



BEFIMMO'S ERA
OF INNOVATION

Urban Alchemists

Thank you to each person who contributed
to crafting this report, transforming it into a piece
that authentically mirrors Befimmo's spirit
and accomplishments.



Edito

Hello, reader

As you read this year’s activity report, you can explore Befimmo’s strides, evolving from its traditional roots into a vanguard of the real-estate sector. This 28-year-long journey is one of bold transformation, an enduring commitment to sustainability, and a culture of innovation and connectivity.

In 2023, we’ve continued to pioneer sustainable development and significantly changed our financial strategies. The successful refinancing initiative has bolstered our foundation, enabling us to seize growth opportunities and remain agile in a highly dynamic market. Befimmo adapts, innovates and leads in the fast-evolving real-estate landscape, placing our users and their needs at the heart of everything we do.

This philosophy materialises beautifully in our ZIN project, which is one of many incredible realisations you’ll discover in this report. It’s an astonishing development, a testament to our ambition, embodying our dedication to sustainability and innovation. It truly redefined what modern workspaces can be.

Our collective believes in the power of community and the strength of connections. We wield an approach that goes far beyond the physical spaces we create. Our talent deserves a work environment where creativity flourishes, ideas thrive, and people feel supported and valued. After all, our talented teams are a vital contributor to our enduring success.

Additionally, and maybe even more importantly, it goes beyond the stats and numbers, bringing our company's positive impact on communities, neighbourhoods, and workplaces alive. Our co-workers, partners, end-users and stakeholders set the standards we want to exceed. Keeping their experiences close is essential.

Enough talk; it’s time to embark on this remarkable journey. Let’s reimagine the potential of spaces where tomorrow’s work happens today.

Have an exciting read!

Jean-Philip Vroninks,
CEO Befimmo

Vincent Querton,
Chairman of the Board

Summary

01

Intro & General Information



CEO Introduction

Urban Alchemists: How Befimmo's Vision and Ambition Craft Tomorrow's Workspaces

Exploring Befimmo's soul, commitment and ambitions with the company's CEO

In the bustling heart of the urban landscape, the future of work is being reimagined. In this highly competitive environment, Befimmo makes its mark as an ambitious innovator. An urban alchemist, some might say — turning bricks and mortar into a golden user experience.

Jean-Philip Vroninks, Befimmo's CEO, affectionately known as JP, was at the helm of the company's transformation. Today, he shares his story about how a traditional real-estate company evolved into an epitome of workplace experience excellence.



**From Groundwork to Skyline:
JP’s deep-dive into capital
investment real estate**

Q: First, let’s rewind to 2003, when you embarked on your professional journey at JLL. Was that where your ambitions took root?

JP: “It was my first encounter with the world of capital investment real estate”. “The passion for the trade got me; I was young and hungry and made my way up to become JLL’s CEO. Looking back, I see that global experiences with giants like Citibank and KPMG sparked my service-driven ethos. Then, two years ago, I switched to Befimmo, a pioneer in the concept of the World of Work.”

Q: Your leadership laid the groundwork to redefine the essence of office spaces, steering Befimmo through the evolving demands of the digital and mobile era. Is it accurate to say the focus shifted from building places where people work, to creating spaces where people live and create?

←
BEFIMMO HQ
CENTRAL

JP: “That truly is the Befimmo blueprint: creating ecosystems where innovation can flourish. It’s our goal to craft a symphony of spaces that are more than structures; they’re vibrant communities where the future of work unfolds. Today, Befimmo is synonymous with excellence in the real estate sector. With a portfolio of 862,000 square meters of World of Work spaces, we’re the architect behind the most significant private landlord canvas in Belux.”

**Navigating the Urban Maze:
Challenges and Triumphs**

Q: Befimmo's journey is marked by three cornerstone activities: portfolio, development, and operator. Can you elaborate on that choice?

JP: “Well, it’s a natural division between our core expertise domains. We develop and build incredible projects, truly architectural masterpieces that put our users’ experiences first from the first phase of conception. Our portfolio is a value-creating tapestry of high-quality corporate real estate.”

“Finally, as an operator, we want to transcend traditional real-estate norms through our subsidiaries, Silversquare, Sparks, and N.A.B.S. Instead, we focus on creating spaces that resonate with the dynamism of modern business needs. Each service domain has a common denominator: every project under our management is a habitat designed for creativity, collaboration, and growth.”

Q: The real estate sector's landscape is ever-changing, with challenges like evolving legislation and the rise of remote work reshaping demand. How do you navigate these waters?

JP: “I think the essence is to stay ardently focused on creating appealing, luxurious office spaces that echo the grandeur of the finest hotels. Additionally, sustainability is crucial in everything we do. It isn't just a buzzword for us; it's a commitment to the future. We are extremely committed to green practices, especially in projects like ZIN, a testament to cradle-to-cradle sustainability.”

SPARKS
MEETING CENTRE
↓



862,000
SQUARE METERS OF WORKSPACES

“BEFIMMO IS
SYNONYMOUS WITH
EXCELLENCE IN THE
REAL-ESTATE SECTOR”

The Future Unfolds: Expanding Horizons
& A Personal Touch in a Digital Age

Q: What does the future hold for Befimmo and the industry?
JP: “Befimmo doesn’t just grow; it evolves. We’re following a roadmap of continued innovation and service. Our aim is to forge a significant presence in the Netherlands, focusing on dynamic hubs that align with Befimmo’s vision of mobility and centralisation. Our ambition is to create spaces that meet today’s needs and anticipate tomorrow’s demands.

“Do you know what truly sets us apart? We believe in the power of personal connections and local partnerships. Successful real estate is about so much more than buildings. It’s about people, communities, and experiences. They resonate through every project Befimmo undertakes. Our entire company shares a vision brought to life by a tight-knit team dedicated to redefining the future of work. You know what? I’m really excited about the future. Bring it on! (laughs)”

As you step into the pages of this activity report, you’ll embark on a journey through the visionary world that Befimmo is creating. Welcome to Befimmo’s story — a narrative of growth, innovation, excellence, and a commitment to a future where work and creativity know no bounds.

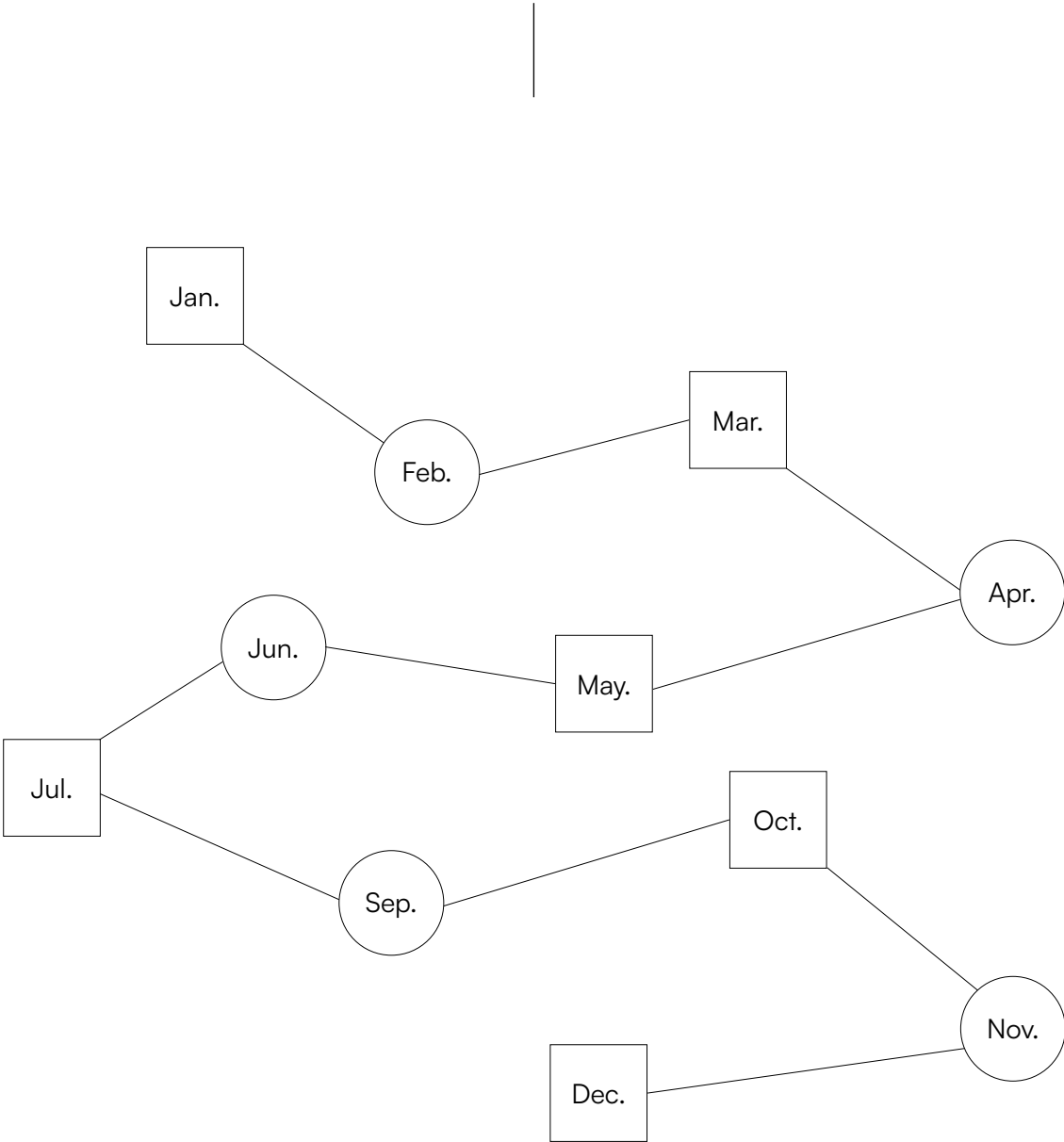
- #BefimmoJourney
- #FutureOfWork
- #UrbanInnovation
- #RealEstateVisionaries

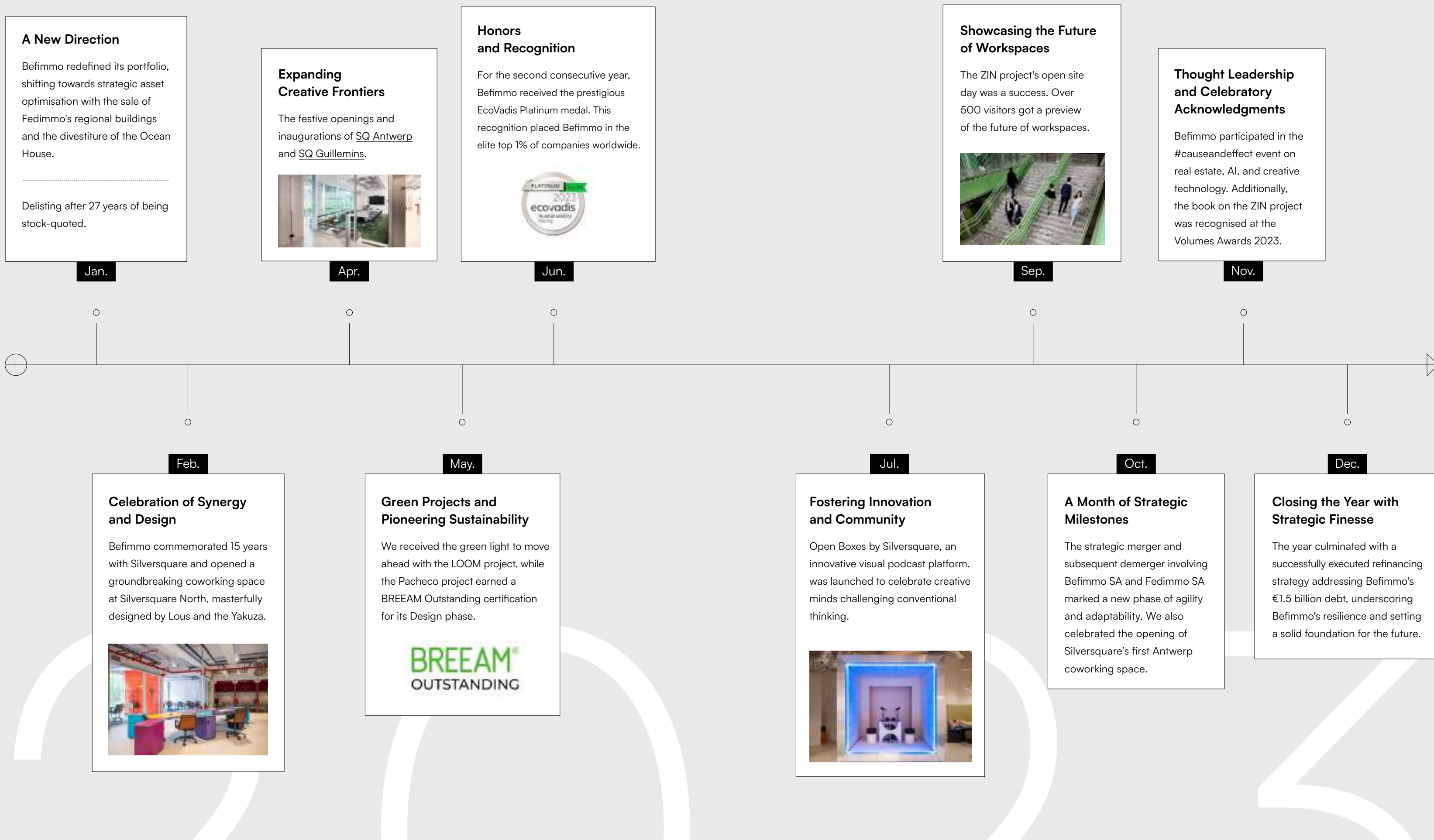




2023

A Month-by-Month Take on Befimmo's Evolution







World of Befimmo

Befimmo's story began in 1995, not as just another real-estate company, but with the ambitious goal of transforming Belux city centres. Since then, we've become leading in sustainable and innovative property solutions.

AGILE - A STORY OF BRICKS & BOLDNESS - SUSTAINABLY - NATURALLY VISIONARY

A Story of Bricks & Boldness

We are holistic creators and managers of dynamic work-life environments. Through strategic expansions and groundbreaking initiatives, we've shifted beyond traditional investment. We've diversified our offerings through Silversquare, our in-house coworking partner, our collaboration with Sparks, and our design & build subsidiary N.A.B.S. These partnerships perfectly manifest our flexible, community-driven, sustainable coworking and meeting solutions.

As a user-centric leader in the real-estate sector, Befimmo champions inspiring spaces, prioritises ESG criteria and shapes the future of sustainable work and life hubs. Our journey, built on a robust foundation and a rock-solid financial architecture, continues to pave the way for a bold vision of tomorrow's real-estate landscape.



FACT

Today, our €2.8 billion portfolio boasts 36 strategically located buildings across the Belux region's most vibrant cities. These 862,000 m² of space, including offices, mixed-use properties, and 11 coworking spaces, are designed to foster creativity and cater to the evolving needs of modern life.

