------------------------|-----------------------|--------------------------|
| <b>A.2.1.4. Stakeholder dialogue</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 5.4%                                | C+     |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <b>A.2.1.4.1. Sustainability reporting</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2.7%                                | C+     |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <p><b>a. Reporting topics:</b> Reporting covers some sustainability issues such as staff related topics, supply chain management, society, business ethics, customer and product responsibility, environmental management as well as industry-specific environmental and social impacts in varying degrees of detail.</p> <p><b>b. Reporting quality:</b> The quality of the company's sustainability reporting in terms of balance, comparability, accuracy, timeliness and clarity is mediocre.</p> <p><b>c. Assurance of reporting</b></p> <p><b>i. Level of assurance</b></p> <table border="1"> <tr> <td>Not applicable / no information</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Limited assurance</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Partly limited, partly reasonable assurance</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Reasonable assurance</td> <td><input type="checkbox"/></td> </tr> </table> <p><b>ii. Assurance scope</b></p> <table border="1"> <tr> <td>Not applicable / no information</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Some material respects</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Various material respects</td> <td><input type="checkbox"/></td> </tr> <tr> <td>All material respects</td> <td><input type="checkbox"/></td> </tr> </table> <p><b>Coverage:</b> More than 80% of operations (estimated).<br/> <b>Comment:</b> Assurance of reporting is not applicable for small enterprises with less than 100 employees.</p> |                                     |        | Not applicable / no information | <input checked="" type="checkbox"/> | Limited assurance | <input type="checkbox"/> | Partly limited, partly reasonable assurance | <input type="checkbox"/> | Reasonable assurance | <input type="checkbox"/> | Not applicable / no information | <input checked="" type="checkbox"/> | Some material respects | <input type="checkbox"/> | Various material respects | <input type="checkbox"/> | All material respects | <input type="checkbox"/> |
| Not applicable / no information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input checked="" type="checkbox"/> |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Limited assurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Partly limited, partly reasonable assurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Reasonable assurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Not applicable / no information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input checked="" type="checkbox"/> |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Some material respects                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| Various material respects                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| All material respects                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input type="checkbox"/>            |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <b>A.2.1.4.2. Community outreach and consultation</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2.7%                                | B-     |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <p>The company systematically informs affected communities about its operations (e.g. through the provision of regularly updated information on site-specific potential impacts and/or environmental, health and safety aspects of projects) and feedback mechanisms for public consultation are in place (e.g. dialogue platforms). No or only very limited information is available on grievance and/or dispute resolution procedures.</p> <p><b>Coverage:</b> More than 20% of relevant activities (estimated).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                     |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <b>A.2.2. Customer and product responsibility</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 9.6%                                | D      |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <b>A.2.2.1. Socio-demographic developments, future demand and building design</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2.1%                                | D-     |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |
| <p><b>a. Company position on socio-demographic developments and future demand:</b> No or only very limited information is available on the company's position regarding the consideration of socio-demographic developments and future demand in building design.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>b. Building design:</b></p> <p><b>i. Adaptability:</b> No or only very limited information is available on a strategy regarding adaptability within the context of building design, including relevant aspects such as refitability, movability, flexibility and scalability.</p> <p><b>ii. Accessibility:</b> No or only very limited information is available on a strategy regarding barrier-free access within the context of building design, including relevant aspects such as the design of e.g. stairs, entrances and doors, and restrooms.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                     |                                     |        |                                 |                                     |                   |                          |                                             |                          |                      |                          |                                 |                                     |                        |                          |                           |                          |                       |                          |

## Befimmo SA

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Weight | Rating |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <p><b>A.2.2.2. Reduction of negative impacts from construction, refurbishment and closure activities on neighbourhoods</b></p> <p>A general company statement is available. No or only very limited information is available on a strategy for the reduction of negative impacts including noise, vibration, dust, pollution, indoor and outdoor microclimate, and safety risks.</p> <p><b>Coverage:</b> More than 20% of operations (estimated).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1.6%   | D+     |
| <p><b>A.2.2.3. Tenant and/or customer health, well-being and safety</b></p> <p><b>a. Health:</b></p> <p><b>i. Exposure to physical factors:</b> No or only very limited information is available on a strategy regarding tenant and/or customer exposure to physical factors (e.g. light, electromagnetic fields, noise).</p> <p><b>ii. Exposure to chemical factors:</b> There is a strategy for the reduction of tenant and/or customer exposure to chemical factors (e.g. asbestos, flame retardants, VOCs). No or only very limited information is available on the implementation of the strategy.</p> <p><b>iii. Exposure to biological factors:</b> No or only very limited information is available on a strategy regarding tenant and/or customer exposure to biological factors (e.g. bacteria, legionella, mould).</p> <p><b>Coverage:</b> More than 50% of operations.</p> <p><b>b. Well-being:</b> A general company statement on tenant and/or customer well-being is available. No or only very limited information is available on a strategy including relevant aspects such as thermal comfort, visual comfort, acoustic comfort, opportunity for individual tenants to control local environment, availability and design of outdoor space, and a link to nearby community facilities.</p> <p><b>Coverage:</b> More than 20% of operations (estimated).</p> <p><b>c. Safety and security:</b> A general company statement on including tenant and/or customer safety and security is available. No or only very limited information is available on a strategy covering related aspects including prevention of injuries, crime prevention, safety of technical equipment, fire protection and disaster management.</p> <p><b>Coverage:</b> More than 20% of operations (estimated).</p> | 3.2%   | D+     |
| <p><b>A.2.2.4. Real estate projects with high social benefit</b></p> <p><b>a. Real estate projects with high social benefit:</b></p> <p><b>i. Affordable housing and/or social housing:</b> Not applicable for companies with no residential properties in the portfolio.</p> <p><b>ii. Favourable lease conditions for tenants with social focus:</b> No or only very limited information is available on favourable lease conditions for tenants such as enterprises with high social value; start ups and small enterprises with a regional focus; and/or charitable organisations and/or NGOs.</p> <p><b>iii. Social infrastructure and local enhancement:</b> No or only very limited information is available on real estate projects which contribute to social infrastructure and/or local enhancement.</p> <p><b>b. Percentage of relevant properties:</b> The percentage of properties with a high social benefit covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2.7%   | D-     |
| <p><b>A.2.2.5. Policy on responsible marketing</b></p> <p><b>a. Basic commitments on responsible marketing:</b> Not applicable for companies dealing exclusively with highly professional clients, which have extensive experience in their field of business.</p> <p><b>b. Sponsoring of mega events:</b> Not applicable as the company does not sponsor relevant mega events.</p> <p><b>Formality:</b> Not applicable for companies dealing exclusively with highly professional clients, which have extensive experience in their field of business.</p> <p><b>Coverage:</b> Not applicable for companies dealing exclusively with highly professional clients, which have extensive experience in their field of business.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0.0%   | X      |
| <p><b>A.2.2.6. Other major company-specific issues related to customer and product responsibility</b></p> <p>Not applicable as the company does not generate a significant sales volume through activities entailing other major customer and product responsibility issues than those already evaluated.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0.0%   | X      |
| <p><b>A.2.2.7. Major controversies relating to customer and product responsibility</b></p> <p>Research did not reveal relevant controversies in recent years.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.0%   | X      |

