



Sustainability Policy

March 2021

Context

Befimmo began its sustainability journey by creating its first environmental policy back in 2008. This policy was further developed into a CSR policy in 2013, focusing on the environment, the tenants, the team and governance. Since 2018, Social Responsibility has been fully integrated into the Company's overall strategy. We carried out a comprehensive exercise that led to the creation of six strategic axes and the integration of

15 of the 17 UN Sustainable Development goals in our day-to-day business.

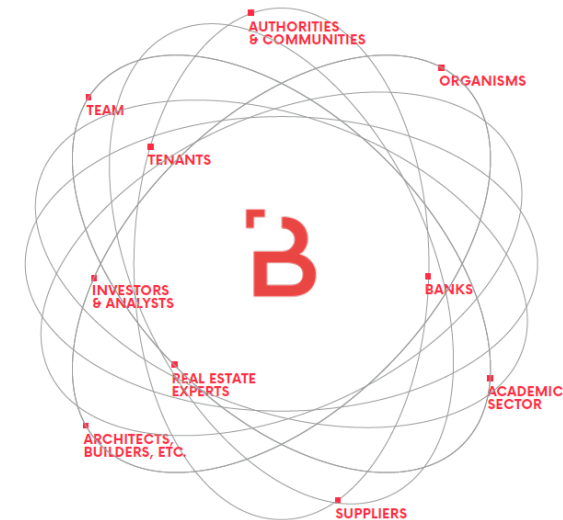
Within the framework of continuous improvement, Befimmo decided to re-challenge its priorities in 2020. The aim of this analysis was to challenge our existing strategy, and the priorities set out in our latest materiality matrix.

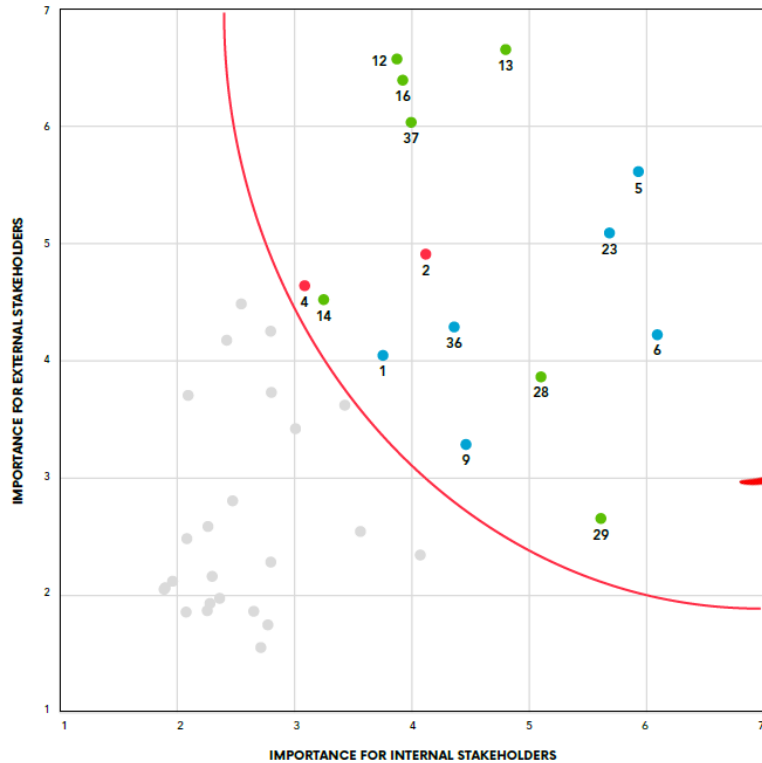


Stakeholder identification and prioritisation process

In order to challenge our existing priorities, Befimmo approached a diversified panel of external (academic, real-estate, etc.) and internal stakeholders, who allowed us to gather various interesting points of view through interviews, workshops or an online survey.

Through a materiality matrix, we've then identified and prioritised the environmental, social and governance (ESG) issues, taking into account the expectations of our stakeholders.





PROVIDE AND RETHINK WORKSPACES

- 5 Safety and health of occupants
- 23 Communication with tenants and occupants
- 6 Comfort & well-being of occupants
- 36 Innovation
- 1 Architectural quality
- 9 Flexibility/Adaptability of the buildings

TRANSFORM CITIES

- 2 Mixed functions
- 4 Participation of stakeholders in the project development process

BE RESPONSIBLE

- 13 Energy consumption
- 12 Biodiversity
- 16 Circular economy
- 37 Integration of ESG challenges within the investment, management and risk control policy
- 28 Ethics and transparency
- 29 Dialogue employee/ employer
- 14 Water consumption

The Y axis illustrates the importance of the issues for external stakeholders and the X axis illustrates the importance of the issues for internal stakeholders (the team and the Board of Directors). The top right-hand side shows the short-term priority themes for Befimmo and its stakeholders.

