

# Befimmo

ISIN CODE: BE0003678894

## Sector: Financial Services – Real Estate

Companies in sector panel: 37

Information rate: N/A (sector average: N/A %)  
Company cooperation level: Not responsive \*

## General information

Befimmo S.C.A. is a publicly owned real estate investment firm. It primarily invests in the real estate markets of Brussels, other Belgian towns and cities and Luxembourg. It was formerly known as Woluwé Garden D S.A. Befimmo S.C.A. The Company was founded in 1995 and is based in Brussels, Belgium. Befimmo does not appear to have undergone any reorganisation during the period under review.

Main Economic Segment	Turnover 2016
Property Portfolio	100 %

## Selected financial data

Key data	Rental income	EBIT	Employees
2016	EUR 137.8m	EUR 134m	70
2015	EUR 140.1m	EUR 127m	72
2014	EUR 138.7m	EUR 113m	69
2013	EUR 136.8m	EUR 114m	70
2012	EUR 128.7m	EUR 107m	47

Main shareholders	2017
Ageas and Affiliated Compagnies	10.4 %
Axa Belgium SA	10.7 %

Geographical breakdown	Rental income 2016	Employees 2016
Belgium	97 %	nd
Luxembourg	3 %	nd

## Selected ESG Indicators

	2016	2014
Non-executive Board member(s) responsible for CSR issues	N/A	N/A
Executive remuneration linked to CSR performance	N/A	N/A
3-year energy consumption trend (normalised to the surface area)	N/A	↑
Ratio of payments to employees vs. shareholders (3-year trend)	N/A	N/A
Percentage of independent Board members	50	45.4
Percentage of women on Board	30	27.2
Percentage of women in Executive team	25	33
Percentage of women in workforce	43	44
Transparency on lobbying budget	No	No
Percentage of employees covered by collective agreements on working conditions	100	100
3 year trend for safety at work	è	è
Involvement in armament	No	No
Transparency on payment of tax	Full	Partial
Management of social risks in supply chain	Weak	Weak

Company inclusion in Vigeo Indices\*\*\* : NO

\* On a 4-level scale: proactive, responsive, partially responsive, not responsive  
N/A means that the data is not available

## Detailed analysis

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## Environment

### Environmental strategy and responsible property investment (score: 69)

ENV1.1

**Visibility of commitment to environmental issues**

**Relevance of the company's environmental strategy:**

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. In addition, there is a dedicated structure responsible for this issue.

**Means allocated to environmental management**

**Coverage of certified environmental management systems**

**Coverage of green building certifications**

The company has green-certified buildings, but they represent less than 30% of the total property portfolio.

**Means and processes to integrate environmental considerations in the investment strategy.**

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**Means and processes allocated to integrate environmental considerations in the property management strategy**

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**Protection of biodiversity (score: 32)**

**ENV1.4**

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**Relevance of the commitment**

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**Means allocated to biodiversity protection**

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**Coverage of means allocated to biodiversity protection**

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**Stakeholders' feedback**

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**Energy efficiency of buildings (score: 72)**

**ENV2.2**

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**Relevance of the commitment to improve the energy efficiency of the property portfolio**

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**Means allocated to improve the energy efficiency of buildings**

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**Coverage of the means**

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**Energy intensity of the property portfolio (Scope 1 and 2 energy consumption)**

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**Carbon intensity of the property portfolio (Scope 1 and 2 emissions)**

**Cooperation with tenants on the reduction of environmental impacts from the use of buildings (score: 36)**

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**ENV3.1**

Relevance of commitments

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Cooperation with tenants on the reduction of the environmental impacts from the use of buildings

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Coverage of the measures

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Normalized water consumption of property portfolio

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Normalized waste production of property portfolio

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## Human Resources

**Promotion of labour relations (score: 51)**

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**HRS1.1**

Visibility of commitment

The company does not disclose any commitment to promote labour relations.

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Relevance of commitment

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**Ownership of commitment**

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**Coverage of employee representative bodies**

Local employee representative bodies have been set up in the majority of company sites.

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**Subjects covered by collective bargaining**

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**Stakeholders' feedback**

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**Coverage of collective agreements on working conditions**

Collective agreements on working conditions cover more than 75% of its employees.

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**Responsible management of reorganizations (score: 16)**

**HRS2.3**

Befimmo does not report any information about any employees' layoffs which occurred during the period under review, and no information was found in the media about any restructurings carried out by the Company.

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**Relevance of commitment to manage reorganisations responsibly**

The company does not disclose any commitment to manage reorganisations responsibly.