# Befimmo SA

|                                                                                                                                                                                                                                                                                                                                                     | Weight                              | Rating                   |                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|-------------------------------------|
| <b>A.3. Corporate Governance and Business Ethics</b>                                                                                                                                                                                                                                                                                                | <b>8.0%</b>                         | <b>C</b>                 |                                     |
| <b>A.3.1. Corporate governance</b>                                                                                                                                                                                                                                                                                                                  | <b>2.7%</b>                         | <b>B</b>                 |                                     |
| <b>A.3.1.1. Independence of the board and its governance of sustainability</b>                                                                                                                                                                                                                                                                      | <b>0.7%</b>                         | <b>A</b>                 |                                     |
| <b>A.3.1.1.1. Separation of power between CEO and chair of the board of directors or the head of the supervisory board</b>                                                                                                                                                                                                                          | <b>0.3%</b>                         | <b>A+</b>                |                                     |
| Separation of power is ensured since the CEO and the chair of the board of directors or supervisory board are separate persons.                                                                                                                                                                                                                     |                                     |                          |                                     |
| <b>A.3.1.1.2. Independent committees in charge of audit, remuneration and sustainability</b>                                                                                                                                                                                                                                                        | <b>0.3%</b>                         | <b>B+</b>                |                                     |
| The following independent board committees are in place:                                                                                                                                                                                                                                                                                            |                                     |                          |                                     |
|                                                                                                                                                                                                                                                                                                                                                     | Yes                                 | No                       | No information                      |
| Audit committee                                                                                                                                                                                                                                                                                                                                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Remuneration committee                                                                                                                                                                                                                                                                                                                              | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Sustainability committee                                                                                                                                                                                                                                                                                                                            | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>A.3.1.2. Shareholder democracy</b>                                                                                                                                                                                                                                                                                                               | <b>1.0%</b>                         | <b>B-</b>                |                                     |
| <b>A.3.1.2.1. Voting rights</b>                                                                                                                                                                                                                                                                                                                     | <b>0.5%</b>                         | <b>A+</b>                |                                     |
| <b>a. Voting rights for common shares:</b> The company publicly discloses that one common share entitles the holder to one vote.                                                                                                                                                                                                                    |                                     |                          |                                     |
| <b>b. Restrictions on voting rights:</b> The company publicly reports that there are no restrictions on voting rights.                                                                                                                                                                                                                              |                                     |                          |                                     |
| <b>A.3.1.2.2. Size of shareholding necessary to introduce a new resolution</b>                                                                                                                                                                                                                                                                      | <b>0.5%</b>                         | <b>D-</b>                |                                     |
| In Belgium, there are severe restrictions on introducing a new resolution at the annual general meeting. One or more shareholders owning at least 3% of the share capital are entitled to add items to the agenda of the shareholders' meeting and can submit proposed resolutions with respect to the items included or to be added to the agenda. |                                     |                          |                                     |
| <b>A.3.1.2.3. Facilitation of shareholder participation</b>                                                                                                                                                                                                                                                                                         | <b>0.0%</b>                         | <b>X</b>                 |                                     |
| Measures to facilitate shareholder participation include:                                                                                                                                                                                                                                                                                           |                                     |                          |                                     |
|                                                                                                                                                                                                                                                                                                                                                     | Yes                                 | No                       | No information                      |
| Voting on proxy resolutions via internet or phone                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Live broadcast of all parts of the AGM                                                                                                                                                                                                                                                                                                              | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Access to company appointed proxies during the AGM                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Comment:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                  |                                     |                          |                                     |
| <b>A.3.1.3. Remuneration of members of the executive management team</b>                                                                                                                                                                                                                                                                            | <b>0.7%</b>                         | <b>C</b>                 |                                     |
| <b>A.3.1.3.1. Public disclosure of compensation schemes for members of the executive management team</b>                                                                                                                                                                                                                                            | <b>0.2%</b>                         | <b>C</b>                 |                                     |
| Compensation for members of the executive management team as a whole and the CEO individually is publicly disclosed and sub-divided according to fixed amounts and variable performance-related components. No information is available on long-term incentive components.                                                                          |                                     |                          |                                     |
| <b>A.3.1.3.2. Integration of sustainability performance objectives into the variable remuneration of members of the executive management team</b>                                                                                                                                                                                                   | <b>0.4%</b>                         | <b>C</b>                 |                                     |
| Sustainability performance objectives are to a certain extent integrated into the variable remuneration of members of the executive management team. However, these objectives are not clearly specified and/or do not refer to relevant (sector-specific) requirements.                                                                            |                                     |                          |                                     |