€2.8 B

PORTFOLIO FAIR VALUE

Befimmo's journey
— 30 years in under 150 words

Naturally Visionary

At Befimmo, we envision a future where work and life are seamlessly integrated within sustainable, vibrant communities. By focusing on high-quality, mixed-use projects in Belux's thriving economic, academic, and research hubs, we aim to transform urban spaces into dynamic environments that foster creativity, innovation, and growth.

Our strategy emphasises user-centric solutions, sustainable development, and agile adaptation to evolving market needs. That's how we remain at the forefront of creating spaces that meet today's demands and anticipate tomorrow's challenges.

Read more at www.befimmo.be



FACT

Befimmo assembles the sharpest minds in the business into a tight-knit team that's fit to craft the future of workplace experience real estate. Our HQ is a playful workplace for high-achieving talent, pulsating with a heartbeat of creativity, expertise and healthy ambition. Our offices are located right off the Brussels Central Station's main entrance. A location that perfectly resonates with the hustle and bustle of our daily office life.

*Fast-tracking
our mission & vision*

Sustainably Agile



Befimmo goes above and beyond to make sustainability the heart of our operations. Our projects are continuously weighed against our commitments to shaping a better, healthier and greener tomorrow. We have a role to play, and we take it seriously. Here are five focal points in our sustainability strategy:

- 1. Climate Change Mitigation:** Initiatives to reduce carbon footprint and greenhouse gas emissions, aligning with global efforts to combat climate change.
- 2. Climate Change Adaptation:** Developing strategies and infrastructure to adapt to changing climate conditions, ensuring resilience.
- 3. Sustainable Use and Protection of Water:** Implementing measures to conserve water and protect water resources, highlighting the importance of sustainable water management.
- 4. Transition to a Circular Economy:** Focusing on reducing waste, promoting recycling and reuse, and enhancing the sustainability of resources.
- 5. Pollution Prevention and Control:** Taking steps to minimise pollution, including air, water, and soil pollution, to protect the environment and human health.

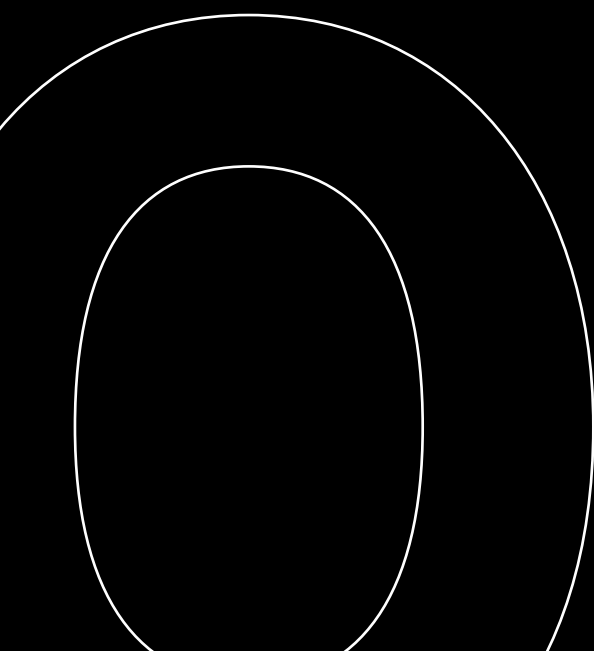
FACT

Every Befimmo project is BREEAM Outstanding by default. There are no exceptions: everything we create must meet the highest standards regarding sustainability, energy efficiency, and future readiness.

Committed to the future



Financial Backbone





CFO Introduction

A Bold Leap Forward

Refinancing for a Radiant Future

In 2023, Befimmo took a bold leap forward into its next chapter by successfully wrapping up a pivotal refinancing project. This achievement sets the stage for a future packed with growth, ambition and opportunities. CFO Philippe Berlamont oversaw the entire operation together with his team —time to check in and explore the ins and outs of this existential transformation.

A New Era Begins

Q: What was the big philosophy behind this refinancing operation?

PB: “The only way to push the boundaries of future-forward work-place architecture is to support every plan, strategy and project with a financial architecture that enables you to withstand every storm — and, more importantly, seize every opportunity when it arises. Looking back on the 2023 refinancing project and the future it opened for the company, I’d say we achieved just that.”

Q: What exactly made you set this transformative financial operation in motion?

PB: “Well, the journey took a decisive turn in January 2023 when Befimmo was delisted. At that point, Brookfield became the new owner of all the shares of the once publicly traded REIT, Befimmo. This pivotal moment marked a new beginning, starting an ambitious restructuring designed to streamline operations and enhance financial flexibility.”

Strategic Moves Unfold

Q: How did everything unfold, and what do you want to achieve with this new structure?

PB: “The culmination of these efforts became apparent by October 31, 2023, as Befimmo SA seamlessly merged with Fedimmo SA and then demerged into several new entities. At first glance, it might seem like an administrative reshuffling, but it was much more profound than that.”



Q: Can you elaborate on that?

PB: “This operation was always intended as a strategic chess move to optimise Befimmo’s legal structure. We can refinance more efficiently by sorting the portfolio into distinct asset groups. This restructuring will enable Befimmo to pivot and adapt, ensuring it remains at the forefront of the real-estate sector’s evolution.”

Partnerships for the Future

Q: A refinancing operation like this requires intense collaboration with many partners, right?

PB: “Absolutely! We have outstanding relationships with many consultants, auditors, financial partners and banks — and with the Brookfield teams, of course. As we enter this new era, our hearts are full of gratitude towards our partners and advisers, whose expertise and support have been the backbone of this journey.”

“THIS RESTRUCTURING
WILL ENABLE BEFIMMO
TO PIVOT AND ADAPT”

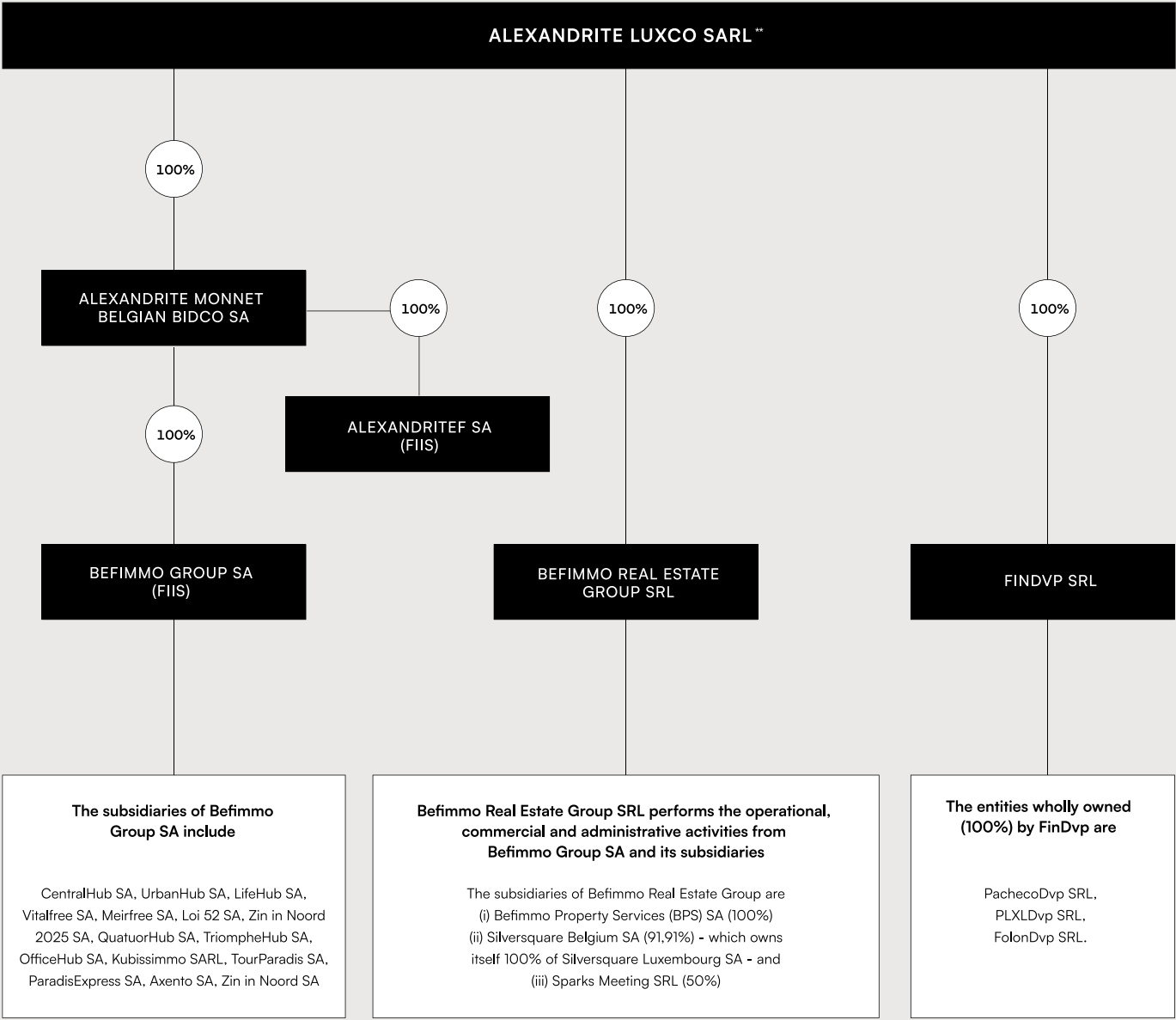


“It was heartwarming to experience their belief in our vision as well. Their know-how and hands-on approach enable us to continue being a leading force in the realestate world, dedicated to our customers, employees, and stakeholders. That close-knit collaboration was the foundation that builds futures, creates value, and shapes skylines.”





New Structure*



*as of December 31, 2023
**an entity fully controlled by one of Brookfield's real-estate private funds

FACT

2023 Refinancing Revolution

Adopting FIIIS status and transitioning to a mortgage-secured financing framework revolutionised Befimmo's financial strategy. Facing a €1.5 billion debt head-on, Befimmo tackled it with finesse, structuring the refinancing into three distinct segments.

€927M

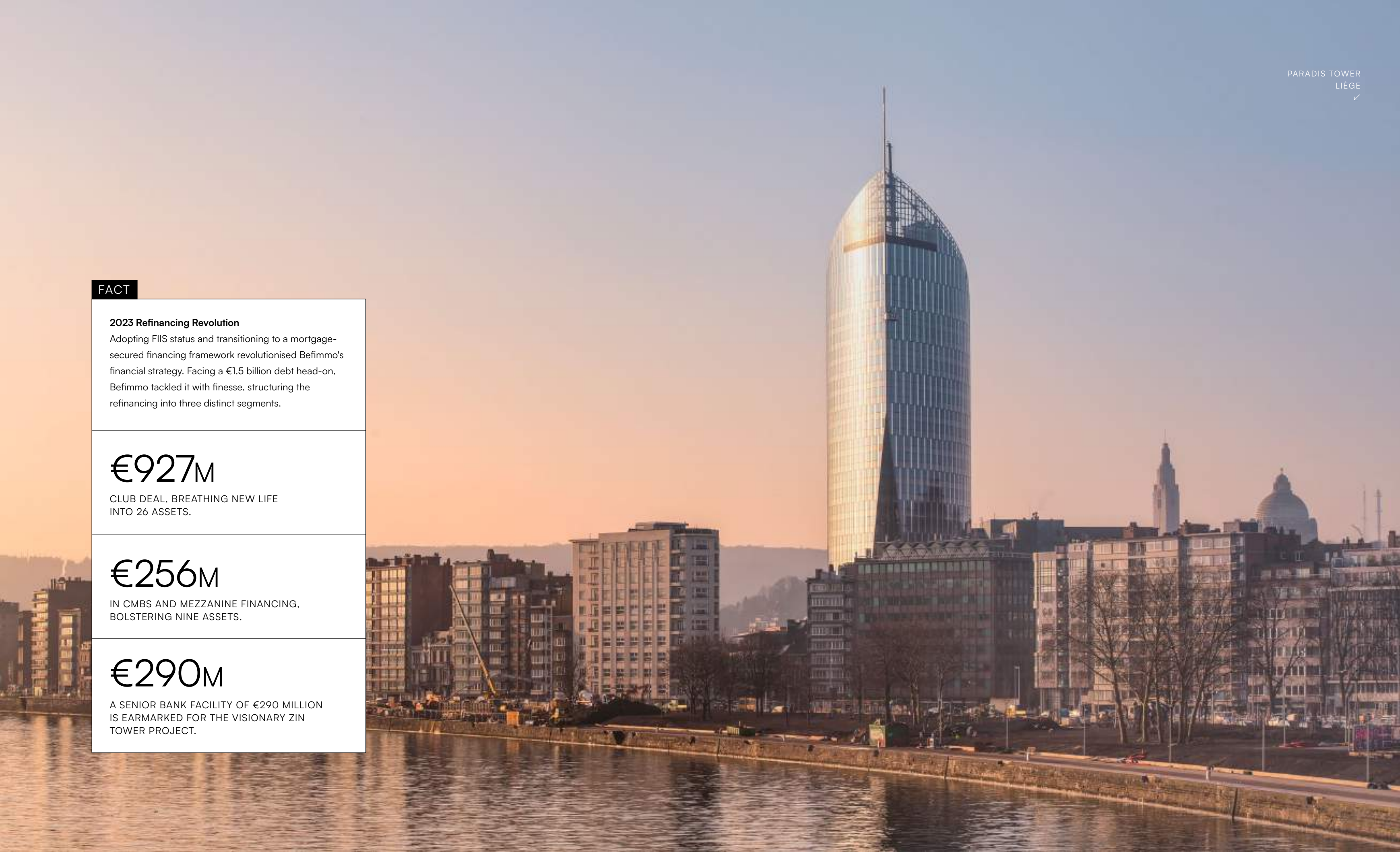
CLUB DEAL, BREATHING NEW LIFE
INTO 26 ASSETS.

€256M

IN CMBS AND MEZZANINE FINANCING,
BOLSTERING NINE ASSETS.

€290M

A SENIOR BANK FACILITY OF €290 MILLION
IS EARMARKED FOR THE VISIONARY ZIN
TOWER PROJECT.





Partner interview

Shaping Befimmo's Financial Future

With partners you can bank on

Did you know Befimmo's financial transformation was the largest Belgian financing transaction in 2023? Achieving success for a project of this magnitude requires a gifted team of internal number crunchers, strategic visionaries and expert banking partners.

Michiel Van Den Branden, ING's vice president of real-estate sector coverage, coordinated the entire banking process with his team. He offers a one-of-a-kind look behind the scenes. "This was one of the finest challenges in my career. Streamlining such a financial project truly is a once-in-a-lifetime opportunity." All right, let's chat about collaboration, challenges and results!



Q: Regarding Befimmo and Brookfield, ING isn't exactly a new kid on the block, right?

MVDB: “That’s right, we have a deep-rooted partnership with the company and have worked together for decades. When Brookfield acquired Befimmo in February 2022, we had the opportunity to participate in the bridge financing for a 250 million share. After that, we ensured the refinancing of the short-term credit before shaping the new structure’s robust financial architecture.”

“The fact that we were familiar with the local and global structures was advantageous for everyone. We were committed to seeing this through from the get-go.”