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**Involvement with employee representatives**

The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

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**Means allocated to prevent and manage reorganisations**

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**Coverage**

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**Stakeholders' feedback**

**Result of the company's commitment to manage reorganisations responsibly**

The company has limited the impacts of reorganisations but has not been able to avoid layoffs.

**Career management and promotion of employability (score: 49)**

**HRS2.4**

**Visibility of commitment**

**Relevance of commitment**

**Ownership of commitment**

**Career management systems**

**Coverage of career management systems**

These career management systems cover all the company's employees.

**Types of training provided to non-managers**

The training programmes are aimed at adapting employees' skills to the requirements of their current position and also enable them to develop additional skills.

**Means allocated to training for all employees**

**Mobility / turnover**



**Training delivered during the year under review** All the company's employees received training during the year under review.

**Improvement of health and safety conditions (score: 29)**

**HRS3.2**

**Visibility of health & safety commitments**

**Relevance of commitment**

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

**Means allocated to health and safety**

**Coverage of health and safety system**

**Means allocated to reduce stress at work**

**Coverage of means allocated to reduce stress at work**

**Accident frequency rate**

Information disclosed on the company's accident frequency rate is insufficient.

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Other health and safety indicators

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Stakeholders' feedback

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## Human Rights

**Respect for freedom of association and the right to collective bargaining**  
(score: 22)

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HRT2.1

Visibility of commitment

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Relevance of commitment

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Ownership of commitment

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Monitoring

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Promotion of collective bargaining

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Coverage

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Stakeholders' feedback

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**Non-discrimination (score: 23)**

**HRT2.4**

**Visibility of commitment**

**Relevance of commitment**

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

**Means allocated**

**Coverage**

**Results in terms of gender diversity**

**Results in terms of employment of people with disabilities**

The company does not disclose quantitative data on performance indicators such as the share of employees with disabilities in the total workforce.

**Stakeholders' feedback**

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## Community Involvement

### Promotion of the social and economic development (score: 18)

CIN1.1

#### Visibility of commitment

The visibility of the company's commitment to promote local social and economic development is insufficient.

#### Relevance of commitment

#### Ownership of commitment

#### Means allocated

#### Geographical coverage

#### Performance trend

#### Transparency of tax reporting

Presence in IMF 'offshore financial centers' and/ or in jurisdictions considered by the OECD as not compliant enough with tax transparency rules

#### Stakeholders' feedback

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### Social accessibility of properties (score: 31)

CIN2.1

#### Visibility of commitment

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**Relevance of commitment**

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**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

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**Measures to promote connectivity of properties**

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**Coverage**

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**Measures to promote a safe access for visitors and tenants**

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**Coverage**

There is no evidence that these are allocated in the majority of the company portfolio.

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**Performance Trend**

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**Stakeholders' feedback**

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## Business Behaviour (C&S)

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### Responsible Customer Relations (score: 39)

C&S1.3

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Visibility of commitment

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Relevance of the commitment

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Ownership of commitment

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Means allocated

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Complaints management system      There is a formalised and accessible system to handle complaints.

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Coverage

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Results

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Stakeholders' feedback

**Integration of environmental factors in the supply chain (score: 28)**

**C&S2.3**

**Visibility of commitment**

The company does not disclose any commitment to include environmental factors in supply chain management.

**Relevance of commitment**

**Ownership of commitment**

**Means allocated**

**Audits of suppliers/subcontractors**

**Coverage of the audits conducted**

There is no evidence that such means are implemented throughout the company.

**Share of corrective measures vs problems uncovered**

The company does not disclose quantitative data on the share of environmental problems in the supply chain that were addressed by corrective measures.

**Stakeholders' feedback**

**Integration of social factors in the supply chain (score: 14)**

**C&S2.4**

**Visibility of commitment**

The company does not disclose any commitment to include social factors in supply chain management.

**Relevance of commitment**

**Ownership of commitment**

**Means allocated**

**Audits of suppliers/subcontractors**

**Coverage**

**Share of corrective measures /  
problems uncovered**

The company does not disclose quantitative data on the share of social problems in the supply chain that were addressed by corrective measures.

**Stakeholders' feedback**

**Prevention of corruption and money laundering (score: 53)**

**C&S3.1**

**Visibility of commitment to  
corruption and money-laundering  
prevention**

**Relevance of commitment to  
corruption and money-laundering  
prevention**



**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

**Involvement of employees  
(corruption AND money laundering)**

**Means allocated to prevent  
corruption**

**Coverage of means on corruption  
prevention**

The measures implemented cover all significant parts of the company.