# Befimmo SA

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Weight      | Rating    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------|
| <b>A.3.1.3.3. Public disclosure of CEO to employee compensation ratio</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>0.0%</b> | <b>X</b>  |
| Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |             |           |
| Ratio:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2015        |           |
| CEO compensation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | n/a         |           |
| Median employee compensation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | n/a         |           |
| <b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |           |
| <b>A.3.1.4. Public disclosure of major shareholders</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>0.3%</b> | <b>A+</b> |
| The company publicly discloses shareholders with a stake of at least 5%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |             |           |
| <b>A.3.2. Business ethics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>5.3%</b> | <b>C-</b> |
| <b>A.3.2.1. Code of business ethics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1.8%</b> | <b>C+</b> |
| <p><b>a. Corruption:</b> The company commitments refer to the prohibition of corruption in general terms.</p> <p><b>b. Antitrust violations:</b> No or only very limited information is available on company commitments prohibiting anti-competitive practices.</p> <p><b>c. Insider dealings:</b> The company commitments set out clear and detailed rules regarding insider dealings.</p> <p><b>d. Gifts, favours and entertainment:</b> The company commitments refer to gifts, favours and entertainment in general terms.</p> <p><b>e. Conflicts of interest:</b> The company commitments refer to dealing with (potential) conflicts of interest in general terms.</p> <p><b>f. Validity of financial information:</b> No or only very limited information is available on company commitments requiring financial information to be accurate, valid, reliable, timely, relevant and complete.</p> <p><b>g. Tax avoidance through transfer pricing:</b> No or only very limited information is available on company commitments on tax avoidance through transfer pricing.</p> <p><b>Formality:</b> (Almost) all relevant commitments are part of a formal policy.</p> <p><b>Coverage:</b> 100% of relevant operations (estimated).</p>                                                                                                                                                                                                        |             |           |
| <b>A.3.2.2. Compliance procedures</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>3.6%</b> | <b>D</b>  |
| <p><b>a. Business ethics awareness:</b> The code is published in local languages. No information is available on whether employees are required to confirm in written form that they have read and understood the code.</p> <p><b>b. Compliance training:</b> No or only very limited information is available on comprehensive compliance training on corruption, antitrust violations, conflicts of interest and further relevant aspects of business ethics.</p> <p><b>c. Compliance risk assessments and audits:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>d. Third party anti-corruption due diligence:</b> No or only very limited information is available on third-party due diligence including regular screenings, risk assessments, compliance health checks, identification of red flags, structured approval processes and documentation, as well as checks on necessity, proper retention, expertise, integrity and method of payment.</p> <p><b>e. Facilitation of non-compliance reporting:</b> Reporting channels are provided for employees and/or external stakeholders. No information is available on whether the reporting channels are anonymous and confidential.</p> <p><b>f. Whistleblower protection:</b> No or only very limited information is available on ensuring non-retaliation against whistleblowers.</p> <p><b>Coverage:</b> 100% of relevant operations (estimated).</p> |             |           |
| <b>A.3.2.3. Major controversies relating to business ethics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>0.0%</b> | <b>X</b>  |
| Research did not reveal relevant controversies in recent years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |           |

# Befimmo SA

|                                                                                                                                        | Weight                              | Rating                              |                          |                          |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|
| <b>B. Environmental Rating</b>                                                                                                         | <b>60.0%</b>                        | <b>C+</b>                           |                          |                          |
| <b>B.1. Environmental Management</b>                                                                                                   | <b>18.0%</b>                        | <b>B</b>                            |                          |                          |
| <b>B.1.1. Environmental management system</b>                                                                                          | <b>5.5%</b>                         | <b>A+</b>                           |                          |                          |
| <b>B.1.1.1. Implementation of an environmental management system</b>                                                                   | <b>2.8%</b>                         | <b>A+</b>                           |                          |                          |
| Relevant elements implemented by the company:                                                                                          | Yes                                 | No                                  | No information           |                          |
| Formal environmental management policy                                                                                                 | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Structure and responsibilities                                                                                                         | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Environmental programmes                                                                                                               | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Targets and objectives                                                                                                                 | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Environmental training and awareness                                                                                                   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Data compilation system                                                                                                                | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| Environmental audits                                                                                                                   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |                          |
| <b>Coverage:</b> 100% of operations.                                                                                                   |                                     |                                     |                          |                          |
| <b>B.1.1.2. Certification of the environmental management system to an international standard</b>                                      | <b>2.8%</b>                         | <b>A+</b>                           |                          |                          |
| 100% of relevant operations (estimated) are covered by an environmental management system that is certified to the ISO 14001 standard. |                                     |                                     |                          |                          |
| <b>B.1.2. Energy management</b>                                                                                                        | <b>2.8%</b>                         | <b>B+</b>                           |                          |                          |
| <b>B.1.2.1. Implementation of an energy management system (EnMS)</b>                                                                   | <b>0.6%</b>                         | <b>B</b>                            |                          |                          |
| Relevant elements implemented by the company:                                                                                          | Yes                                 | Part of ISO 14001                   | No                       | No information           |
| Energy policy                                                                                                                          | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Structure and responsibilities                                                                                                         | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Action plans                                                                                                                           | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Targets and objectives                                                                                                                 | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Training and awareness                                                                                                                 | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Data compilation system                                                                                                                | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Audits                                                                                                                                 | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Coverage:</b> 100% of employees.                                                                                                    |                                     |                                     |                          |                          |
| <b>B.1.2.2. Certification of the energy management system to an international standard</b>                                             | <b>0.0%</b>                         | <b>X</b>                            |                          |                          |
| Not applicable for small enterprises with less than 100 employees.                                                                     |                                     |                                     |                          |                          |

# Befimmo SA

Weight Rating

## B.1.2.3. Energy use reduction targets

1.1% A

Clear energy targets are set by the company. Information on the time frame and the baseline is provided.

| Target specification | Unit   | Base year | Target year | Reduction from base year |
|----------------------|--------|-----------|-------------|--------------------------|
| Intensity target     | kWh/m2 | 2013      | 2016        | 3.0%                     |
| Intensity target     | kWh/m2 | 2013      | 2016        | 7.5%                     |
| Intensity target     | kWh/m2 | 2013      | 2016        | 9.0%                     |

**Coverage:** More than 50% of relevant energy use (estimated).

**Comment:** Company provides information on three different energy use reduction targets: electricity use reduction target for private areas, electricity use reduction target for common areas and gas consumption reduction target across Befimmo's portfolio.

## B.1.2.4. Energy use by source

1.1% B+

|                                                                    | 2014  |
|--------------------------------------------------------------------|-------|
| Renewable energy sources including small-scale hydropower (<10 MW) | 0.1%  |
| Renewables unclear, large-scale hydropower (>10 MW)                | 47.8% |
| Natural gas, cogeneration, district heating                        | 48.9% |
| Waste incineration                                                 | 0.0%  |
| Coal, oil                                                          | 0.2%  |
| Lignite, peat                                                      | 0.0%  |
| Nuclear power                                                      | 0.0%  |
| Other/unclear                                                      | 3.0%  |

## B.1.3. Climate change

4.2% B+

### B.1.3.1. Position on climate change

0.2% B

The company refers to climate change as a major challenge and states its commitment to reduce greenhouse gas emissions. No further information is available on the company's position on climate change, including the acknowledgement of its own responsibility in this context.