Q: All right, so how did this financial transformation materialise?

MVDB: “It was clear from the beginning that mortgage pack financing was the way to go. We intensively touched base with Befimmo and Brookfield to create the proper financial backbone with maximum chances of success. Many partners were involved, and along the way, Befimmo’s management decided that ING would co-ordinate all the banking partners to ensure a flawless process and execution.

“It was a financial marathon with strict timelines and a total financing bucket of €926 million. In close collaboration with Befimmo’s internal talent, we succeeded on all fronts. Brookfield is regarded as a best-in-class corporation, ensuring a comfortable position in risk management.”

“This project was one of long nights, intensive talks, countless meetings and an incredible eye for detail. Thanks to everyone’s responsiveness — from risk management to legal teams — we closed everything before the deadline, even though there were many key players, and



FACT

Befimmo's 2023 Financial Rebirth
Strategy: Divided into three targeted financing buckets
Future Outlook: Enhanced growth potential and strategic flexibility

€1.5B
TOTAL DEBT REFINANCED

the numbers were quite significant. But we believed in the project, the strategy, and the company’s vision going forward. In the end, ING took out a 150 million euros participation ourselves too.”

Q: How do you look back on the process now everything is complete?

MVDB: “It’s safe to say this collaboration was mutually beneficial. Befimmo’s strategy is on point, and the company is fully set to tackle all future challenges and capitalise on market opportunities. From our end, this project solidified our reputation as banking coordinator on the international scene. The positive impact on all parties involved resonates throughout the market until this day.”

“Of course, as ING, we remain to keep our finger on the pulse of the real-estate and financial investment markets to advise Befimmo in the future. We ardently believe this company has an outstanding future ahead and are delighted to play a role as a trusted banking partner.”

The 2023 Key Figures

Befimmo

36

ASSETS

€117M

RENTAL INCOME

95.8%

OCCUPANCY RATE

10.2

YEARS OF WALT

862,000

SQUARE METERS OF WORK SPACES

Development

12

DEVELOPER PROJECTS

€535M

FORECASTED IDENTIFIED CAPEX

2023-28

TIMELINE

Silversquare

11

COWORKINGS

€22M

TURNOVER

52,000

SQUARE METERS OF COWORKING SPACE

Sparks

01

MEETING CENTRE

€3M

TURNOVER

2,500

SQUARE METERS OF MEETING SPACE

NUMBERS



"LET'S REIMAGINE THE POTENTIAL
OF SPACES WHERE TOMORROW'S
WORK HAPPENS TODAY."

JEAN-PHILIP VRONINKS, CEO

At The Core: introduction to Befimmo's services





Befimmo crafts spaces beyond functionality, delivering a platform of happiness, innovation and comfort to those who use them. Our strategically curated portfolio of prime office spaces and vibrant coworking environments is designed with a meticulous eye for detail. We enhance users' delight and redefine the pure essence of the day-to-day work experience. Our services provide the backdrop that sparks ambition, amplifies success, and resonates with a new generation of entrepreneurs and urban explorers.





→
QUATUOR



←
CENTRAL



CUBUS
↙

→
ARTS 56



↗
LOUVE



←
IKAROS

Portfolio / A curated collection of prime office spaces and vibrant coworking environments. Strategically located spaces transcend the ordinary, fuelling business success and employee engagement.



←
LIVIN



↗
PACHECO



→
ZIN



↖
LOOM



←
ZEN

Development / Innovation meets sustainability. Befimmo transforms vision into reality, shaping spaces that inspire & sustain. These beacons of progress are designed to propel businesses into a new era.



←
SQ NORTH



→
SQ CENTRAL



↗
SQ ANTWERP



↙
SPARKS

Operator / Never a dull day at the office. Flexibility, connectivity and community merge into an unmatched work experience. Coworking and meeting spaces designed for tomorrow's thinkers, makers, and doers.



"WE DEVELOP AND BUILD INCREDIBLE
PROJECTS, TRULY ARCHITECTURAL
MASTERPIECES THAT PUT OUR USERS'
EXPERIENCES FIRST FROM THE FIRST
PHASE OF CONCEPTION."

JEAN-PHILIP VRONINKS, CEO

03

Portfolio



CPO Introduction

"WE HAVE SHIFTED OUR PORTFOLIO
TOWARDS CENTRALLY LOCATED,
HIGH-QUALITY BUILDINGS"

As Befimmo's Chief Portfolio Officer, Olivier De Bisscop steers the strategic oversight and management of our real-estate assets.

He leads our Asset Management, Investment, and Property Management teams to ensure our portfolio remains competitive. Together, they optimise asset value through strategic disposals and targeted investments while maintaining close, direct interactions with the Befimmo tenant community.

Q: How does your department enhance Befimmo's portfolio?

O: We adopt a proactive strategy focused on engaging directly with tenants and investing in properties that promise long-term sustainability and value. We have shifted our portfolio towards centrally located, high-quality buildings. Additionally, we enhance our operations through digital solutions to improve efficiency and tenant communication. That way, we streamline management processes and elevate our tenant service level.

Q: Looking back at 2023, what were the critical milestones for your department?

O: This year, we finalised the sale of 30 buildings that did not align with our strategic focus and successfully implemented a digital platform, Archibus. We aim to transform our property management practices by boasting more efficient tenant interactions and operational processes. The system also enhances our data collection capabilities, which is crucial for sustainability initiatives.



FACT

Portfolio Diversification

Befimmo maintains a well-diversified portfolio, with 90% dedicated to offices and flexible spaces and 10% to residential properties, highlighting its comprehensive approach to real-estate development and management.

90%

OFFICES AND FLEXIBLE SPACES

10%

RESIDENTIAL PROPERTIES



THIS YEAR, WE FINALISED THE SALE OF 30 BUILDINGS THAT DID NOT ALIGN WITH OUR STRATEGIC FOCUS

Q: In your opinion, what are the essential characteristics of a modern office building?

O: There is a very strong demand for properties that meet environmental standards and provide a high level of service. A modern office building is well-located with excellent transport links. It offers a wide variety of services and amenities that cater to the modern workforce, such as dining options, leisure spaces, and mobility solutions like rentable bikes. The building should also support flexible and hybrid working styles to accommodate the diverse needs of today's tenants.

Q: Looking forward, what prospects does the future hold for your department?

O: The future looks promising. We will continue investing in public spaces and flexible work solutions. Sustainability will remain a key focus, with ongoing initiatives to minimise our environmental impact and meet the high demand for green buildings. Thanks to our forward-looking portfolio and development strategy, we're well-equipped for the future.

Portfolio

Spaces have the power
to **shape the future**



←
POELAERT
BRUSSELS CENTRE



Real-Estate Ecosystem Asset Management

Befimmo creates vibrant ecosystems where life and work blend harmoniously. Our Portfolio showcases our commitment as community architects who craft environments that inspire, empower, and sustain. This versatile combination of offices, flexible spaces, and coworking spaces highlights our vision of a future where every structure is balanced with the community and environment at its core.

We want to move beyond what we provide today. That's why Befimmo developed a visionary strategy that shapes our Portfolio service area with an eye to the future. By 2028, we aim to cultivate 25 Befimmo hubs, genuine real-estate trailblazers of sustainability and functionality. They will serve as landmarks of future living, materialising our commitment to our communities.

This chapter shows how our Portfolio creates the backdrop for life's most productive and impactful moments.

BY 2028, WE AIM TO
CULTIVATE 25 BEFIMMO
HUBS, GENUINE REAL-
ESTATE TRAILBLAZERS
OF SUSTAINABILITY AND
FUNCTIONALITY.



Portfolio: What’s it all about?

Q&A

Q&A

What do we mean by Portfolio?

Our Portfolio encompasses Befimmo's real-estate assets. It focuses on developing sustainable and digitalised work and life hubs at central, easily accessible locations.

Q&A

What was the primary 2023 Portfolio strategy?

In 2023, Befimmo managed a solid and diversified Belux portfolio with a value of €2,8 billion. It comprises of high-value assets ranging from 90% offices and flex to 10% residential properties. We divested in real estate that didn't match our renewed strategy: to manage assets at central, accessible locations and invest in high-quality, sustainable buildings that add value to clients' and tenants' operations.

Q&A

What can we expect in the Portfolio area in the coming years?

Expect the expansion to 25 green and digitalised hubs by 2028. And a continued emphasis on innovation and sustainability.



Portfolio Highlights

Befimmo's portfolio boasts incredible properties that are the financial backbone of our company strategy. These architectural marvels are designed to cater to every user's needs and bring our vision of a sustainable future to life.

CENTRAL

32,400 m²
Centre of Brussels, close to public transport and Central Station, Belgium.

Offices / Coworking space Silversquare / Sparks meeting rooms / Bambino Canteen Club restaurant / Gym / Secure parking for cars and bikes / Rooftop terrace with panoramic views of the capital.

BEFIMMO.BE/EN/PORTFOLIO/CENTRAL

Main tenants:
| Europ Assistance
| Mediahuis
| Belgian Shell

WALT:
7.1 years



↑
[GALLERY](#)

Central is a masterpiece of Art Deco architecture that integrates perfectly into the vibrant cityscape. This building serves as Befimmo’s new HQ and offers flexible office spaces, a coworking area, and a suite of amenities, including a rooftop terrace that commands stunning views over Brussels. Central is an excellent example of how innovative workplace design can thrive in a dynamic urban setting.





ZIN

115,500 m²

Boulevard du Roi Albert II 30, 1000 Brussels, Belgium.

Flexible meeting rooms / Restaurant / Fitness facilities / Showers / Reception / Lockers / Bicycle parking with charging stations / Electric car charging points / Terrace / Garden areas.

Main tenants:

| De Vlaamse Gemeenschap

WALT:

17.8 years

[BEFIMMO.BE/EN/PORTFOLIO/ZIN](https://befimmo.be/en/portfolio/zin)



BXNord transforms with ZIN, a multi-purpose marvel. Offices, residences, and a hotel unite, fostering a sustainable oasis. ZIN breathes life into the BXNord project, turning the district into a beacon of eco-friendly living and working. Innovative architecture and a focus on energy efficiency make ZIN a model for future urban spaces.



↑
[GALLERY](#)



QUATUOR

62,600 m²
Near the city's historical heart and the BxNord district,
near the metro and Brussels North Station, Belgium.

Flexible common meeting rooms / Coworking spaces Silversquare /
Restaurant / Catering / Fitness centre / Showers / Reception / Parcel
deposit and collection boxes / Bike spots with charging stations /
Electric car terminals / Roof terrace / Garden.

[BEFIMMO.BE/EN/PORTFOLIO/QUATUOR](https://befimmo.be/en/portfolio/quatuor)

Main tenants:
| Beobank S.A.
| Buy Way Services
| Just Eat Takeaway.Com
| Sopra Banking Software Belgium
| Silversquare

WALT:
10 years



↑
[GALLERY](#)

Quatuor is a state-of-the-art development that bridges the historic city core with the North Quarter of Brussels and is part of the BxNord revaluation. A rooftop garden and terraces offer spaces for relaxation and events, making it a landmark of a modern architecture and vibrant city life.





ARTS 56

26,000 m²

Nestled in Brussels' most prestigious and dynamic business district, near the famous Square de Meeûs, bordered by Rue Montoyer and Rue du Luxembourg.

Flexible meeting rooms / Restaurant / Fitness centre / Showers / Reception / Lockers / Secured bicycle parking / Electric vehicle charging stations / Terrace / Garden area.

BEFIMMO.BE/EN/PORTFOLIO/ARTS-56

Main tenants:

| Interoffices B.V.B.A
| Cushman & Wakefield
| Australian Embassy
| European Banking Federation
| Fit Consulting Belgium

WALT:

5.6 years



←
[GALLERY](#)



Arts 56 is an example of architectural elegance and functional design in the heart of Brussels. Following a comprehensive renovation in 2021, this landmark offers a blend of high-end facilities. With its strategic location offering unparalleled access and visibility, Arts 56 caters to modern businesses seeking prestige, productivity, accessibility and convenience.

AXENTO

13,500 m²

Centrally located in the Kirchberg business district, Luxembourg.

Common flexible meeting rooms / Restaurant / Catering / Showers /
Bicycle parking with charging facilities for batteries / Electrical
charging stations for cars.

[BEFIMMO.BE/EN/PORTFOLIO/AXENTO](https://befimmo.be/en/portfolio/axento)

Main tenants:

| Docler Services SARL
| GSK Stockmann & Kollegen
| KPMG

WALT:

4.6 years



The Axento building combines a strategic location with high-quality modern amenities, making life easier for high-demanding businesses. Its proximity to major transportation hubs and a lively neighbourhood makes it appealing as a prime business location. Axento is designed to support and enhance the professional lives of entrepreneurs and their teams, making it a significant asset for Luxembourg's business landscape.

→
[GALLERY](#)





BREDERODE CORNER

7,700 m²

Ideally situated in a pleasant shopping street, a short walk from the Royal Palace and significant cultural and historical sites in Brussels, Belgium.

Common flexible meeting rooms / Showers / Bicycle parking / Electric car Charging stations / Terrace / Garden.

Main tenants:

| McKinsey & Company Inc. Belgium
| Distri Shoe S.A.
| Bari Dequa SRL

WALT:

11 years

[BEFIMMO.BE/EN/PORTFOLIO/BREDERODE-CORNER](https://befimmo.be/en/portfolio/brederode-corner)



Brederode Corner, renovated in 2019, features modern architecture, a passive design with solar panels, rainwater recycling, triple glazing, insulated walls, six terraces, a green roof, and an interior garden, setting a high standard for future modern, eco-friendly office spaces in Brussels.

GALLERY



PARADIS EXPRESS

21,400 m²
Located next to the Guillemins train station in Liège, Belgium.

Flexible common meeting rooms / Coworking spaces Silversquare / Restaurant / Catering services / Showers / Parcel drop-off and collection boxes / Bicycle parking and charging stations / Electric car charging points / Terrace / Garden area.

BEFIMMO.BE/EN/PORTFOLIO/PARADIS-EXPRESS

Main tenants:
| Service Public de Wallonie
| ONEM
| Deloitte Services & Investments N.V.
| Silversquare

WALT:
13.2 years



Paradis Express is a visionary eco-district beside Liège's bustling Guillemins train station. This innovative project blends office spaces, residential units, co-living, and coworking areas. The project achieved BREEAM Excellent certification in its Design phase, showcasing its commitment to environmental excellence.



↑
[GALLERY](#)





PARADIS TOWER

40,000 m²
Strategically located next to the Guillemins train station in Liège, Belgium.

Mix of offices / Co-living / Residential units / Coworking spaces /
Showers / Bicycle parking.

Main tenants:
| Régie des Bâtiments
| Pharmacies Populaires de Verviers
et Arrondissement

WALT:
18.2 years

BEFIMMO.BE/EN/PORTFOLIO/TOWER-PARADIS



→
[GALLERY](#)



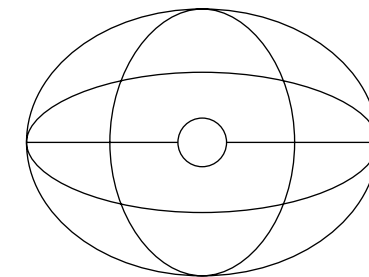
The 28-story high, fully leased Tour Paradis is a modern architectural beacon for the fiery city. Completed in 2013, it offers top-notch accessibility and panoramic city views. The building is designed to serve the dynamic needs of modern-day business and urban life, making it a prestigious address in Liège's skyline. Tour Paradis is part of Médiacité, an urban project to revitalise Liège's city centre as a business and leisure destination.





