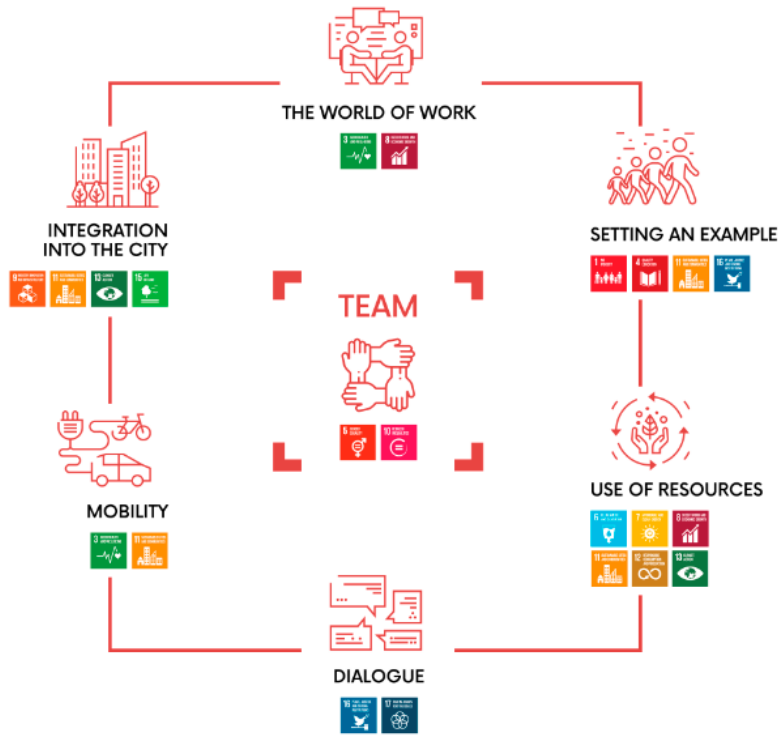


ACTION PLAN

- Update 27/03/2020 -



Befimmo's action plan was reviewed during the 2019 fiscal year.

In order to integrate the entire Befimmo team within this action plan, various meetings and workshops were planned over the year with all related departments. Following these encounters, new KPI's were introduced, some existing KPI's were maintained or updated. This action plan is a perfect example of a collaborative project throughout the entire Befimmo staff. The main target is to achieve, as a team, all objectives related to the KPI's.

These different KPI's are all linked to the 6 strategic axes of the Company as well as to various CSR standards (like the Sustainable Development Goals, GRI or EPRA).

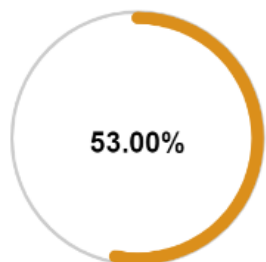


INTEGRATION INTO THE CITY

Part of the projects carried out in dialogue with the stakeholders

A project is considered to be in dialogue with the stakeholders when: it has been analysed by the communication team; communication initiatives in line with the characteristics and context of the project are implemented.

Current result vs. target



Result 2019

53%

Target
100%

Timeframe
2020

Related standards



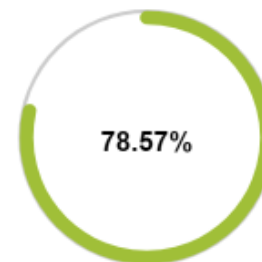
EPRA Comply-Eng

GRI 203-1
GRI 413-1

Part of the buildings of the portfolio that is open to the city

A building is considered to be open to the city when it includes functions that are accessible to the public (inside and/or outside).

Current result vs. target



Result 2019

55%

Target
70%

Timeframe
2023

Related standards



EPRA Comply-Eng

GRI 203-1
GRI 413-1

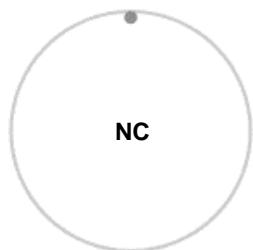


WORLD OF WORK

Occupant satisfaction rate

Satisfaction measuring in terms of services, HVAC comfort, security, connectivity, communication with Property, access for people with reduced mobility (rolling list).

Current result vs. target



Result 2019
Not calculated

Target
100%

Timeframe
2030

Related standards



EPRA H&S-Asset

GRI 416-1

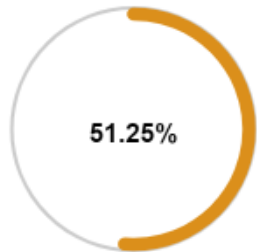


MOBILITY

Part of the portfolio that offers real mobility solutions

A building is considered to be offering real mobility solutions when the frequency, the diversity and the access to mobility solutions is satisfactory.

Current result vs. target



Result 2019

41%

Target
80%

Timeframe
2025

Related standards



EPRA H&S-Asset

GRI 416-1



DIALOGUE

Part of the suppliers with whom we maintain a dialogue

A supplier is assessed (on quality and CSR aspects) when it was analysed by the CSR team and that a face-to-face meeting occurred at least once a year.

Current result vs. target



Result 2019

6%

Target
100%

Timeframe
2022

Related standards

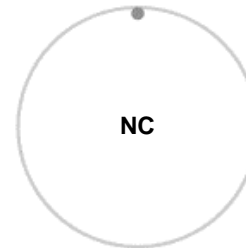


GRI 308-1
GRI 414-1

Investor targeting / Investor relations

Implement targeting criteria, identify new roadshow cities (if the need is identified based on the targeting criteria), identify new potential investors (following the targeting criteria), maintain a recurring relation with (potential) (identified) private and institutional investors through recurring encounters, carry out a perception study and a targeting study every 2 years.