**Coverage:** 100% of operations.

# Befimmo SA

Weight Rating

## B.1.3.2. Greenhouse gas emission inventories

0.6% A-

**a. Scopes covered by inventories:** The company's greenhouse gas emission inventories cover direct emissions (scope 1) and indirect emissions from purchased electricity (scope 2).

**b. Activities covered by inventories:** The company's greenhouse gas emission inventories cover some relevant activities including property management. It is unclear if the inventories cover other relevant activities including property development.

**c. Greenhouse gases included:** The company's emission inventories cover all relevant greenhouse gases (carbon dioxide (CO<sub>2</sub>)).

**d. Disclosure of calculation method:** The company follows the methodology of the Greenhouse Gas Protocol to calculate greenhouse gas emissions.

### e. External verification:

#### i. Scope of verification:

|                                              |                                     |
|----------------------------------------------|-------------------------------------|
| Not applicable / no information              | <input type="checkbox"/>            |
| Not verified                                 | <input type="checkbox"/>            |
| Less than 20% of relevant emissions verified | <input type="checkbox"/>            |
| More than 20% of relevant emissions verified | <input type="checkbox"/>            |
| More than 80% of relevant emissions verified | <input checked="" type="checkbox"/> |

#### ii. Level of assurance:

|                                   |                                     |
|-----------------------------------|-------------------------------------|
| Not applicable / no information   | <input type="checkbox"/>            |
| No assurance                      | <input type="checkbox"/>            |
| Limited assurance                 | <input checked="" type="checkbox"/> |
| Partly limited, partly reasonable | <input type="checkbox"/>            |
| Reasonable assurance              | <input type="checkbox"/>            |

**Coverage:** More than 80% of relevant operations (estimated).

## B.1.3.3. Greenhouse gas emission reduction targets and action plans

2.9% A-

**a. Greenhouse gas emission reduction targets:** Clear greenhouse gas emissions reduction targets are set by the company. Information on the time frame and the baseline for emissions reductions is provided.

| Reference     | Target specification | Unit               | Base year | Target year | Reduction from base year | Scopes     |
|---------------|----------------------|--------------------|-----------|-------------|--------------------------|------------|
| Energy use    | Absolute target      | kWh/m <sup>2</sup> | 2013      | 2016        | 3.0%                     | Scopes 1,2 |
| Energy use    | Absolute target      | kWh/m <sup>2</sup> | 2013      | 2016        | 9.0%                     | Scopes 1,2 |
| GHG emissions | Absolute target      | CO <sub>2</sub>    | 2011      | 2014        | 5.0%                     | Scope 1    |

**Coverage:** More than 50% of relevant greenhouse gas emissions (estimated).

**Comment:** Company provides information on different reduction targets: electricity use reduction target in private areas, gas consumption reduction target across Befimmos portfolio and greenhouse gas reduction target (scope 1).

**b. Action plans to achieve reduction targets:** The company's action plan comprises progress reports and subgoals. No or only very limited information is available on whether the action plan comprises planned measures to achieve greenhouse gas emission reductions (e.g. energy efficiency or use of renewable energy sources).

**Coverage:** More than 50% of relevant greenhouse gas emissions (estimated).

# Befimmo SA

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------|----------------------|--------------------------|-----------|-------------|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>B.1.3.4. Climate change risks and mitigation strategy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>0.4%</b> | <b>C</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <p><b>a. Transparency on exposure to climate change risks:</b> Information on single risks is provided. Several relevant risks are not referred to (e.g. physical, regulatory, market, cost or legal risks related to climate change).</p> <p><b>b. Transparency on mitigation/adaptation strategies:</b> The company reports on some mitigation/adaptation measures with regard to climate change risks. No detailed information is provided and the mitigation/adaptation measures do not cover all relevant risks.</p> <p><b>Comment:</b> Relevant risks include more frequent weather extremes making necessary a change in building design; damages to buildings and associated higher maintenance expenditures, higher construction material costs due to CO2 reduction schemes, a decrease in areas designated as building land due to e.g. rising sea levels; the tightening of building codes regarding the stability of buildings; increasing insurance premiums; reputational risks; changing customer behaviour and expectations; and uncertainty regarding the requirements of future building regulations.</p> |             |           |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4. Water risk and impact</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4.1. Risk and impact assessments</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4.1.1. Identification of activities in regions with high levels of water stress</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <p>Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |           |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4.2. Water use inventories</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <p><b>a. Total freshwater use:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |           |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4.3. Water use reduction targets and action plans</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <b>B.1.4.3.1. Freshwater use reduction targets and action plans</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>0.0%</b> | <b>X</b>  |                      |                          |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| <p><b>a. Water use reduction targets:</b> Not applicable for small enterprises with less than 100 employees.</p> <table border="1"> <thead> <tr> <th>Target specification</th> <th>Unit</th> <th>Base year</th> <th>Target year</th> <th>Reduction from base year</th> </tr> </thead> <tbody> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> <tr> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> <td>n/a</td> </tr> </tbody> </table> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Action plans to achieve reduction targets:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small sized enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                               |             |           | Target specification | Unit                     | Base year | Target year | Reduction from base year | n/a |
| Target specification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Unit        | Base year | Target year          | Reduction from base year |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | n/a         | n/a       | n/a                  | n/a                      |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | n/a         | n/a       | n/a                  | n/a                      |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | n/a         | n/a       | n/a                  | n/a                      |           |             |                          |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