Future of Portfolio

VISION 2028
FUTURE-FORWARD
INNOVATION



Today, Befimmo boasts a versatile portfolio valued at approximately €2.8 billion, encompassing 36 office and mixed-use buildings and 11 coworking spaces.

To solidify our advantageous market position in the future, we've drafted a visionary plan to cement our position as the leading developer of sustainable work-life ecosystems. Our ambitious 2028 roadmap sets a new standard for how spaces can foster community, innovation, and environmental stewardship.



Key Highlights of Befimmo's 2028 Vision

Sustainable at the Core

We prioritise green building practices to ensure our projects contribute to environmental well-being and set industry benchmarks.

Digital Integration

Harnessing the power of digital technologies to create smart, connected spaces that enhance the user experience and foster innovation.

Dynamic Work and Life Hubs

Developing mixed-use ecosystems that blend office spaces, residential areas, and communal facilities, promoting a vibrant community life.

User-Centric Design

We are shifting towards a user-centric business model, where every development is tailored to meet the evolving needs of its inhabitants and users.

ESG-Driven Innovation

By embedding environmental, social, and governance (ESG) criteria into our strategy, we pioneer innovative solutions that meet the highest standards of sustainability and social responsibility.

VISION

2028



Befimmo Portfolio A Year in Review

THE MILESTONES THAT SHAPED 2023

Sustainability Milestone

The Central Building's achievement of a Platinum Active Score marks a notable highlight in our commitment to sustainability. It underscores the building's superior performance in sustainable mobility and innovative infrastructure.

Strategic Portfolio Optimisation

Befimmo continued its divestment from non-strategic assets. In August 2023, six additional non-core buildings in Belgian provincial towns (Dendermonde, Herentals, Braine l'Alleud, Malmedy, Saint-Vith, and Seraing) were sold.

Flemish Government Relocation

The Flemish Government consolidates its presence in one location in the capital instead of multiple offices throughout the city. With 70,000 m² pre-leased and 5,000 m² available, featuring separate entrances and private terraces, ZIN is now a landmark that combines modern governance and architectural excellence.

Tenant Engagements

PRESTIGIOUS COMPANIES
CHOOSE QUALITY



In 2023, we saw ambitious and prestigious companies move into high-performance buildings in our portfolio.

L'Oréal becomes tenant in Quatuor

L'Oréal's moves to Quatuor, starting August 2024. Occupying 2,616 square meters for approximately 150 employees, L'Oréal deliberately selected a location celebrated for its BREEAM New Construction (Design phase) Outstanding rating and proximity to public transit, in alignment with its own ESG commitments.



FACT

Adoption of the United Nations SDGs

Befimmo's 2030 Action Plan highlights its commitment to integrating ESG criteria and aligns with 15 of the 17 United Nations Sustainable Development Goals, reinforcing its dedication to global sustainability and social responsibility standards.

Belgian Shell returns to its roots

Belgian Shell returns to the Central Building, its original Brussels home, marking a full-circle moment for the energy titan. This spring 2024 move into the building's remaining 860 m² space underscores the site's exceptional multimodal connectivity and caps its office occupancy at 100%. Originally named the "Shell Building," this architectural gem from the early 30s represents a symbolic homecoming to its original roots.



GSK cements presence in Axento

GSK signed a 12-year lease extension stretching from 2024 to 2036. The commitment to Axento for another dozen years speaks volumes about the mutual benefits of this location, promising continuity and stability for GSK's endeavours.





Partner interview

Sustainable Synergy: Triodos Bank's Innovative Move to Quatuor

Triodos Bank, the pioneer in sustainable banking in Belgium, decided to relocate its offices to the Quatuor building near Brussels North Station. The move, which was concluded in January 2024, is part of a long-term strategic plan to enhance our own sustainability practices and provide our employees with a modern, flexible workspace.

This innovative setup enhances flexibility and fosters a dynamic working environment, aligning with Triodos Bank's dedication to creating eco-friendly workspaces. It is time to sit down with Thomas Van Craen, Triodos Bank's Managing Director, to discuss the motivation behind the move.

**Triodos
Bank**



Q: How does this move reflect Triodos Bank's values and commitment to sustainability?

T: The Quatuor building is one of Brussels' greenest buildings, a perfect match for our mission of reducing environmental impact and creating a work environment that reflects our ecological values. For this move, we took it a step further. We ensured that 95% of the furniture used in our new offices could be reused and repurposed from our previous location—this reduced waste and aligned with our goal of achieving CO₂ neutrality. We organised the remaining furniture to be managed through the REOWN project, an initiative that refurbishes and reuses high-quality office furniture.

Q: Can you elaborate on the specific features of the Quatuor building that support Triodos Bank's sustainability goals?

T: We chose the Quatuor building for its advanced sustainable technologies, including 1,400 solar panels that produce 400,000 kWh per year, rainwater recycling systems,

and geothermal heating and cooling systems. These features significantly reduce the building's environmental footprint.

Moreover, the building includes an interior garden, which enhances the aesthetic appeal and contributes to a healthier working environment. The design supports hybrid working, with various zones for concentration, collaboration, and calls, promoting flexibility and productivity.

Q: Does this move align with Triodos Bank's overall mission and values?

T: Absolutely! At Triodos, we aim to use finance to create positive change. This means supporting projects and companies that contribute to a more sustainable society and ensuring that our operations reflect these values. By moving to the Quatuor building, we are walking the talk. The building's sustainable and innovative features help us minimise our environmental impact while providing a state-of-the-art workspace for our employees.



Q: What role did your employees play in the decision to move to the Quatuor building?

T: Our employees were involved in the decision-making process. In 2023, we conducted extensive consultations to ensure the new workspace would meet their needs and effectively support their work. The feedback we received was crucial in selecting a sustainable location conducive to productivity and well-being. The new office layout, which promotes activity-based working, was designed with their input and has been well received. At the same time it's clear a such significant change needs time and where necessary adjustments. That's part of the process.

Q: Finally, will this move impact Triodos Bank's operations and client relationships?

T: The Quatuor building reflects our commitment to innovation and environmental stewardship, which are values that are important to our clients. Additionally, the improved work environment supports our employees in delivering the high-quality service our clients expect. This move is in line with our reputation as a sustainable banking leader!





FACT

The Paradis Express Initiative

This multifunctional eco-district in Liège exemplifies Befimmo's strategy in action. It blends living, working, and recreational spaces to foster a vibrant community while adhering to the highest standards of quality and innovation.

Key figures

The numbers behind
our 2023 success

€117M

RENTAL INCOME

54,000

TOTAL SQUARE METERS RENTED IN 2023

95.8%

OCCUPANCY RATE

€2.8B

FAIR VALUE

43,000M²

NEW LEASES SIGNED

11,000M²

RECURRING LEASES RESIGNED

6%

INITIAL RETURN

10.2

YEARS OF WALT

NUMBERS

Impact through surface

SQUARE METRES
OF VALUE CREATION



BRUSSELS & PERIPHERY

Brederode Corner	7,700	View Building	11,200
Central	32,400	Quatuor	62,500
Empereur	5,900	World Trade Center	76,800
Gouvernement Provisoire	2,900	Gateway	38,100
Lambermont	2,300	Goemaere	7,000
Montesquieu	19,000	Triomphe	20,600
Poelaert	14,100	Fountain Plaza	18,400
Arts 28	17,800	Ikaros Business Park	45,800
Arts 56	26,000	Waterloo Office Park	2,000
Science-Montoyer	5,300		

BELGIUM

Flanders

AMCA	59,200
A-Tower	5,800
Meir 48	20,600
Vital	19,000
Tervuren	25,100

Wallonia

Eupen - Rathausplatz	8,200
Paradis Tower	40,000
Paradis Express	21,400
Courbevoie	8,500

LUXEMBOURG

Axento	13,400
Cubus	5,200

04

Development



CTO Introduction

"WE FOCUS ON SETTING
AND ACHIEVING MEASURABLE
SUSTAINABILITY TARGETS. "

As Befimmo's Chief Technical and Sustainability Officer, Rudi op 't Roodt steers the company towards technical innovation and sustainability. He ensures that the technical aspects of new developments align with the company's high standards and that all projects advance our commitment to environmental stewardship.



Q: How important were ESG and sustainability in Befimmo's 2023 strategy?

R: ESG has become a cornerstone of our strategy. We focus on setting and achieving measurable sustainability targets. Our initiatives, including the ESG-driven development of projects like ZIN, put us at the forefront of sustainable real-estate development. That's the right thing to do from a societal perspective, but the market also demands it.

Q: How does Befimmo achieve technical excellence in its development projects?

R: By distinguishing the roles within our development and technical departments, we ensure a dedicated focus on both the innovative and technical execution aspects of our projects. This ensures our projects are economically responsible and aligned with the evolving market demands.

WE'RE PROACTIVELY
RESPONDING TO THE
INCREASING DEMAND
FOR MULTIFUNCTIONAL,
ECO-FRIENDLY BUILDINGS.



Q: How does Befimmo address the anticipated future trends in real estate?

R: We're proactively responding to the increasing demand for multifunctional, eco-friendly buildings. By pioneering projects which blends residential, office, and leisure spaces, we are equipping our assets to meet today's needs.

←
PACHECO
BRUSSELS CENTRE

Future Cities Now

Befimmo redefines the **urban landscape**



←
PACHECO
BRUSSELS CENTRE



←
LIVIN / CONCEPT 3D
BXNORD

Premium Development for Unique Urban Experiences

Befimmo redefines the urban landscape.

Our pioneering Development activity envisions a future where user-centrism, people-focused designs and smart technologies converge in state-of-the-art buildings. Our Development pipeline includes about 12 projects slated for completion by 2028. For some of our most ambitious and flagship projects, we hit crucial milestones in 2023.

Our approach extends beyond traditional real-estate development. We foster strategic flexibility, which allows us to meet diverse market needs while promoting sustainable growth. At the same time, our developments are financially sustainable and prosperous due to their outstanding quality, sustainability traits, strategic locations and 360° service offerings.

Befimmo shapes vibrant and inclusive urban landscapes strategically located in inner-city areas, maximising their impact and accessibility. By enhancing urban environments and society, we claim a pole position as leaders in sustainable development within the real-estate industry.

WE FOSTER STRATEGIC
FLEXIBILITY, WHICH
ALLOWS US TO MEET
DIVERSE MARKET NEEDS
WHILE PROMOTING
SUSTAINABLE GROWTH.



6 FACTS ON 2023

01

ZIN's Sustainability Awards

Celebrated for its "concrete on a trip" circularity, ZIN was awarded the Cradle to Cradle Certified® Silver certificate for its innovative reuse of 30,000 tonnes of dismantled concrete.

[SEE IT IN VIDEO](#)

02

Future-Ready Deliveries

The Flemish Government anticipated the innovative spaces of ZIN and moved their offices into the building at the beginning of 2024.

03

Educational Transformation

VGC - Vlaamse Gemeenschapscommissie adapts to meet community needs and evolves into a new educational facility (PLXL Transformation).

04

COURBEVOIE's Milestone

After achieving its permit in 2021, the COURBEVOIE Project hit a provisional acceptance milestone in August 2023, spotlighting Befimmo's specialised office space development.

05

Sustainability at the Forefront

Befimmo remains dedicated to environmental excellence across our portfolio. The high BREEAM target certification levels for projects like ZIN and LOOM reflect that dedication.

06

LOOM's Permit Success

Mid-2023 marked a significant milestone for the LOOM building, as it secured permits essential for sustainable redevelopment.

Pioneering Urban Futures

BEFIMMO'S STRATEGIC DEVELOPMENT BLUEPRINT

As one of Belux's leading developers, Befimmo pioneers urban futures for the benefit of our communities. We envision a future where urban landscapes thrive on sustainability, visionary innovation, and high-performance buildings. Every development we shape breathes life into city centres, catering to modern urbanites' dynamic needs.



Sustainable and Smart Developments

Our commitment to the planet manifests in projects like our flagship project, ZIN, which aims for a BREEAM Design phase Outstanding certification and serves as a model for sustainable urban living, seamlessly blending work, life, and leisure.

Innovative Project Portfolio

Our development pipeline includes 12 ground-breaking projects showcasing our dedication to innovation. Past development projects like Paradis Express and Quatuor demonstrate our capability to transform urban spaces innovatively and sustainably.

ZEN
BXNORD
→



Extending Value Creation

We wield a flexible, market-responsive approach by creating assets for external acquirers. This strategy diversifies our portfolio and enhances our contributions to the urban fabric.

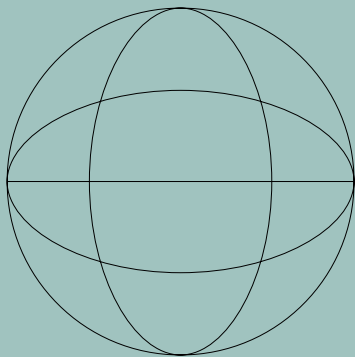
Financial Prudence and Sustainability

Projects like Paradis Express and ZIN showcase significant financial investments with anticipated returns above 6%. It proves our strategy balances economic viability with environmental leadership, setting a new standard for the real-estate industry.



Green Development

SUSTAINABLE STEPS
FORWARD



The ZIN Project

ZIN aims for BREEAM Outstanding and ingeniously reuses 30,000 tonnes of concrete from dismantling the old WTC towers. It prioritises materials certified for sustainability and sets a standard in circularity.

Energy Efficiency and Green Space

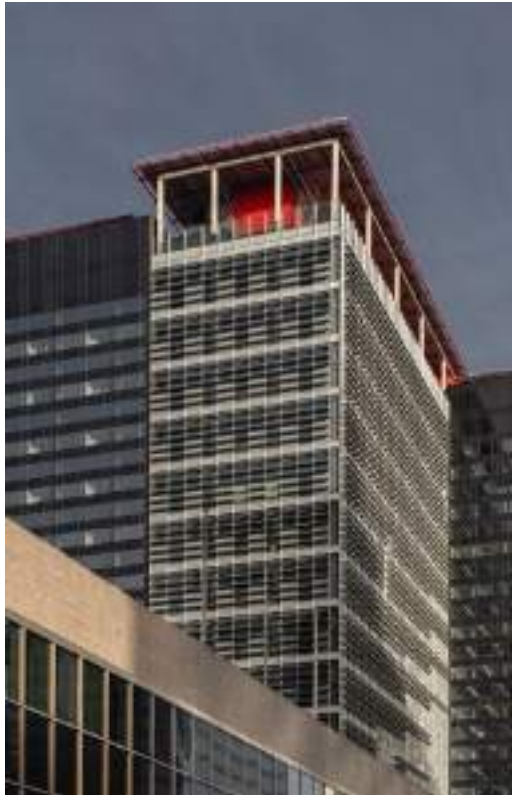
Our projects are designed with energy efficiency at their core. Moreover, integrating green spaces across projects shows our commitment to enhancing biodiversity and workplace wellness.