In this way, Befimmo has identified and prioritised **15 environmental, social and governance** priorities and grouped them into **three commitment categories: Provide and rethink workspaces, Transform cities and Be responsible**.

In addition to these priorities, Befimmo is committed to respecting the regulations and other requirements of its stakeholders. Moreover, the three commitments and their priorities are linked to several SDGs.



Objectives and progress

These **three commitments** enabled us to review our mission, in the form of a model, that reflects the way we view our business today and tomorrow. Our model has **four layers**. Starting from the centre:

1. Stakeholders
Our external and internal stakeholders are the driving force for Befimmo's evolution and activities.

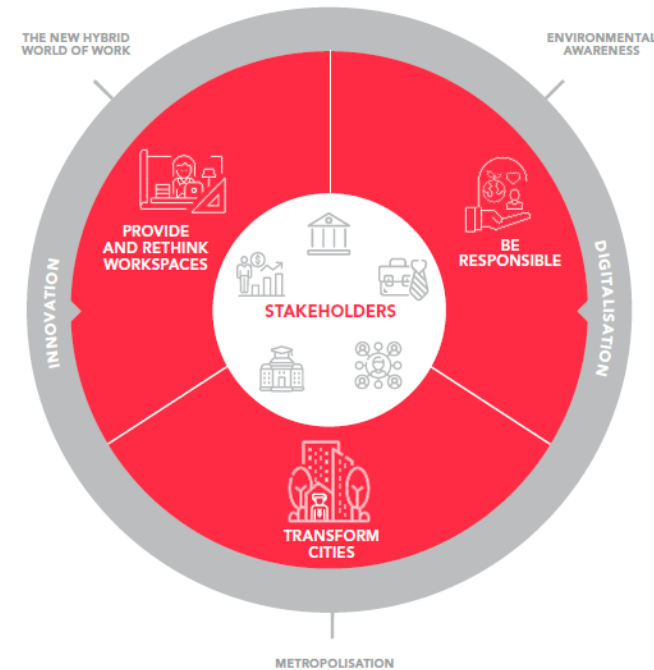
2. Commitments

TRANSFORM CITIES We are a major player in how cities are evolving and transforming, through the integration of open services for communities in our buildings and investment in better accessibility solutions. Integrate the building into the city Provide easily accessible buildings	PROVIDE AND RETHINK WORKSPACES Befimmo needs to provide quality assets for its tenants, and build communities by offering facilitating services and extending the coworking network. Provide quality assets – Improve comfort, security and safety – Build flexible and adaptable buildings – Create innovative projects – Obtain building certifications Build and animate communities – Expand the range of services – Extend the coworking network and meeting opportunities	BE RESPONSIBLE Befimmo must be an example for others and act responsibly on environmental, social and governance issues. Environmental criteria – Combat climate change and its impact – Adopt circular economy principles – Make rational use of water – Reduce pressure on biodiversity – Promote sustainable procurement practices – Reduce the environmental impact of the team Social criteria – Taking care of our team and the communities in which we operate Governance criteria – Behave ethically – Communicate transparently
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3. Means
Digitalisation and innovation kept in mind throughout the entire process.

4. External trends and drivers
There are many forces that impact what we do at Befimmo. We are the result of each and every one of them.

METROPOLISATION – Centred on Brussels, the capital of Europe – Demographic growth – New trends and needs in architecture and urban life	THE NEW HYBRID WORLD OF WORK – Worldwide homeworking experience as a result of the ongoing health crisis – New technologies, digital revolution, and digitalisation – Increasing need for a positive work life balance and attractive workspaces – Continuing search for flexibility and efficiency – Increased focus on well-being, health and safety	ENVIRONMENTAL AWARENESS – EU Green Deal – Climate change, focus on energy efficiency, protection of biodiversity – Efficient use of resources, focus on sustainable and circular design – Mobility, focus on shared and soft mobility
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The objectives, prepared together with the management and its team, are included in the Action Plan 2030, which is supervised by the Environmental department and the Transformation & Impact team, and is reported every six months to the Befimmo Social Responsibility Team.



For Befimmo SA

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