# Befimmo SA

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| <b>B.1.5. Travel and transport</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>2.8%</b> | <b>D-</b> |
| <b>B.1.5.1. Business travel</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>2.8%</b> | <b>D-</b> |
| <p><b>a. Reduction of business travel:</b> No or only very limited information is available on initiatives to reduce business travel (e.g. tele- or video-conferencing, bundling of business trips, reduction of travel frequency, examination of the need for travelling).</p> <p><b>Coverage:</b> The percentage of relevant employees covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>b. Measures to reduce the environmental impact of business travel:</b> The company uses vehicles with low CO2 emissions (including e.g. alternative propulsion systems and renewable fuels). No or only very limited information is available on eco-efficient driving (e.g. vehicles equipped with eco-driving devices, eco-efficiency driving training) and/or environmentally favourable transportation modes (e.g. the substitution of air and car travel by means such as rail or bus).</p> <p><b>Coverage:</b> The percentage of covered travel kilometres is not specified.</p> <p><b>c. Carbon offset programme:</b> No or only very limited information is available on offsetting of CO2 emissions from business travel.</p> <p><b>Coverage:</b> The percentage of business travels covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>d. Commuting:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> |             |           |
| <b>B.1.5.2. Transport</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>0.0%</b> | <b>X</b>  |
| <p><b>a. Efficient transport logistics:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>b. Modes of transportation:</b> Not applicable for small enterprises with less than 100 employees.</p> <p><b>Coverage:</b> Not applicable for small enterprises with less than 100 employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |             |           |
| <b>B.1.6. Environmental management in the supply chain</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>2.8%</b> | <b>C+</b> |
| <b>B.1.6.1. Environmental supplier standard</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>0.9%</b> | <b>C+</b> |
| <p><b>a. Content of environmental supplier standard:</b></p> <p><b>i. Environmental management system:</b> The supplier standard refers to the implementation of an environmental management system.</p> <p><b>b. Bindingness of environmental supplier standard:</b> The wording of the supplier standard is not binding and the standard does not have to be signed by suppliers.</p> <p><b>c. Inclusion of extended supply chain:</b> The supplier standard refers to the extended supply chain. Yet, the standard does not require suppliers to extend the standard further down their supply chain.</p> <p><b>Coverage:</b> 100% of suppliers (estimated).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |             |           |
| <b>B.1.6.2. Procedures to ensure compliance with the environmental supplier standard</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1.8%</b> | <b>C+</b> |
| <p><b>a. Assessment of environmental risks in the supply chain:</b> No or only very limited information is available on supplier risk assessments with regard to the environmental performance of suppliers.</p> <p><b>b. Environmental supplier audits:</b> The company conducts off-site and on-site audits to check compliance of key suppliers and provides information on frequency. No or only very limited information on notification and scope of the audits (e.g. topics covered, types of personnel interviewed) is available.</p> <p><b>c. Procedures in case of environmental non-compliance:</b> No or only very limited information is available on corrective action plans to remediate non-compliance and re-audits to check on improvements.</p> <p><b>Coverage:</b> 100% of relevant operations (estimated).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |             |           |

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| <b>B.2. Products and Services</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>36.0%</b> | <b>C</b>  |
| <b>B.2.1. Site selection and development</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>5.4%</b>  | <b>D-</b> |
| <b>B.2.1.1. Responsible land use and biodiversity management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>5.4%</b>  | <b>D-</b> |
| <b>B.2.1.1.1. Policy on responsible site selection</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1.8%</b>  | <b>D-</b> |
| <p>No or only very limited information is available on a commitment to refrain from site selection in protected areas and areas of high biodiversity value and to make use of brownfield sites instead of greenfields to the largest extent possible.</p> <p><b>Formality:</b> Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |              |           |
| <b>B.2.1.1.2. Percentage of brownfield developments</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1.8%</b>  | <b>D-</b> |
| <p>2015</p> <p>Percentage of total land use <span style="border: 1px solid black; padding: 2px;">n/a</span></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |              |           |
| <b>B.2.1.1.3. Biodiversity management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>1.8%</b>  | <b>D-</b> |
| <p><b>a. Risk and impact assessments:</b> No or only very limited information is available on biodiversity risk and impact assessments including information on methods, tools and criteria used.</p> <p><b>b. Consultation with biodiversity experts:</b> No or only very limited information is available on consultation with biodiversity experts such as conservation groups, governmental organisations, or research organisations and universities.</p> <p><b>c. Targets and objectives:</b> No or only very limited information is available on site-specific biodiversity targets and objectives.</p> <p><b>d. Mitigation measures:</b> No or only very limited information is available on the selection and implementation of mitigation measures following the mitigation hierarchy, i.e. avoidance, minimisation, rectification and compensation.</p> <p><b>e. Monitoring and evaluation:</b> No or only very limited information is available on continuous monitoring and evaluation of the effectiveness of biodiversity management measures.</p> <p><b>Coverage:</b> The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p> |              |           |
| <b>B.2.2. Design, acquisition and operation of buildings</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>18.0%</b> | <b>C-</b> |
| <b>B.2.2.1. Life cycle assessments</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1.8%</b>  | <b>D-</b> |
| <p><b>a. Assessed impacts:</b> No or only very limited information is available on life cycle assessments of buildings considering relevant aspects such as material use, hazardous substances, GHG emissions, energy use, water use and waste generation.</p> <p><b>b. Life cycle phases:</b> No or only limited information is available on life cycle assessments covering relevant life cycle phases from cradle to grave (raw material extraction, materials processing, manufacture, distribution, use, repair and maintenance, and disposal or recycling).</p> <p><b>c. International standards:</b> No or only very limited information is available on life cycle assessments carried out in accordance with ISO 14040 / ISO 14044 or other international standards.</p> <p><b>d. Publication of results:</b> It remains unclear whether the company publishes the results of life cycle assessments.</p> <p><b>Coverage:</b> The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                |              |           |

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <p><b>B.2.2.2. Energy efficiency of buildings and use of renewable energy sources</b></p> <p><b>a. Energy efficiency of buildings</b></p> <p><b>i. Building envelope:</b> There is a strategy regarding the energy efficiency of building envelopes. No or only very limited information is available on the implementation of the strategy.</p> <p><b>Coverage:</b> More than 50% of operations.</p> <p><b>ii. Lighting:</b> There is a strategy regarding energy efficient lighting. No or only very limited information is available on the implementation of the strategy.</p> <p><b>Coverage:</b> More than 50% of operations.</p> <p><b>iii. Heating, ventilation and cooling:</b> There is a strategy regarding energy efficient heating, ventilation and cooling. No or only very limited information is available on the implementation of the strategy.</p> <p><b>Coverage:</b> More than 50% of operations.</p> <p><b>iv. Appliances and equipment:</b> Measures are implemented. No or only very limited information is available on a strategy regarding energy efficient appliances and equipment.</p> <p><b>Coverage:</b> More than 50% of operations (estimated).</p> <p><b>v. Building automation systems:</b> No or only very limited information is available on the implementation of building automation systems.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>b. Use of renewable energy sources:</b> There is a strategy regarding on-site renewable energy production and/or procurement of renewable energy for building operations. No or only very limited information is available on the implementation of the strategy.</p> <p><b>Coverage:</b> Less than 20% of operations (estimated).</p> | 7.2%   | C+     |
| <p><b>B.2.2.3. Water use minimisation of buildings</b></p> <p>There is a strategy for the reduction of water use covering relevant aspects such as water metering, high-efficiency fixtures and fittings, high-efficiency appliances, leak control and repair, efficient landscape irrigation and rainwater/greywater harvesting and recycling. No or only very limited information is available on the implementation of the strategy.</p> <p><b>Coverage:</b> More than 50% of operations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3.6%   | B      |
| <p><b>B.2.2.4. Multi-modal transportation access and facilities</b></p> <p><b>a. Public transport:</b> No or only very limited information is available on a strategy regarding tenant/and or customer access to an intermodal transport system including environmental friendly modes of transport (e.g. rail, ship).</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>b. Alternative forms of transportation:</b> No or only very limited information is available on a strategy regarding access to alternative forms of transportation for tenants and/or customers (e.g. cycling networks, walkable communities).</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p> <p><b>c. Green vehicles:</b> No or only very limited information is available on a strategy regarding the promotion of green vehicles for tenants and/ customers (e.g. provision of alternative-fuel facilities, preferred parking for green vehicles).</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2.7%   | D-     |