Community and Urban Revitalisation

We revitalise urban areas and create community-centric spaces. We enhance the urban fabric and foster sustainable urban development, aligning with global sustainability goals.

Promotion of Green Mobility

We continuously incorporate extensive biking facilities in our projects, reflecting a broader commitment to sustainability. Promoting green mobility and reducing the carbon footprint associated with transportation is vital in every sustainability strategy.



←
ZIN

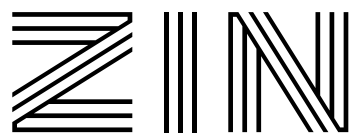


PACHECO
↘

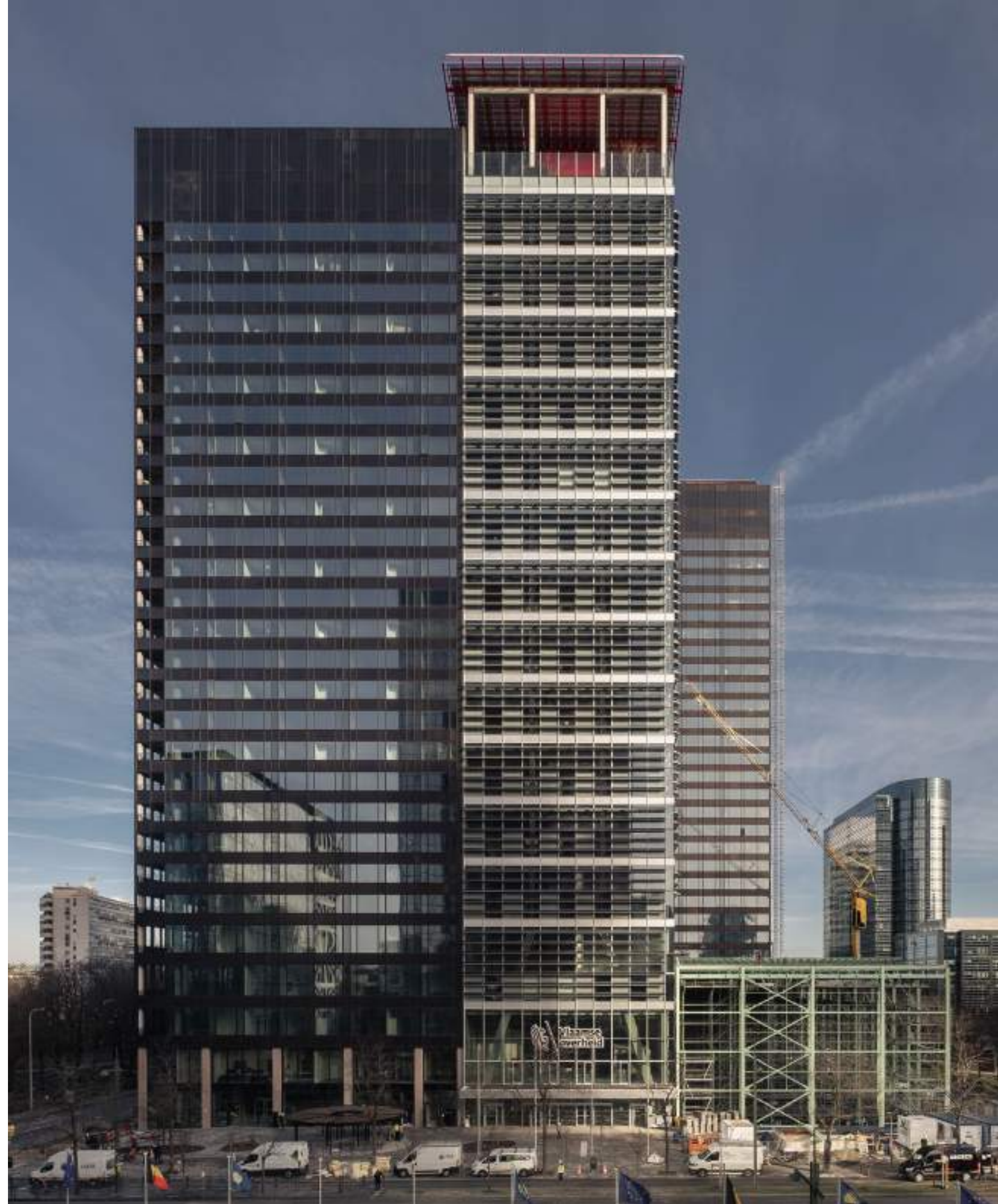


LOOM
←

Flagship Project Focus



ZIN emerges as a pinnacle of urban rejuvenation, marrying the ethos of sustainability with the dynamism of multifunctional urban living. It transcends architectural boundaries and transforms the BXNord district into a vibrant living, working, and leisure hub.



ZIN

Location

Brussels, Belgium

Project Timeline

Start - 2020

Delivered to the Flemish Government
at the beginning of 2024

Total Area

Approximately 115,500 m² over four separate
project elements:

/ Flemish Government / Administrative HQ

/ The Standard / Premium hotel

/ Living @ ZIN / Apartments

/ ZEN / Prime office space

Sustainability Features

CIRCULARITY

95 % of the new materials are certified C2C (or equivalent).

ENERGY AND ENVIRONMENTAL DESIGN

Aimed for energy near-neutrality and high standards
of environmental respect.

CIRCULAR CONCRETE

First use of circular concrete in the Benelux, showcasing
innovative sustainable construction techniques.

A LUSH GREEN ENVIRONMENT

Featuring many tropical plants, a rooftop terrace,
and a public greenhouse.



Reimagining Urban Life

ZIN was conceptualised according to the “zebra concept,” where spaces interlace to create a seamless blend of office areas, residential quarters, hotel accommodations, and leisure facilities. This enriches the urban landscape and fosters a community that thrives seven days a week.

ZIN pioneered using circular, cradle-to-cradle-certified concrete repurposed from demolishing the old WTC towers. The project’s verdant features are overwhelming. It includes a lush rooftop garden and a public greenhouse, which enrich biodiversity and offer serene escapes within the bustling city.

ZIN is a bold reimagining of urban life. It shows how architectural innovation can harmonise with environmental stewardship to craft spaces that resonate with future generations.



ZIN

ZIN PIONEERED
USING CIRCULAR, CRADLE-
TO-CRADLE-CERTIFIED
CONCRETE REPURPOSED
FROM DEMOLISHING
THE OLD WTC TOWERS



FOCUS POINT

How ZIN Takes Green to a Whole New Level

Befimmo's ZIN project redefines the concept of green urban spaces. The project features over 10,000 plants, including diverse herbaceous species, shrubs, and trees. It eco-upgrades the urban landscape and addresses critical ecological challenges:

A Biodiverse Rooftop Garden

This visually breathtaking panoramic space can play a crucial role in local ecology, supporting pollinators and providing fresh air.

Green Façades

The building's exterior is enveloped in lush greenery, significantly reducing the urban heat island effect and enhancing the aesthetics of the surrounding area.

A Public Greenhouse

Accessible to everyone, this space is dedicated to community engagement and education on the importance of sustainable living.

Indoor Green Spaces

Offices and communal areas are integrated with plant life, improving air quality and fostering a healthier working environment.



"Our projects, like ZIN, challenge the conventional, celebrate sustainability, and thrive on community integration. They might be big words, but working here allows you to define skylines and transform lives."

WIM PLAUM
PROJECT DIRECTOR

ZIN / Flemish Government Headquarters

Concept
70,000 m² of premium office space at the heart of BXNord
—
Timeline
Let by the Flemish Government since Q1 2024



Offices @ ZIN is the new future-forward headquarters of the Flemish Government's services. With a striking new central volume connecting two existing towers, this state-of-the-art facility stretches across 14 floors, with ceilings soaring over 5 meters high. It's an architectural masterpiece that ensures a dedicated and dynamic environment for approximately 3,900 civil servants. It's rented out with a fixed lease term spanning 18 years.

The building's design emphasises flexibility and openness, fostering collaboration and innovation. The vast, double-height work floors bathed in natural light are designed for the new way of working—focused yet flexible, encouraging individual concentration and collaborative engagement. At ZIN, work becomes an experience enhanced by panoramic city views.



ZIN / ZEN

Concept
5,800 m² of Offices of the Future
—
Timeline
Delivery Q3-2024
—
Facilities
Private entrance / High and open spaces / Restaurant and catering / Showers, reception, lockers / Bicycle racks, electrical terminals for cars.

[ZIN.BRUSSELS/ZEN](#)



TEASER VIDEO



ZEN is the pinnacle of workplace innovation, nestled in Brussels' dynamic Noordwijk, steps away from the soon-to-be-renewed Maximiliaan Park and the flowing Zenne River. Befimmo's latest architectural marvel is part of the BXNord revitalisation project. It's a gateway to a serene, fluid office environment designed with success and well-being in mind.

High ceilings and expansive open areas seamlessly connect through a central staircase, making interdepartmental communication effortless. Each floor is a canvas of possibility, featuring vast windows, private terraces, and tranquil views of lush greenery, crafting an ambience that boosts creativity and calm.

ZEN is a vibrant part of the ZIN "full services" ecosystem. It embodies the perfect blend of business and pleasure, ensuring that everything flows here.



ZIN / Residential

Timeline

Delivery Q4 2024



The apartments at ZIN are positioned within a striking architectural ensemble connecting two high-rise towers. These apartments offer gateways to a thriving community, with floor-to-ceiling windows bathing each residence in natural light and inspiring panoramic city views.

The blend of residential and commercial spaces fosters a vibrant live-work-play environment, buzzing with activity seven days a week. These apartments let residents embrace a lifestyle that combines convenience, luxury, and the pulse of city life, all from their elevated retreat at ZIN. Perfect for urban explorers who thrive on the energy of a multifunctional metropolitan hub.

ZIN / Hotel - The Standard Brussels

Timeline

Scheduled Opening Q1 2025

Facilities Overview

Hotel rooms: 180
Features: Ground-floor greenhouse /
Rooftop bars and restaurants.



Set to open its doors in 2025, The Standard Brussels epitomises the future of hospitality within the vibrant heart of Brussels as part of the transformative ZIN redevelopment project. With 180 guestrooms, a lush greenhouse, and a landmark rooftop, The Standard Brussels melds luxury accommodation with dynamic social spaces.

As The Standard makes its Belgian debut, it expands its global footprint and reinforces its vision of transforming neighbourhoods through innovative hospitality. The Standard Brussels is poised to become a beacon of architectural innovation, sustainability, and community engagement, embodying the true, vibrant spirit of the Belgian capital.





PACHECO

Pacheco is a bold reimagining of space where past and future converge in a vibrant mix of office spaces, co-living areas, dining venues, and retail outlets.



PACHECO

Surface

Over 12,000 m²

Location

Brussels, Belgium

Project Timeline

Start - January 9, 2023

Completion - First quarter of 2025

Composition

Working spaces, 13 residential units

Sustainability Goals

Certification Target: BREEAM Outstanding certification for the Design phase, highlighting the project's environmental sustainability and performance excellence.

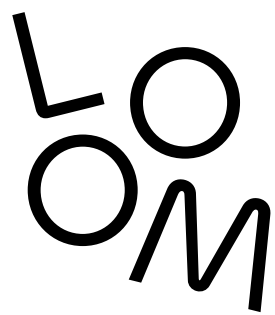


Design and sustainability as currency for the future

The Pacheco project breathes new life into the storied walls of the former Royal Belgian Mint. Situated along the bustling Boulevard Pacheco, this ambitious redevelopment stitches together the city's disparate halves, forging a seamless urban tapestry that celebrates heritage and forward-thinking design.

Pacheco is a bold reimagining of space where past and future converge in a vibrant mix of office spaces, co-living areas, dining venues, and retail outlets. At its heart, a 250 m² rooftop area promises to become a verdant oasis amidst the concrete, offering a tranquil retreat from the urban rush.





Amidst the urban landscape of Brussels' European district, the LOOM project transforms three existing structures into a green sanctuary, offering a unique blend of workspaces, residential units, and communal areas spread across thoughtfully designed space.



LOOM

Surface

Approximately 24,000 m²

Location

Brussels' European District, Belgium

Project Timeline

Building permit issued June 2023

Delivery set for Q3 2026

Composition

Working spaces, 48 residential units (including co-living spaces), various services and facilities, and a courtyard garden.



CHECK OUR VR



LOOM PROJECT
TRANSFORMS THREE
EXISTING STRUCTURES
INTO A GREEN
SANCTUARY



Merging city life with natural tranquillity

LOOM is a testament to environmental stewardship and sets a new benchmark for sustainable urban redevelopment. It's a beacon of ecological and architectural excellence, aspiring to achieve carbon neutrality, BREEAM Outstanding, Well-ready certifications, and an EPC A rating. It will become a vibrant urban oasis, full of life, boasting a spirit of community and well-being among its inhabitants.







ONBOARD WITH

Nicolas Nélis Chief Project Officer

"COMBINING CREATIVE AND LIFESTYLE
SPACES ENSURES THAT OUR BUILDINGS
BECOME VIBRANT COMMUNITIES"

Nicolas Nélis serves as the Chief Project Officer at Befimmo, overseeing the project programming and design stage, including securing permits and supervising projects' economic feasibility. In 2023, Befimmo split its Development activity into Technical Project Management and Development parts. By specialising the teams and clarifying their roles, the goal was to stimulate innovation and improve performance, to adapt itself more agilely to future challenges.



↑
LOOM / MOCK-UP
BRUSSELS LEOPOLD DISTRICT

WE INCORPORATE
ELEMENTS BEYOND
TRADITIONAL OFFICE
SPACE, SUCH AS
HOSPITALITY AND
INNOVATIVE CONCEPTS
THAT BRING OUR
BUILDINGS TO LIFE.

Q: What role do you play in project development and execution?

N: My role is to ensure that each project is optimised in terms of programming, architecture and urban integration, innovation, and space quality while respecting the project's economic feasibility. I coordinate closely with various departments, including legal, commercial, and financial teams, to ensure that every project aspect is aligned and executed efficiently.

Q: What were your key focuses in 2023, and how did they align with Befimmo's strategic goals?

N: 2023 was a transition year, focusing on preparing the project pipeline. My role was to oversee the development applications and priorities and ensure that our project pipeline was robust, aligning with Befimmo's strategic goal of enhancing our portfolio with high-quality, sustainable projects.

Q: Can you describe the division of responsibilities and collaboration within the project teams?

N: There is a dynamic synergy between the development team, which focuses on the economic and programming aspects of projects, and the technical team, which ensures the projects are feasible from a technical and quality standpoint. This collaboration allows for constant input from both sides to balance the project's quality and cost, transitioning smoothly from the planning to the execution phase.

Q: How do you ensure that Befimmo's buildings remain vibrant and engaging spaces?

N: Befimmo has been creating functional and dynamic environments for many years. We incorporate elements beyond traditional office spaces, such as hospitality and innovative concepts that bring our buildings to life. Combining creative and lifestyle spaces ensures that our buildings become vibrant communities where people are proud to work and engage. Sparks and Silversquare, our meeting and coworking spaces, also allow our buildings to become a community.