**Means allocated to prevent money  
laundering**

**Coverage of means on money  
laundering prevention**

**Reporting**

**Stakeholders' feedback**

**Transparency and integrity of influence strategies and practices (score: 15)**

**C&S3.3**

**Visibility of commitment**

**Relevance of commitment**

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**Ownership of commitment**

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**Involvement of employees**

Information regarding the involvement of employees in ensuring transparency and integrity of lobbying practices is insufficient.

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**Means allocated**

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**Coverage of the means**

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**Reporting**

The company does not disclose the budget directly and indirectly dedicated to lobbying practices.

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**Stakeholders' feedback**

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## Corporate Governance

**Board of Directors (score: 62)**

CGV1.1

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**[LISTED COMPANIES] Existence and independence of Nomination Committee**

All members are non-executive directors and the majority, including the committee's chairman, are independent.

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**Independence of the Board Chairman**

The roles of Chairman and CEO are separated, but the chairman is not considered independent.

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**Responsibility allocated over CSR issues**

Share of independent  
shareholder-elected Board members

Diversity of the skills and  
backgrounds of the Board

Training and expertise provided to  
board members

Training is provided upon joining the Board.

Regular election of Board members

Evaluation of Board's functioning  
and performance

Review of CSR issues at Board  
meeting

Regularity of and attendance at  
Board meetings

Regular meetings are held, and attendance rates are above 90%

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	>9 years on Board	Stock options	Paid > 1/2 executive salary	Represent >3% company's shares	Other	Independency
Alain Devos	Chairman		X		X		X							
Benoît De Blieck	CEO	X												
Annick Van Overstra			X		X		X							X
Kurt De Schepper			X											
Hugues Delpire	Chairman of the Audit Committee		X			X								X

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	>9 years on Board	Stock options	Paid > 1/2 executive salary	Represent >3% company's shares	Other	Independence
Etienne Dewulf	Chairman of the Appointment and Remuneration Committee		X		X		X							X
Sophie Goblet			X			X								X
Benoît Godts			X			X								
Sophie Malarme			X											X
Guy Van Wymersch			X											

## Audit & Internal Controls (score: 56)

CGV2.1

[LISTED COMPANIES] Existence and independence of Audit Committee

All members are non-executive directors, and the majority, including the committee's chair, are independent.

Skills and backgrounds of Audit Committee members

Operational and CSR risks covered by the company's internal controls system

Role of the Audit Committee in overseeing internal and external controls

The Audit Committee has a comprehensive role that includes:

- Oversee internal audit and internal controls
- Review accounting policies and be responsible for updates
- Nominate the statutory auditor
- Oversee the work of the external auditor
- Approve the type of audit and non-audit services provided and fees paid to the external auditor

Management of the CSR risks

**Independence of the firm's external auditors**

Non-audit fees represent more than 50% of the total fees received from the company, which might raise concern.

**Inclusion of CSR issues in the company's reporting**

**Stakeholders' feedback**

**Shareholders (score: 70)**

**CGV3.1**

**Nonexistence of voting rights restrictions**

The company respects the "one share – one vote" principle.

**Nonexistence of anti-takeover devices**

Anti-takeover devices have been identified.

**Ability to add items to the agenda of the AGM and to convene an EGM**

Major restrictions have been identified to convene an EGM.

**Access to voting at General Meetings**

There are no major restrictions on shareholders' ability to vote, and it is possible to vote using online services.

**Ability to vote on relevant issues in separate resolutions at AGM**

All major items are voted upon in separate resolutions, in accordance with standards advocated by Vigeo.

**Presentation of CSR strategy to shareholders and investors**

**Stakeholders' feedback**

**Executive Remuneration (score: 38)**

CGV4.1

[LISTED COMPANIES] Existence and independence of Remuneration Committee

All members are non-executive directors, and the majority, including the committee's chair, are independent.

Disclosure of senior executives' individual remuneration

Link between Short Term Incentive Plans and the performance of the company

Bonuses are linked to predetermined and disclosed economic and/or operational performance indicators. However the actual quantified targets are not disclosed.

Link between the main Long Term Incentive Plan and the performance of the company

Long-term incentives are linked to performance conditions, but quantified targets are not disclosed.

Link between variable remuneration and CSR performance of the company

Severance pay for senior executives

Severance pay may exceed 1 year's, but not 2 years', base salary.

Evolution of CEO-to-employee compensation ratio

Stakeholders' feedback

## Allegations and controversies

Domain Sustainability driver

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