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| <b>B.2.2.5. Measures to promote environmental awareness amongst tenants</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2.7%   | D+     |
| <p><b>a. Tenant encouragement measures:</b> Some measures to promote environmental awareness amongst tenants including environmental guides and individual metering of energy, waste and/or water consumption are implemented. No or only very limited information is available on further measures such as environmental trainings, working groups and/or events focused on increasing environmental awareness, and provision of collection centres for recyclable materials.</p> <p><b>Coverage:</b> Less than 20% of operations (estimated).</p> <p><b>b. Green leases:</b> The company has implemented green lease agreements. No details are available on the content of the agreements (e.g. provisions regarding data sharing and metering, green targets, environmental specifications for tenant works).</p> <p><b>Coverage:</b> The percentage of operations covered is not specified.</p> |        |        |
| <b>B.2.3. Construction, refurbishment and demolition of buildings</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 9.0%   | C      |
| <b>B.2.3.1. Green procurement of building materials</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2.3%   | B+     |
| <p>The company's procurement guidelines cover some relevant aspects including third-party certification of wood based materials and re-usability. Detailed information is available on the bindingness of the guidelines. No or only limited information is available on guidelines covering further relevant aspects including renewable content, recycled content, embodied energy, durability and maintainability, and local sourcing/material origin.</p> <p><b>Coverage:</b> More than 50% of operations.</p>                                                                                                                                                                                                                                                                                                                                                                                   |        |        |
| <b>B.2.3.2. Energy efficiency and renewable energy in construction and demolition</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2.3%   | D-     |
| <p>No or only very limited information is available on a strategy covering relevant aspects including use of renewable energy, energy efficient machinery and equipment, and optimisation of construction processes.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |        |
| <b>B.2.3.3. Water use minimisation in construction and demolition</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2.3%   | D-     |
| <p>No or only limited information is available on a strategy for the reduction of water use covering relevant aspects including use of non-potable water sources, water efficient dust suppression, and water efficient cleaning of equipment.</p> <p><b>Coverage:</b> The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |        |        |
| <b>B.2.3.4. Construction and demolition waste reduction</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2.3%   | B+     |
| <p>The company has implemented site waste management plans covering e.g. on-site waste sorting and segregation, and waste re-use or recycling. In addition, the company has set construction waste reduction targets. However, the targets are not clearly defined.</p> <p><b>Coverage:</b> More than 50% of operations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |        |
| <b>B.2.4. Percentage of buildings or structures certified to a sustainable/green building standard</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3.6%   | A+     |
| <p>Properties constituting more than 20% of floor space in the company's portfolio (estimated) have been certified to a sustainable / green building standard (e.g. LEED, BREEAM, Code for Sustainable Homes, HQE, CASBEE, Green Star).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |        |        |
| <b>B.2.5. Major controversies relating to environmental issues</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0.0%   | X      |
| <p>Research did not reveal relevant controversies in recent years.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |        |        |
| <b>B.2.6. Other major company-specific issues related to the integration of environmental considerations into products and services</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0.0%   | X      |
| <p>Not applicable as the company does not generate a significant sales volume through activities entailing other major environmental issues than those already evaluated.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |        |        |

# Befimmo SA

Weight Rating

## B.3. Eco-efficiency

6.0% B+

### B.3.1. Energy efficiency

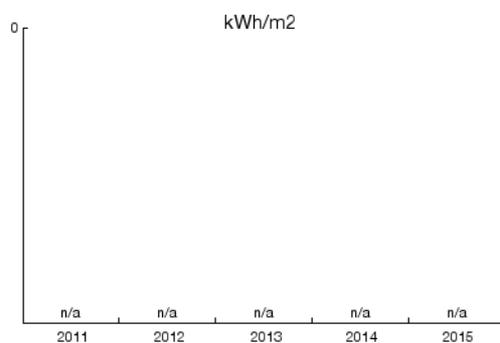
2.0% A+

#### B.3.1.1. Energy intensity (retail properties)

0.0% X

Not applicable for companies with no retail properties in the portfolio.

|                             | Unit   | 2011 | 2012 | 2013 | 2014 | 2015 |
|-----------------------------|--------|------|------|------|------|------|
| Energy use                  | GWh    | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 1                | m2     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Energy use per floor area 1 | kWh/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



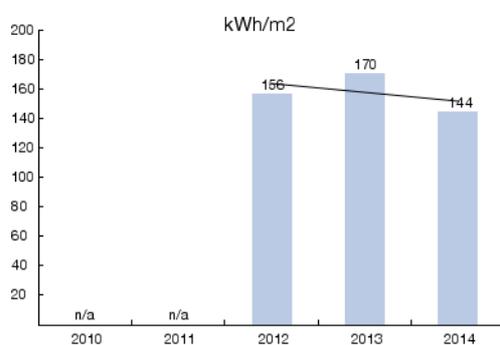
Coverage: Not applicable for companies with no retail properties in the portfolio.

#### B.3.1.2. Energy intensity (office properties)

2.0% A+

The energy intensity has decreased.

|                             | Unit   | 2010 | 2011 | 2012    | 2013    | 2014    |
|-----------------------------|--------|------|------|---------|---------|---------|
| Energy use                  | GWh    | n/a  | n/a  | 133.10  | 156.70  | 133.20  |
| Floor area 2                | m2     | n/a  | n/a  | 851,613 | 924,187 | 923,614 |
| Energy use per floor area 2 | kWh/m2 | n/a  | n/a  | 156     | 170     | 144     |



Coverage: 100% of relevant operations.