LIVIN / CONCEPT 3D
BXNORD
↙



05

Operator



CEO Operator Introduction

"THE FUTURE OF COWORKING IS BRIGHT.
AS MORE COMPANIES ADOPT HYBRID WORK
MODELS, THE DEMAND FOR FLEXIBLE OFFICE
SPACES WILL CONTINUE TO GROW. "

Today, we're sitting down with Axel Kuborn, Chief Executive Officer Operator at Befimmo, reflecting on 2023 as a landmark year for the company. This year saw significant expansion with new Silversquare locations in Antwerp and Liège, elevating the total number of coworking spaces, the launch of N.A.B.S. and the further growth of Sparks.

Tell us, Axel, how has Befimmo embraced the "New Way of Working" post-pandemic through its subsidiaries?

A: Well, the pandemic accelerated the shift towards flexible work arrangements, and Befimmo has always embraced a hybrid model that allows professionals to choose where and how they work. Our spaces, especially those under Silversquare and Sparks, are designed to be adaptable to clients' needs. For example, Silversquare offers everything from hot desks and private offices to meeting rooms with the latest technology. This flexibility has been crucial in supporting businesses navigating the new normal.

Q: Which changes do you see in the office market and how does Silversquare capitalise on these trends?

A: First, I see companies moving from traditional long-term leases to more flexible, scalable solutions. At Silversquare, we've designed our membership plans to cater to this demand. On the other hand, Sparks is the flexible, high-end solution for future-forward, extraordinarily designed meeting rooms, offering clients access to premium accommodation at a pay-per-use model. Finally, N.A.B.S. offers 360° solutions for clients demanding the highest standards in innovative office design, bringing the expertise of our other subsidiaries to client's offices. Second, our community-focused approach, coupled with our all-inclusive service model, ensures that businesses have everything they need under one roof—that's a big demand for businesses. This includes high-speed internet, mail handling, meeting room bookings, and catering services.



SQ
ANTWERP
↓



BY STAYING TRUE TO
OUR MISSION OF CREATING
INSPIRING, FLEXIBLE
WORK ENVIRONMENTS,
WE BELIEVE SILVERSSQUARE
WILL REMAIN A LEADER
IN THE COWORKING
INDUSTRY.

Q: What makes Befimmo unique compared to other providers?

A: Our commitment to unique design and groundbreaking architecture sets us apart from other providers, boosting wellbeing and efficiency. At Sparks and Silversquare, each location collaborates with renowned artists and designers, resulting in workspaces that are functional and aesthetically pleasing. Our strong emphasis on community building further enhances the experience, creating a vibrant ecosystem where members can network, share ideas, and grow their businesses together.

Q: How do you see the future of coworking and flexible office spaces evolving?

A: The future of coworking is bright. As more companies adopt hybrid work models, the demand for flexible office spaces will continue to grow. We're already seeing a surge in interest from larger enterprises looking for scalable solutions. Additionally, workspace design has a growing focus on sustainability and wellness. We aim to create environments that support productivity and well-being by integrating eco-friendly materials and providing wellness amenities.

Q: Finally, what are your plans for Befimmo in 2024 and beyond?

A: In 2024, we'll open our 12th Silversquare location and continue enhancing our existing spaces. We want to strengthen our community and further innovate our service offerings across all subsidiaries—Silversquare, Sparks, and N.A.B.S. We're also exploring opportunities to expand beyond Belgium and into other European markets. By staying true to our mission of creating inspiring, flexible work environments, we believe Befimmo has all the cards to remain a leader in the coworking industry.



Operator

→
SQ LOUISE
CONCEPT 3D / N.A.B.S.

The future moves beyond
the traditional limitations
of property management



Revolutionising Property Management

The future moves beyond the traditional limitations of property management. At Befimmo, we are convinced that real estate profoundly impacts the quality of life and work. It determines how we work, live our lives, and shape our existence. We're driven by digital technological solutions, passionate about our community, dedicated to comfortable design and disruptive innovation.

Our Operator activity is a crucial foundation of our holistic service model, transitioning us from a standard B2B entity to a dynamic B2B2C innovator. As Operator, we transcend the mere management of spaces. We transform them into vibrant ecosystems where businesses and individuals thrive. It is a materialisation of our broader corporate mission: to craft truly user-centric environments that blend pioneering innovation and operational excellence.



←
SQ ANTWERP

AS OPERATOR, WE
TRANSCEND THE MERE
MANAGEMENT OF SPACES.
WE TRANSFORM THEM
INTO VIBRANT ECOSYSTEMS
WHERE BUSINESSES AND
INDIVIDUALS THRIVE.



Operator: What’s it all about?



Q&A

What do we mean by Operator?

Operator is our commitment to redefining property management through:

Advanced Digital Solutions: We deploy cutting-edge technologies to enhance efficiency and ensure the smooth operation of our tenants and their businesses.

Community Building: We cultivate communities, turning properties into thriving ecosystems where connections are forged and collaborations flourish.

Diverse Amenities: From coworking zones to leisure hotspots, we ensure our tenants have access to a comprehensive suite of services that cater to their every need.

Q&A

Who are our Strategic Subsidiaries Silversquare, Sparks & Not A Bike Shop?

Our vision is further realised through our subsidiaries:

Silversquare creates coworking environments dedicated to shaping the future of work.

Sparks focuses on meeting rooms and event spaces and enhances our ecosystem by offering tailor-made collaborative environments that nurture stronger teams and organisational cultures.

N.A.B.S. designs and builds unique spaces that blend radical creativity with functional elegance, redefines traditional design boundaries.

PIONEERING
COWORKING SPACES

SIL- VER- SQUARE



Silversquare

[SILVERSQUARE.EU](https://silversquare.eu)

Silversquare leads the revolution in the European and Belgian coworking space industry. Silversquare designs its offerings around the needs of entrepreneurs and businesses, making it a cornerstone of the modern workspace landscape.



FACT SHEET

Origin

Founded in 2008

Mission

Crafted by entrepreneurs for entrepreneurs, designed to support business growth from inception to maturity.

Approach

Proactively facilitating community knowledge sharing, innovation, and networking within its spaces.

Services

Flex or fixed desks, private office spaces, and a wide range of amenities under flexible membership contracts.

Locations

Strategically positioned across major urban centres for optimal accessibility and community integration.

←
SQ CENTRAL
BRUSSELS CENTRE

Key Facts

Silversquare
in Numbers

11

COWORKING SPACES

±52,000

SQUARE METERS OF COWORKING SPACE

+450

EVENTS PER YEAR

15

YEARS OF EXPERIENCE

+5000

MEMBERS

60

COMMITTED TEAM PLAYERS

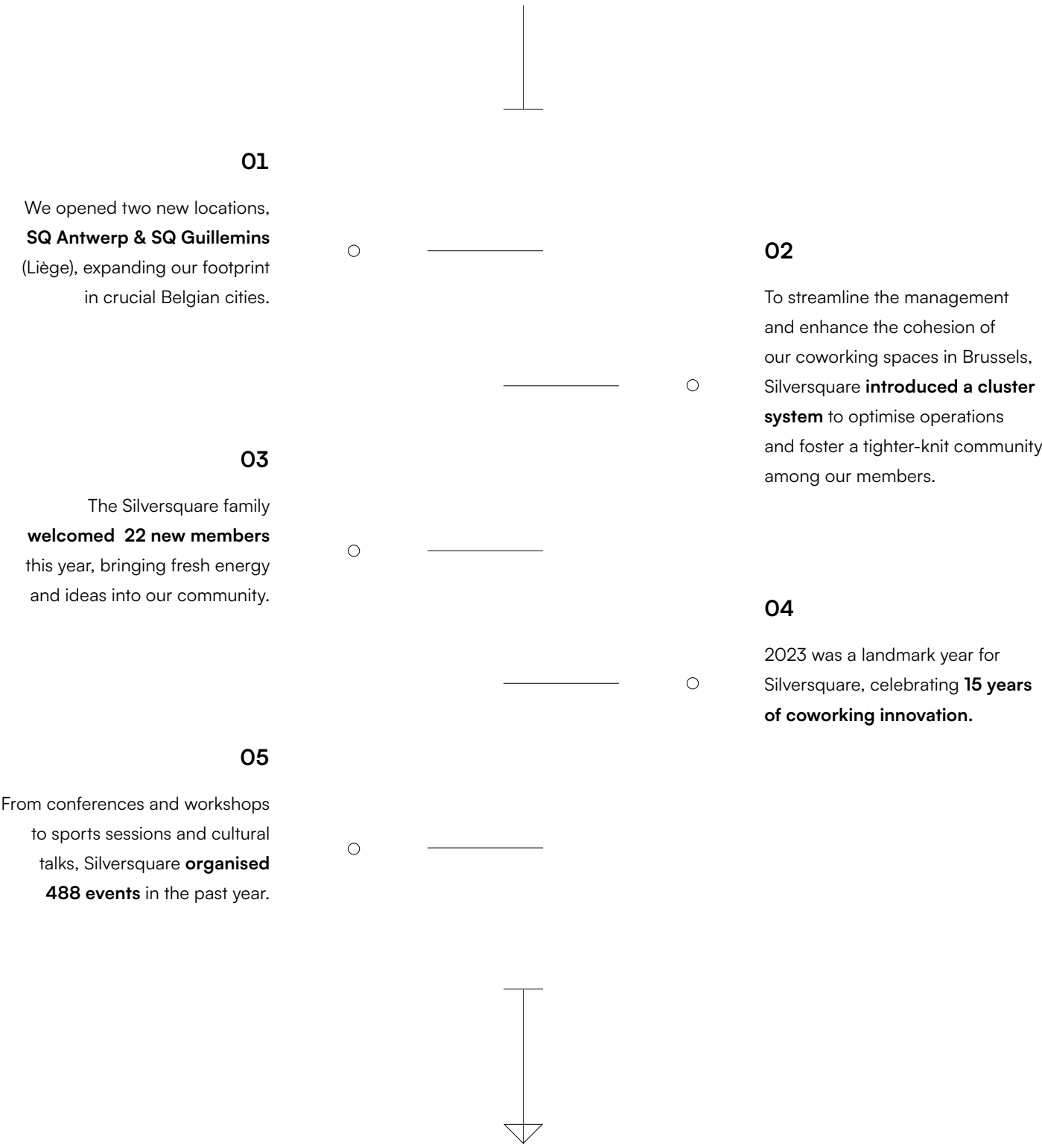
€22M

TURNOVER

NUMBERS

Silversquare 2023

A Year of Expansion and Innovation



Design Foundation

Where business meets beauty

Silversquare’s interior design concepts are vital to its appeal and functionality. Our design philosophy focuses on several key elements:

Flexibility and Adaptability

Spaces are designed to be flexible and adaptable to meet the needs of individual freelancers and larger teams. Movable furniture, modular meeting spaces, and private offices can be customised to suit the size and preferences of its members.

Open and Collaborative Spaces

Open-plan layouts, communal tables, and coworking areas encourage spontaneous meetings and networking opportunities. These spaces are balanced with private booths and meeting rooms for privacy or concentration.

Aesthetic and Functional

Using natural light, greenery, and art installations creates an environment that stimulates creativity and reduces stress. High-quality, ergonomic furniture ensures comfort during long working hours.

Branding and Identity

Each Silversquare location has a unique identity, often reflecting its surroundings' cultural and architectural heritage. This localised approach helps create a sense of belonging among its members.

Technology-Driven

The interior design incorporates technology seamlessly, with high-speed internet, digital booking systems for meeting rooms, and smart lighting and climate control systems enhancing the user experience.

Sustainability

Silversquare spaces use eco-friendly materials and furniture, energy-efficient lighting, and waste reduction measures. The aim is to create a beautiful, functional, and responsible workspace.

Community-Centric Areas

Areas that foster community interaction, such as kitchens, cafes, and event spaces, are crafted to be inviting and comfortable, encouraging members to share meals, exchange ideas, and participate in community events.

Wellness and Recreation

Silversquare includes wellness and recreational facilities within its design. This can range from fitness rooms and relaxation zones to game areas and outdoor terraces, providing members with opportunities to unwind and recharge.



Designer focus

Top artists shape the future of work

Silversquare collaborates with some of the most imaginative artists and designers in a daring blend of creativity and functionality. These synergies push the boundaries of traditional office design and set a new standard for inspiring and energising workspaces.

SQ GUILLEMIN'S X JEAN-PAUL LESPAGNARD A Tapestry of Global Craftsmanship

Jean-Paul Lespagnard draws inspiration from his travels and the rich cultural tapestry they unfold to decorate Silversquare Guillemins in Liège. His design celebrates global craftsmanship, featuring Mexican tableware, Moroccan straw lamps, and door handles shaped like Liège's famous waffles.



SQ NORTH X LOUS & THE YAKUZA A World of Fantasy

Lous & The Yakuza's creative vision transforms Silversquare North by the Brussels Canal into a realm where African cultural patterns meet psychedelic forests and mythical kingdoms. This immersive experience marries the world of music and art with the pragmatism of daily business operations.



SQ ANTWERP X STEPHANIE D'HEYGERE Redefining Spaces with Bespoke Design

Stephanie D'heygere embarks on the creative transformation of Antwerp's inaugural Silversquare coworking space at Antwerp Tower. Under her curation, Officeland emerges — a whimsical yet functional homage to the corporate landscapes of yesteryear, replete with oversized artifacts and playful reinterpretations.



A Day at Silversquare Antwerp

The Antwerp Tower stands tall in the heart of Antwerp, where tradition meets innovation. Today, the Silversquare coworking space, which has found its home here, opens its doors to me with its vibrant community of dreamers, doers, and pioneers. As a digital native and young creative, I'm excited to see what this impressive coworking space has in store. I've passed it a thousand times; today, it's the first time I've entered.

8:30 AM Morning Glow and First Impressions

As the morning sun kisses the skyline, I enter the Antwerp Tower. Today, I'm an explorer in the city's most buzzing coworking space, Silversquare. From the get-go, the vibe is electric, a blend of remarkable, chic, and utterly inspiring. The sleek design is a homage to the bold spirit of the '80s and '90s office life, reimagined for today's creative minds.



9:00 AM The Tour: Where Magic Happens

Guided by an enthusiastic staffer, I dive into the heart of SQ. "Here, the coffee tastes like ideas, and the walls listen," he jokes, pointing out the whimsical, oversized decor—a nod to Claes Oldenburg's genius. My inner child is in awe. Giant desk lamps? Check. A coffee pot that pierces through floors? Double-check. This is where work meets wonder.



9:30 AM The Power of Connection

The real journey begins when I settle at a desk with a view that competes with postcards. Coffee breaks become networking sessions. I meet a graphic designer with a laugh that fills the room and a startup owner whose vision for the future is as compelling as a blockbuster trailer. "Great minds drink alike," the designer says, raising his coffee mug.



1:00 PM Lunchtime: A Taste of Antwerp

At lunch, it's hard not to go on an excursion into the culinary heart of Antwerp. A stone's throw away, the city offers flavours as diverse as the Silversquare community. Back in the tower after lunch, the afternoon unfolds with its own rhythm. Work feels less like an obligation and more like a passion project. The space amplifies creativity, and it shows in my work and productivity levels.