Current result vs. target



Result 2019
Not calculated

Target
100%

Timeframe
2021

Related standards



GRI 102-21 GRI 102-42
GRI 102-40 GRI 102-43



DIALOGUE

Aim for the integration of Befimmo in sustainable indexes and funds

In order to measure the recognition of investors regarding Befimmo's durability, the level of integration of the Befimmo share into sustainable funds and indexes is measured.

Current result vs. target



Result 2019
Not calculated

Target
100%

Timeframe
2030

Related standards



GRI 102-21
GRI 102-40

GRI 102-42
GRI 102-43



SETTING AN EXAMPLE

Part of innovative projects

A project is considered as innovative if, at the time of its design and implementation, it has included an innovation compared to the Befimmo standards (cfr. quality matrix) on minimum 2 of the strategic axes.

Current result vs. target



Result 2019

42%

Target
100%

Timeframe
2025

Related standards



EPRA Environmental Measures

GRI 301-306

Certifications

Keep certifications and/or labels obtained by Befimmo (ISO and the biodiversity label).

Current result vs. target



Result 2019

100%

Target
100%

Timeframe
Continuous

Related standards



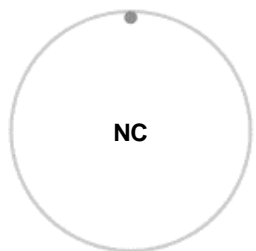


SETTING AN EXAMPLE

External communication

Active participation in debates, events, contests, etc. to communicate externally within the framework of our exemplarity.

Current result vs. target



Result 2019
Not calculated

Target
100%

Timeframe
Continuous

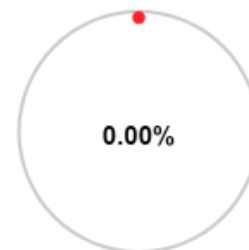
Related standards



Green financings

Validate and implement financings which fall within the green financial framework.

Current result vs. target



Result 2019
0%

Target
10%

Timeframe
2030

Related standards



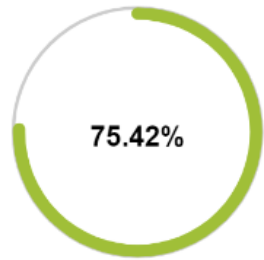


USE OF RESOURCES

CO₂e emissions of the portfolio

CO₂e emissions linked to energy consumption of the buildings for common and private installations.

Current result vs. target



Result 2019

24 kg CO₂e/m²

Target

18,1 kg CO₂e/m²

Timeframe

2030 (limitation 2°C)

Related standards



EPRA GHG-Indir-Abs
EPRA GHG-Dir-Abs

GRI 305-1
GRI 305-2
GRI 305-5
CRE3

Part of the projects that includes material recovery

A project is considered to be "material recovering" if: it has an inventory of materials and an ambitious recovery target in the case of a redevelopment project; it has been visited by a recovery company in the case of a development project and the leave of a tenant.

Current result vs. target



Result 2019

28%

Target

100%

Timeframe

2020

Related standards



GRI 301-2

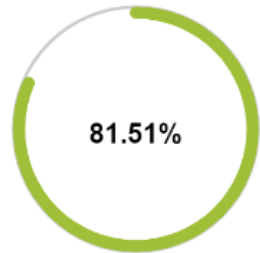


USE OF RESOURCES

Specific water consumption

Tap water, rainwater, drilling water, grey water from the portfolio.

Current result vs. target



Result 2019
265 l/m²

Target
216 l/m²

Timeframe
2030

Related standards



EPRA Water-Int

GRI 303-1
CRE2



TEAM

Participation level to transverse working groups (innovation, Comité B+, LynX)

Percentage of employees who joined a group that is not linked to their day-to-day job.

Current result vs. target



Result 2019

57%

Target
75%

Timeframe
2030

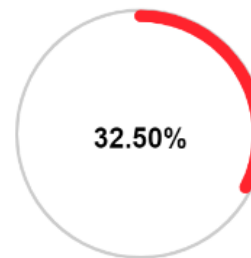
Related standards



Members of the team who changed their mobility

Changing its mobility involves: choosing an alternative fuel car (electric-CNG-hybrid); choosing a car of a lower class or a smaller car; giving up its company car.

Current result vs. target



Result 2019

13%

Target
40%

Timeframe
2030

Related standards



EPRA GHG-Indir-Abs
EPRA GHG-Dir-Abs

GRI 305-1
GRI 305-2
GRI 305-5



TEAM

Weight of the Corporate waste per year

Weight of the residual waste (white garbage bags) linked to Corporate activities per FTE.

Current result vs. target



Result 2019
51 kg/FTE

Target
0 kg/FTE

Timeframe
2030

Related standards



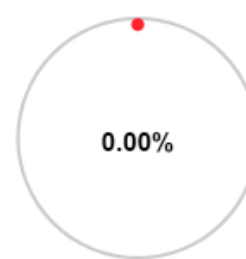
EPRA Waste-Abs
EPRA Waste-LfL

GRI 306-2

Efficiency level

Satisfaction of the team on the efficiency of the Company's organisation.

Current result vs. target



Result 2019
0%

Target
100%

Timeframe
2030

Related standards