# Befimmo SA

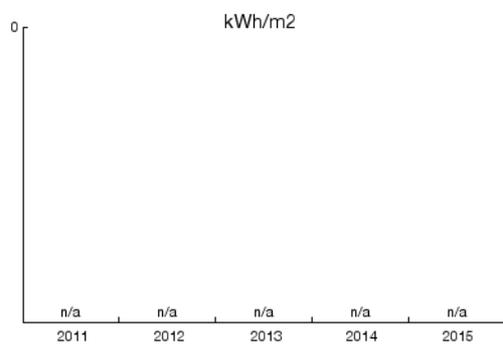
Weight Rating

### B.3.1.3. Energy intensity (residential properties)

0.0% X

Not applicable for companies with no residential properties in the portfolio.

|                             | Unit   | 2011 | 2012 | 2013 | 2014 | 2015 |
|-----------------------------|--------|------|------|------|------|------|
| Energy use                  | GWh    | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 3                | m2     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Energy use per floor area 3 | kWh/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



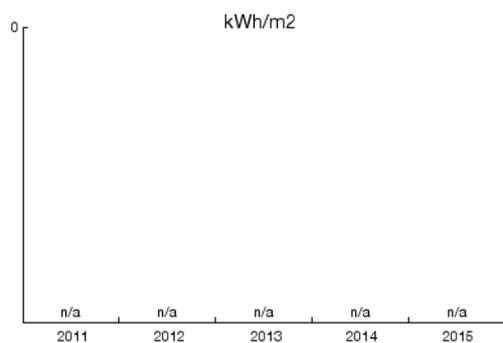
**Coverage:** Not applicable for companies with no residential properties in the portfolio.

### B.3.1.4. Energy intensity (other properties)

0.0% X

Not applicable for companies with no other properties in the portfolio.

|                           | Unit   | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------------|--------|------|------|------|------|------|
| Energy use                | GWh    | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area                | m2     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Energy use per floor area | kWh/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



**Coverage:** Not applicable for companies with no other properties in the portfolio.

# Befimmo SA

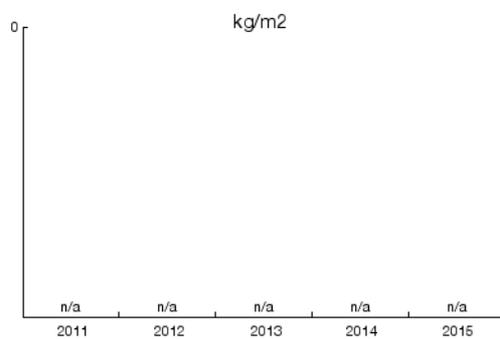
Weight Rating

**B.3.2. Carbon intensity** 2.0% A+

**B.3.2.1. Greenhouse gas emission intensity (retail properties)** 0.0% X

Not applicable for companies with no retail properties in the portfolio.

|                                | Unit  | 2011 | 2012 | 2013 | 2014 | 2015 |
|--------------------------------|-------|------|------|------|------|------|
| GHG emissions                  | t     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 1                   | m2    | n/a  | n/a  | n/a  | n/a  | n/a  |
| GHG emissions per floor area 1 | kg/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |

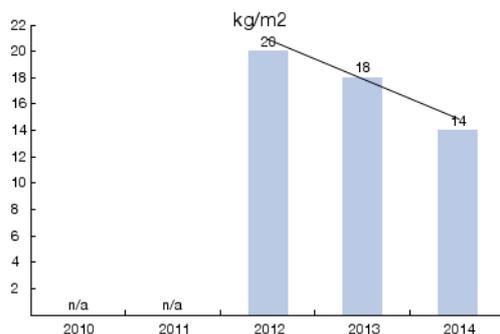


**Coverage:** Not applicable for companies with no retail properties in the portfolio.

**B.3.2.2. Greenhouse gas emission intensity (office properties)** 2.0% A+

The greenhouse gas emission intensity has decreased.

|                                | Unit  | 2010 | 2011 | 2012    | 2013    | 2014    |
|--------------------------------|-------|------|------|---------|---------|---------|
| GHG emissions                  | t     | n/a  | n/a  | 16,712  | 17,011  | 12,874  |
| Floor area 2                   | m2    | n/a  | n/a  | 851,613 | 924,187 | 923,614 |
| GHG emissions per floor area 2 | kg/m2 | n/a  | n/a  | 20      | 18      | 14      |



**Coverage:** 100% of relevant operations.

# Befimmo SA

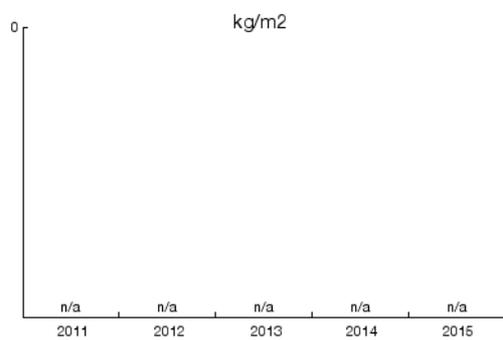
Weight Rating

### B.3.2.3. Greenhouse gas emission intensity (residential properties)

0.0% X

Not applicable for companies with no residential properties in the portfolio.

|                                | Unit  | 2011 | 2012 | 2013 | 2014 | 2015 |
|--------------------------------|-------|------|------|------|------|------|
| GHG emissions                  | t     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 3                   | m2    | n/a  | n/a  | n/a  | n/a  | n/a  |
| GHG emissions per floor area 3 | kg/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



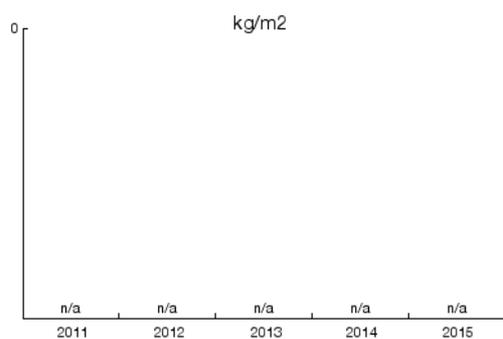
**Coverage:** Not applicable for companies with no residential properties in the portfolio.