7:00 PM Sun Sets over Antwerp Tower

As the day comes to a close, the vibrant energy of Silversquare doesn't dim; it simply changes tunes. With its stunning city views, the terrace becomes a backdrop for after-work gatherings. "The best ideas come with a view," someone says, and I can't help but agree.



My day at Silversquare, in the iconic Antwerp Tower, ends with a promise to return. With its community of forward-thinkers, this innovation hub is an exceptional opportunity to be inspired, connect, and redefine what it means to work.

**Rob // Antwerp-Based Creative Copywriter
and Silversquare explorer-for-a-day**

EXPERIENCING NEXT-GEN WORKSPACES



CREATIVITY
MEETS COLLABORATION

SPARKS



SPARKS

Sparks

[SPARKS-MEETING.EU](https://sparks-meeting.eu)

In the heart of Brussels, Sparks redefines the essence of meeting and event spaces, infusing them with creativity, technology, and unparalleled flexibility. Enter a concept where every meeting room tells a story, and every event is an opportunity for growth and connection.



FACT SHEET

Launch Year

2021

Mission

To foster unparalleled meeting solutions and collaboration experiences.

Facilities

14 innovative meeting rooms, a spacious events area, kiosks, and a restaurant with energy-boosting options. Themed rooms are designed for specific purposes, from brainstorming sessions to hackathons.

Locations

Strategically nestled in a 2,500 m² space, enhancing accessibility and engagement. Adjacent to major transit points, it ensures seamless access for local and international visitors.

NXT LVL

Sparking Genius in Meetings

Sparks takes a holistic approach to meetings, integrating advanced technology, expert facilitation, and tailored experiences to enhance meeting outcomes. This comprehensive support elevates business gatherings, workshops, conferences, and brainstorming sessions.

Comprehensive Support

Sparks provides end-to-end support for events and meetings, encompassing planning, execution, and post-event follow-ups, transcending traditional meeting expectations.

Tailored Experience

Sparks acknowledges the uniqueness of each event, offering customisation to suit specific needs and providing a diverse ecosystem of facilitators, coaches, and moderators.



Technology Assistance

In the digital age, Sparks assists with cutting-edge technology, offering technical toolkits for live streaming and video conferencing, ensuring productive meeting experiences.

Catering and Amenities

Sparks coordinates catering and amenities, from coffee breaks to full-course meals, alongside logistical support like parking and accommodation tailored to the event's requirements.

Networking and Community Building

Sparks fosters community, organising networking events and opportunities for collaboration, energising sessions and fun activities to strengthen team bonds.



→
SPARKS
MEETING CENTRE



IMAGINE.
DESIGN. BUILD.

NOT A BIKE SHOP



Not A Bike Shop

[NOTABIKESHOP.EU](https://notabikeshop.eu)

N.A.B.S. is a dynamic Design & Build company that pushes the boundaries of conventional design and construction. This brand-new collaborative venture was launched by Befimmo & Silversquare in 2023. It stands out in architecture and object creation with its funky band of designers, architects, and visionaries. Here's the lowdown on what makes N.A.B.S. tick.

Core Focus

N.A.B.S. specialises in interior design, workspace design, object design, and event curation. They transform spaces into narratives, making every design a story worth experiencing.



Creative Collective

At its heart is a collective of designers, architects, product designers, and photographers who weave their talent and perspectives, making each project as unique as it is impactful.



Design Philosophy

N.A.B.S. operates on the principle of radical thinking. Their work often challenges the boundaries of taste and zeitgeist, mixing elegance, lightness, and a well-placed sense of humour. They surprise and delight with visually appealing creations infused with unexpected poetry.



Notable Projects

Their portfolio showcases diverse projects, from the premium coworking space Silversquare Antwerp to the innovative design of Sparks, a meeting space with a unique identity. Each project illustrates N.A.B.S.'s ability to work creatively within various constraints, delivering charismatic and cohesive results.







The Befimmo experience

REVOLUTIONISING WORKSPACES

Apart from its subsidiaries, Befimmo is a pioneering force in urban development with a keen eye on the future of work. We harmonise the traditional office setup with innovative, transformative workspaces that cater to dynamic market needs.

Tenants expect top-notch service integrated into their future-proof office buildings, and that’s precisely what we deliver. Explore our Befimmo experience, where collaboration, well-being, and advanced technology merge to create spaces that foster communities and enable growth.

A New Era of Working Environments

Our strategic approach involves adopting smart building initiatives and integrating cutting-edge technology with sustainability to craft interconnected environments that adapt and respond to the occupants' needs.

Well-being and Health: The Core of Workspace Design

Recognising the importance of well-being in productivity, we provide an array of services designed to keep our communities healthy and energised:

- Nutritious catering options and state-of-the-art fitness facilities ensure physical well-being.
- On-site childcare services and personal care facilities like showers and secure lockers support work-life balance.

Innovations in Mobility and Space Utilisation

- Sustainable commuting options, including cycling infrastructure and electric vehicle charging stations, align with our green vision.
- Flex parking solutions and advanced wayfinding technology enhance the ease of navigating and utilising Befimmo's spaces.



Advanced Access, Security, and Connectivity

- The deployment of Genetec Access Control Systems across prime sites showcases a leap in operational efficiency and security.
- A first proof of concept at Arts 56 demonstrates a unified connectivity backbone that guarantees high-speed internet access throughout the building. This makes building management more efficient and secure.

Championing Environmental Sustainability

- Telemonitoring Infrastructure Refactoring enhances energy efficiency and provides real-time data insights, emphasising our commitment to environmental and social governance (ESG) efforts.

Fostering Communities Through Digital Innovation

Befimmo's dedication to tenant satisfaction and engagement is amplified through digital tools like Archibus and AIsET. These tools provide real-time solutions, ensuring assistance is always within reach, reinforcing our well-being and sustainability ethos.

As we forge ahead, our initiatives mark the dawn of a new chapter in real estate. By blending sustainability, technology, and an unwavering focus on the human experience, we actively shape the future of how we work, interact, and thrive within spaces designed to be as dynamic and multifaceted as the people who inhabit them.



THE FUTURE SHAPED BY BEFIMMO

The Befimmo experience represents visionary real-estate development and meticulous service design. It shows the transformative power of spaces that prioritise well-being, efficiency, sustainability, and innovation, setting a new standard for future workplaces.



06

**People
of Befimmo**

People of Befimmo

Dive into our **office life**



The hearts and minds behind the company

Our people create architectural gems that reshape our cities. But they don't only transform how we work and live. They shape their futures daily, navigating their ambitions, dreams, and professional lives. As employers, we want to help them grow, thrive, and shine.

Our impressively creative and highly refined HQ in our Central building, a stone's throw from Brussels Central Station, is where we showcase our exceptional vision for future workplaces and our dedication as employers.

Dive into our office life in the capital's most bustling neighbourhood! From talent management and skill-perfecting training to kicking back with the team on Friday night, step right in and spend some time with the people of Befimmo!

OUR PEOPLE SHAPE THEIR FUTURES DAILY, NAVIGATING THEIR AMBITIONS, DREAMS, AND PROFESSIONAL LIVES. AS EMPLOYERS, WE WANT TO HELP THEM GROW, THRIVE, AND SHINE.





Valuing talent

AS A VALUE-BASED EMPLOYER

01

Professionalism

At Befimmo, we craft every project with precision and passion, treating each client with the respect that masterpieces deserve-no detail is too small.

02

Commitment

Rooted in dedication, our team's deep ties to the company, its users, and the wider community ignite an emotional involvement in every endeavour.

03

Team Spirit

Unity in action; our team embodies camaraderie and solidarity, driven equally by shared goals and individual achievements to create a powerful, collective success.

04

People-Centric

With vibrant enthusiasm, Befimmo practices a people-first approach—compassionate, open, and respectful, ensuring that every interaction honours the individual's worth.

05

Role Modeling

We leverage our influence and research to meet and elevate community and industry standards, inspiring positive change and shared benefits.

06

Performance-driven

Befimmo is committed to excellence, enhancing customer focus while controlling costs and focusing on high-value processes and projects for outstanding results.

Flexible Work & Autonomy

Empowering teams for success

Our teams can tailor their workdays to fit their personal and professional needs. This approach goes beyond the typical remote work setup by focusing on what truly benefits our employees: flexibility and autonomy.

While we offer the freedom to work from any Silversquare location or remotely, we also highly value the benefits of working in our offices. Being present in the office accelerates communication, fosters creativity, strengthens team bonds, and enhances our company culture.

Our team enjoys considerable autonomy over their schedules. We support them in balancing their professional responsibilities with their well-being. Whether they choose to work remotely or on-site, we ensure they have the support they need. By supporting the diverse needs of our workforce, we enhance individual well-being and drive collective productivity.



Talent Development

Cultivating skills, fostering talent, encouraging people

We boast various training opportunities to enhance individual and collective capabilities. Our business-oriented training opportunities are a balanced blend of real-estate topics, industry topics, soft skills courses and personal development. Each of our training programs falls into one of the 3P categories: People, Planet, and Profit, and we strive to balance them as much as possible.

The group language courses we organised in our offices were the most successful training sessions offered in 2023. We also organised Insight discovery workshops with all the teams, including an individual Insight profile with a one-hour debriefing per person with a coach.

Our annual appraisal process probes each team member's roles, expectations, and objectives, ensuring alignment between corporate goals and personal ambitions.



HIGHLIGHT: REAL-ESTATE STARTERS PROGRAMME

Our Real-Estate Starters Programme allows newly graduated talents to immerse themselves in the vibrant world of real estate before transitioning to specific roles within Befimmo. Alexis Vandamme, who joined us as a Junior RE Officer in our Asset Management team, is a prime example of its success. After completing the programme, Alexis refines his expertise under the guidance of experienced mentors in our vibrant work environment.

Well-being at Work

The foundation of our success

Well-being is the foundation of our work-force strategy, ensuring every team member thrives physically and psychologically. Our offices reflect what Befimmo stands for, with spaces designed in zones ranging from quiet to dynamic, each themed to enhance creativity and productivity.

Our Employee Assistance Programme provides psychological support, confidential access to professional advice, and support for personal or professional matters. Additionally, we promote mental and physical wellness activities, such as yoga, massage and mindfulness sessions, and workout and boxing courses.

A supportive and healthy work environment is essential for our success. We invest heavily in a workplace where everyone can succeed and feel valued.



FEEL GOOD, WORK BETTER

September Challenge @Befimmo

During our September Challenge, we dedicate a whole month devoted to well-being. In 2023, we offered a wide range of activities during which we provided:

- / Tai-Chi
- / 15-minute neck massages at the office
- / Fitness classes
- / Boxing lessons
- / Opportunities to take part in competitions such as Immorun and Ping Immo
- / Cycle routes in Brussels to admire our buildings and learn how to ride a bike in Brussels
- / Cultural outings such as a visit to the Marolles and its frescoes depicting comic strips

Diversity & Inclusion

Building a culture of equity and opportunity

We embrace the broad spectrum of perspectives that drive innovation and business success.

Our recruitment policy focuses equally on shared values, technical skills, and soft skills, ensuring a holistic approach to hiring without discriminatory practices. Befimmo's pay policy is based solely on objective criteria such as role complexity and market standards, regardless of gender or other non-relevant factors.

We want to ensure our team has the support they need in difficult situations. When faced with harassment or an unsafe situation, our teams can turn to a trusted person with legal status and a strict code of conduct. Additionally, we have put whistleblowing procedures in place to offer our teams safe procedures to act when they see any irregularities or ethical breaches.

Community engagement

Doing business at the heart of society

Our dedicated Comité B+ is a group of enthusiastic colleagues who organise top activities for their workmates. The committee spearheads various initiatives that unite our team and show our commitment to social responsibility.

— We strengthen connections among team members and promote a sense of community through events, sports challenges, and cultural activities.

— During Mobility Day, team members explore eco-friendly transportation options as part of our broader strategy to promote health and environmental consciousness.



2023 Befimmo’s Comité B+ highlights

- March:** St. Patrick’s Day
- April:** Mini football tournament
- May:** The Brussels 20KM race
- June:** Cocktail bar after work
- September:** Immorun & Befimmo’s Band Fun Day
- October:** VR games
- December:** End-of-year party

— We support a range of charitable actions. Our team members are encouraged to participate actively in these efforts, and we financially support certain organisations.

— Befimmo is a proud member of the Be.Face association that aims to integrate vulnerable groups into society and the workforce. We participate in mentoring programs that help young people and adults overcome employment challenges.

A successful business is measured by both its financial success and societal impact. Befimmo continues to build a supportive and responsible corporate culture that benefits society.



2023 Charity & Community Building highlights

- At the initiative of Europ Assistance, one of our tenants, a huge collection of winter clothes was organised at Central from Monday, November 6, to Thursday, November 30, 2023.
- Together with our tenants, we had the opportunity to support the non-profit organisation Solidarité Grands Froids. This organisation is dedicated to making a difference in the lives of those facing moral, physical, or social difficulties. Their daily actions primarily benefit people without homes in the Brussels region, providing them essential items and support throughout the year.
- We also ordered Saint-Nicolas 2023 chocolates for Make-a-Wish and arranged delivery to the Reine Marie-Henriette Children’s Home for the children in care.





ONE-ON-ONE TALK WITH

Florence Weemaels Head of Human Resources



Befimmo: Where People Come First

At Befimmo, we focus on creating a remarkable workplace culture to attract and retain the best talent in the business.

But what makes Befimmo stand out as an employer? How does our commitment to employee well-being, growth, and a vibrant workplace materialise? We sat down for a one-on-one with Florence Weemaels, Head of Human Resources — and walked away with all the answers.



Q: All right, Florence, spill the beans! What's the perfect profile of the ultimate Befimmo team member?

F: Hmm, let's see... The ideal Befimmo team member wants to create value through innovative projects that harmonise with our urban landscape. A commitment to sustainability is also essential to our team members' enthusiasm as they actively participate in various ESG (Environmental, Social, and Governance) initiatives. The perfect team member also embodies collegiality, open-mindedness, a human approach to work, and high levels of professionalism.

Q: When it comes to attracting the right talent, how does Befimmo position itself as a competitive employer in the market?

F: We provide a wide range of extra-legal benefits and facilitate teleworking. Our office spaces are designed to be pleasant and efficient, and they are located right next to the Central Station, which makes commuting convenient. We also offer bicycles for short daily journeys. Additionally, we host numerous social events like aperitifs, breakfasts, and go-karting evenings to boost a sense of community.

Q: And how does your organisation foster talent once they're on board?

F: We ensure that our workplace is supportive and stimulating, offering competitive benefits, teleworking options, and the chance to work on prestigious and innovative projects. Moreover, we take pride in creating an enjoyable and productive work environment. Our offices won the "Office Space of the Year" award. Our B-Plus committee organises a variety of sports and festive activities that align with our ESG charter. For example, every September, we hold a multi-disciplinary fitness program called the "September Challenge," which includes sporting competitions, fitness sessions, tai chi, massages, and lectures on nutrition and health.

Q: Befimmo's attention to their team's physical and mental wellness doesn't stop there, right?

F: It sure doesn't. We have signed up for the Pulso program, which offers psychological support, coaching, and legal advice to colleagues who need it. We also celebrate our successes with grand parties, ensuring everyone feels valued. There's an HR room available for private

conversations, and we provide healthy snacks in the office, such as fresh fruit, nuts, and dried fruits. Monthly group lunches, nutritious breakfasts, and after-work sessions are also part of our routine to foster social interaction and well-being.

Q: What about supporting their professional ambitions and goals? How does Befimmo ensure they can grow their talent to the full?

F: We are very committed to the development of our staff. Each year, we fund three master's courses for colleagues who wish to pursue further education. We have also launched the Real-Estate Starters Programme, designed for young graduates eager to enter the real-estate world. This program offers them a comprehensive introduction to the industry and helps them build a solid career foundation. In fact, we're still looking for applicants to join the programme!

Q: Florence, it's clear that Befimmo puts a lot of effort into caring for its employees. What would you say is the most rewarding part of your role?

F: It's creating an environment where people can thrive personally and professionally. Knowing that our efforts contribute to our team members' well-being and career growth is incredibly fulfilling. You have to shape a workplace where investing in people enhances their lives and drives the company's success. I think we're pretty successful at that. It's a win-win situation that creates a positive and productive workplace culture.

THE IDEAL BEFIMMO
TEAM MEMBER WANTS TO
CREATE VALUE THROUGH
INNOVATIVE PROJECTS
THAT HARMONISE WITH
OUR URBAN LANDSCAPE.

Q: How do you look back on 2023 from an HR viewpoint?

F: 2023 has been a busy and challenging year for Befimmo. We have laid the foundations for the future in a fairly conservative real-estate environment, which has not been easy for our teams every day. I'm also confident that Befimmo has the right skills to achieve its ambitious plans.

Q: What does the future hold for human resources at Befimmo?

F: The future challenges are linked to the new generations, who are much more mobile, change employers more efficiently, and demand a sense of meaning in their work. We're also going to have to adapt some of our professions to the changing real-estate market and to new technologies such as AI.



Befimmo HQ
Design and creativity
as yin & yang

NEVER A DULL DAY
AT THE OFFICE



Step out of the Central Station and into the future at Befimmo's headquarters, dubbed "Central," your not-so-average office!

Winner of the CBRE Office Space of the Year 2022, Central is a pulsating hub with creativity, comfort, and super connectivity.



Design and functionality: a dream duo

Our HQ marries beauty with brains in a workspace that's as stunning to look at as it is to be in. With zones designed for every mood and mode—from dynamic team areas to cosy "bubbles" and ergonomic nooks—every inch is designed to help our talent thrive.

Not just a place to punch in and out, Central boasts a chic rooftop terrace that transforms it into a prime spot for professional growth — or an ideal backdrop to unwind after a busy meeting.



Built on pride and team spirit

We won't beat around the bush: we beam with pride over Central, a project brought to life entirely by the hands and hearts of our dedicated team. Every corner of the building echoes the spirit of collaboration, making it the perfect home for our community.

Central is where design, tech, and well-being merge. It's built and designed to inspire, colourful and creatively shaped to bring out the best in our teams — and provide them with the best office ecosystem imaginable.



FRIENDLY TALK WITH

Alyson Sieuw
Hospitality Manager

“My role is all about creating a welcoming and engaging environment. From greeting guests and managing the reception area to organising regular team-building activities and special events like cultural visits and after-work gatherings, I work hard to keep our community vibrant and connected.”

Q: Can you share some examples of the unique initiatives you've introduced?

A: Sure! We like to surprise and delight our team with small gestures—hiding chocolates around the office, distributing roses on special occasions, and organising pancake buffets are just a few examples. We aim to create moments of joy and a sense of belonging for everyone at Befimmo.

Q: What changes have you seen in your role, and how have you adapted?

A: My role with the company has evolved significantly over the past 12 years. I started in a more corporate function, handling contracts, but transitioned to focus more on hospitality and community. This shift has allowed me to engage more directly with people, bringing a personal touch to our work environment, which I find much more fulfilling. It shows that you can seize opportunities here - and, more importantly, shape your own!

YOU CAN FEEL GOOD HERE,
YOU KNOW.
THERE'S A REAL SENSE
OF COMMUNITY.



Q: What keeps you motivated in your role?

A: For me, it's all about the people and the community we've built here. I love organising events and seeing the positive impact these have on our team's morale and cohesion. Also, the creative aspect of my job—designing events and coming up with new activities—is gratifying.

Q: What do you like about working at Befimmo?

A: Every day at Befimmo is a new opportunity to spark smiles and strengthen bonds. My role centres on creating joy and bringing people together through our cosy gatherings, fun competitions, or just the daily hellos at the reception. It's about making our workplace not just a place to work but to belong and enjoy every moment.



A new vision for the office

Function meets flex and creativity

Befimmo’s future-forward vision of workplaces materialises in its HQ in the Central building. The entire office is thoughtfully designed to elevate employee experiences and amplify corporate identity. Welcome to a workplace that’s efficient, functional, flexible and creatively designed with these five core principles in mind.



01

Workplace Innovation

Befimmo's Central office dynamically blends traditional office space with modern coworking environments and meeting centres. This fusion optimises space, enhances productivity and fosters a community-centric workspace.



03

Hybrid and Flexible Working

Befimmo's offices are committed to the New Way of Working (NWOW) and hybrid models. Facilities are designed to support in-person and remote working capabilities. After all, flexibility is crucial for attracting and retaining top talent in today’s workforce.



04

Well-being and Connectivity

Befimmo's workplace design prioritises employee well-being, aligning with modern health and wellness trends in workspace design.



↑
A DAY
AT CENTRAL

05

Cultural and Artistic Collaboration

Befimmo's commitment to local culture and unique design inspires it to collaborate with artists and designers to create distinctive, vibrant work environments. This approach contributes to a stimulating work atmosphere, boosting creativity and employee satisfaction.



02

Historical Modernity

Central, hosted in the iconic Shell Building, was strategically chosen for its proximity to Brussels Central Station and meticulously redesigned to retain its grandeur while fully functional for modern needs.





HQ Central

Where work loves life

Welcome to the bustling neighbourhood around our HQ. Brussels Central is a hub of opportunity and convenience tailored to urban professionals who want to blend work and lifestyle. Are you kicking off your career journey or looking to elevate it? Here are five reasons why our HQ neighbourhood is second to none.

WELCOME TO THE NEIGHBOUR- HOOD



WHEN YOU WORK AT OUR
OFFICES IN THE HEART OF
THE CITY, THE CITY WORKS
PERFECTLY FOR YOU.



Our HQ neighbourhood lets you embrace a lifestyle where convenience meets opportunity. Whether you're heading to a meeting, catching a train home, or exploring the city's cultural riches during a lunch break, everything is designed to enhance your everyday experiences. When you work at our offices in the heart of the city, the city works perfectly for you.

Getting Around in the Wink of an Eye

Brussels Central is the nexus of national and international rail lines, including high-speed trains to major European cities. With extensive tram, bus, and metro options steps away, commuting is hassle-free. Zip across the city or head to other business districts quickly. Works wonders for your work-life balance.

Lunchtime Luxuries

You can leave your packed lunch at home. Our HQ neighbourhood is dotted with cool lunch bars and cosy cafés that cater to every taste. It's the perfect setting to unwind, network, or enjoy a good meal in the middle of your busy day.

Everything at Your Fingertips

Working here means immediate access to many services and amenities. Need a last-minute gift or an outfit for an after-work event? The array of shops, from high-street names to independent boutiques, ensures you're well-equipped for any occasion.

Cultural Breaks? Yes Please!

Nestled close to Brussels' historical and cultural heart, your workplace allows for enriching breaks during your workday. The Royal Palace and many museums and galleries are within walking distance. Imagine spending your lunch hour viewing an art exhibition or strolling through the historic Mont des Arts—perfect for clearing your mind and sparking creativity.

Professional Networking Opportunities

This district is a vibrant community where professionals from diverse industries converge — especially with Silversquare and Sparks in the same building! Regular events, workshops, and seminars are always nearby, offering ample opportunities to connect and grow professionally.

Quick-Fire Q&A

Let's explore the lives of some of our talented employees to discover what makes them tick. Get ready for some fun, quick-fire interviews that will inspire and entertain you. Let's meet the incredible people behind Befimmo!



FLORENCE LALMAND
FINANCE TEAM ASSISTANT

Why did you join Befimmo?

Initially for a temporary position. Then, I stayed because I integrated well into the company and aligned with its values.

What motivates you to come to work each morning?

My colleagues, the office environment, and the overall atmosphere.

Which aspects of your job do you find most rewarding?

Problem-solving and improving procedures and communication.

How does our company support your professional development?

Through internal and external training, a culture of listening and mutual support is fostered.



ANTOINE DOZOLME
IT INFRA & SUPPORT MANAGER

Why did you join Befimmo?

I started as a consultant in November 2017 and became an employee in February 2020. I joined to help improve the IT department and to continue evolving in a dynamic company where I could launch innovative digital projects.

What motivates you to come to work each morning?

Helping my colleagues by providing the necessary support and ensuring everything works smoothly. Every day is different, and the great team atmosphere in IT is a big motivator.

Which aspects of your job do you find most rewarding?

The daily interactions with people and the continuous development of my knowledge.

How does our company support your professional development?

I can take courses that cater to my professional and personal needs, such as language classes. Attending conferences is also encouraged to build my network and improve my skills.



BENOÎT LOOSVELD
MOBILITY MANAGER

Why did you join Befimmo?

To turn my passion for mobility into my daily job by improving workplace accessibility.

What motivates you to come to work each morning?

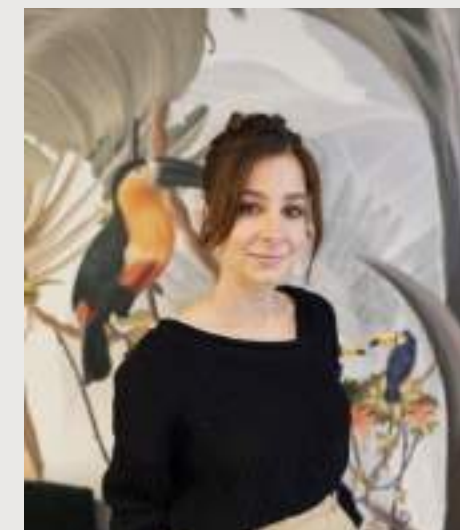
Solving mobility challenges and enhancing our buildings to accommodate modern mobility needs.

Which aspects of your job do you find most rewarding?

Seeing our projects come to life and receiving positive feedback from our tenants.

How does our company support your professional development?

By allowing me to work as an independent consultant, I can broaden my range of activities beyond Befimmo.



LISA DERYCKE
EXECUTIVE ASSISTANT

Why did you join Befimmo?

I knew Befimmo from my time at McKinsey and admired the beautiful Brederode Corner office. I found a job listing on LinkedIn, and despite my extensive experience with C-level profiles, I was excited by the challenge of supporting a CEO in a new sector.

What motivates you to come to work each morning?

A vibrant office in Brussels Central and my fantastic colleagues.

Which aspects of your job do you find most rewarding?

I use both French and Dutch in my work, which is a significant adjustment, and I am experiencing a steep learning curve as I support the CEO and immerse myself in the Portfolio team.

How does our company support your professional development?

By giving me the time to fill my role effectively and supporting me in my responsibilities with the Portfolio team.

2023 Team Activity Highlights

CULTURE, CONNECTION,
COMMUNITY — AND
THE RIGHT VIBE

Wow, what a year it's been at Befimmo! From culture dives to adrenaline-pumping activities, 2023 was packed with unforgettable teambuilding events that brought us closer and brightened our work lives. Here's a throwback to some of the fantastic moments we shared.



Culture Club Escapades

Every month, our Culture Club takes us on a journey right in the heart of Brussels. **During our lunch breaks, we explore cultural treasures close to our office**, diving into the art, history, and heritage that the city breathes. These outings always spark lively conversations and shared laughs back at the office.



2023 Befimmo’s Culture Club highlights

- February:** visit to the Picasso exhibition
- March:** visit to the “Happiness” exhibition (Art as a positive boost for your brain)
- May:** Tour of the Royal Museums of Fine Arts of Belgium to discover the full collections of the Fin-de-Siècle Museum, the Magritte Museum and the Old Masters’ Museum
- July:** experiencing Van Gogh, the Immersive Experience
- September:** visit to an underground pathway to discover the Palace of Charles-Quint

Fitness and Boxing Right at the Office

In 2023, we kicked our fitness into high gear with sessions led by a professional coach right in our workplace. Mondays were for mastering fitness routines, while Tuesdays had us bobbing and weaving with boxing gloves. We stayed fit, found our inner strength, and had a crazy blast with our colleagues.



Teambuilding at Dolce La Hulpe

Our spectacular two-day Dolce La Hulpe retreat was the year’s highlight! We kicked things off with an invigorating 18 km bike ride through stunning landscapes. The workshops were a hit, with themes ranging from recycling and natural pharmacy to permaculture and landscape gardening.

Day two started with a delicious breakfast, followed by activities ranging from wild cooking sessions, a morning run or walk, to some relaxing time at the pool, sauna, and hammam. It was the perfect way to recharge before we headed back to Brussels!



OUR SPECTACULAR TWO-DAY DOLCE LA HULPE RETREAT WAS THE YEAR’S HIGHLIGHT!



The best team for real (estate)

Through all these fantastic activities in the past year, our team grew closer and embraced new experiences. Each event reminded us how creative, resilient, and fun our team is. Here’s to all the memories we made in 2023!





Looking back, looking forward

The 2023 Activity Report you have explored is a fascinating recap of one of our most pivotal periods yet. It has been a year marked by strategic advancements, forward-looking initiatives, and projects that showcase our dedication to reshaping the urban and workplace landscape. Our strategic financial restructuring highlights our company's transformation. These refinancing efforts have solidified our financial foundations and set us up for accelerated growth and increased flexibility.

THANK YOU

BACK

Our portfolio's vibrant integration of state-of-the-art office spaces, residential units, and community-centric environments is a testament to our vision. Flagship projects like ZIN and Paradis Express show our ability to blend innovative design with environmental sustainability, seamlessly integrating living, working, and leisure to meet urban demands. Furthermore, our transition from a conventional B2B to a pioneering B2B2C model is underscored by our operational pursuits. Our subsidiaries Silversquare, Sparks and N.A.B.S. (Not A Bike Shop) are reimagining how professional spaces can nurture creativity and productivity.

“It’s been one of our most pivotal years yet. Our financial restructuring set us up for accelerated growth and increased flexibility.”

FORWARD

In the coming years, Befimmo will cement its position as the premier sustainable and innovative real-estate solutions provider. Driving positive change within the real estate industry and beyond will remain our focal point. Guided by a strategic growth plan and our enduring core values - community, sustainability, and innovation - we will continue to create spaces that cater to today's needs and are adaptable to tomorrow's demands.

“Our unwavering commitment to driving positive change within the real-estate industry and beyond remains steadfast.”



Photographers:

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