### B.3.2.4. Greenhouse gas emission intensity (other properties)

0.0% X

Not applicable for companies with no other properties in the portfolio.

|                              | Unit  | 2011 | 2012 | 2013 | 2014 | 2015 |
|------------------------------|-------|------|------|------|------|------|
| GHG emissions                | t     | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area                   | m2    | n/a  | n/a  | n/a  | n/a  | n/a  |
| GHG emissions per floor area | kg/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



**Coverage:** Not applicable for companies with no other properties in the portfolio.

# Befimmo SA

Weight Rating

## B.3.3. Water efficiency

2.0%

D-

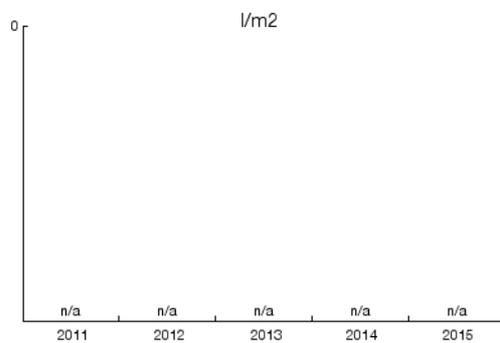
### B.3.3.1. Freshwater use intensity (retail properties)

0.0%

X

Not applicable for companies with no retail properties in the portfolio.

|                                 | Unit | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------------------|------|------|------|------|------|------|
| Freshwater use                  | m3   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 1                    | m2   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Freshwater use per floor area 1 | l/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



**Coverage:** Not applicable for companies with no retail properties in the portfolio.

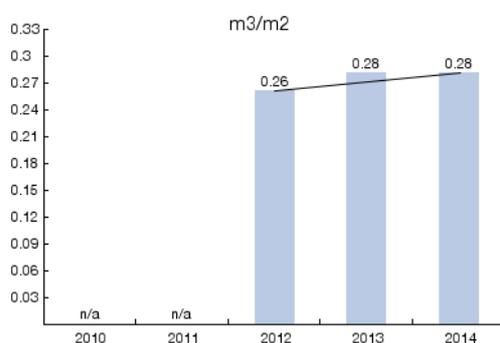
### B.3.3.2. Freshwater use intensity (office properties)

2.0%

D-

The water intensity has increased.

|                                 | Unit  | 2010 | 2011 | 2012 | 2013 | 2014 |
|---------------------------------|-------|------|------|------|------|------|
| Freshwater use                  | m3    | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 2                    | m2    | n/a  | n/a  | n/a  | n/a  | n/a  |
| Freshwater use per floor area 2 | m3/m2 | n/a  | n/a  | 0.26 | 0.28 | 0.28 |



**Coverage:** More than 50% of relevant operations (estimated).

**Comment:** Company reports on water use intensity for Befimmo and Fedimmo. However, the scope of the reporting over the years is not consistent and therefore only water intensity for Befimmo has been assessed (higher coverage).

# Befimmo SA

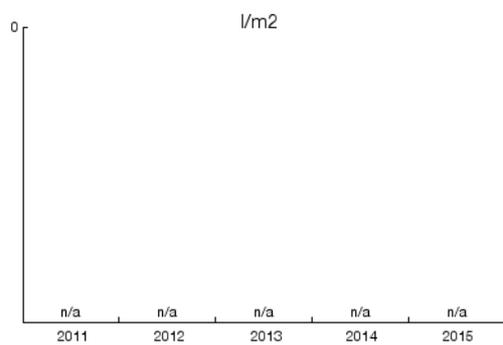
Weight Rating

### B.3.3.3. Freshwater use intensity (residential properties)

0.0% X

Not applicable for companies with no residential properties in the portfolio.

|                                 | Unit | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------------------|------|------|------|------|------|------|
| Freshwater use                  | m3   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area 3                    | m2   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Freshwater use per floor area 3 | l/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



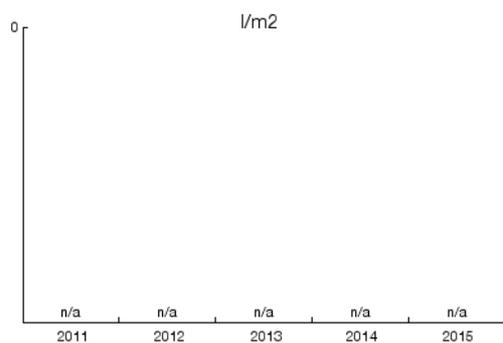
**Coverage:** Not applicable for companies with no residential properties in the portfolio.

### B.3.3.4. Freshwater use intensity (other properties)

0.0% X

Not applicable for companies with no other properties in the portfolio.

|                               | Unit | 2011 | 2012 | 2013 | 2014 | 2015 |
|-------------------------------|------|------|------|------|------|------|
| Freshwater use                | m3   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Floor area                    | m2   | n/a  | n/a  | n/a  | n/a  | n/a  |
| Freshwater use per floor area | l/m2 | n/a  | n/a  | n/a  | n/a  | n/a  |



**Coverage:** Not applicable for companies with no other properties in the portfolio.

# Befimmo SA

## Annex - Information Sources

### Company Sources

Publicly available company documentation, such as annual reports, social and environmental reports and sustainability reports, as well as company web pages. In addition, internal documents or other company information (e.g. obtained through interviews with company representatives), where provided.

### External Sources (examples only)

American Federation of Labor - Congress of Industrial Organizations (AFL-CIO)  
 Amnesty International  
 Asahi Shimbun  
 BBC  
 Bloomberg  
 Business & Human Rights Resource Centre  
 Campaign for Labor Rights  
 Carbon Disclosure Project (CDP), in particular for section B.1.3. (or B.1.4.) and B.3. of the rating  
 Centre for Research on Multinational Corporations (SOMO)  
 China Labour Watch  
 Competition Authorities  
 CorpWatch  
 Environmental Agencies  
 Environment News Service  
 European Union Institutions  
 Federal Election Commission (USA)  
 Financial Times  
 Friends of the Earth  
 Global March Against Child Labor  
 Green Building Council of Australia  
 Greenpeace  
 Guardian  
 Heinrich Boell Stiftung  
 Human Rights Commission  
 Human Rights Watch  
 International Labor Organization (ILO)  
 International Trade Union Confederation (ITUC)  
 Multinational Monitor  
 Organisation for Economic Co-operation and Development (OECD)  
 RepRisk  
 Reuters  
 Students and Scholars Against Corporate Misbehavior (SACOM)  
 Taipei Times  
 The Moscow Times  
 Transparency International  
 UK Green Building Council  
 UN Global Compact  
 United Nations Environment Programme (UNEP)  
 U.S. Green Building Council  
 World Wildlife Fund (WWF)