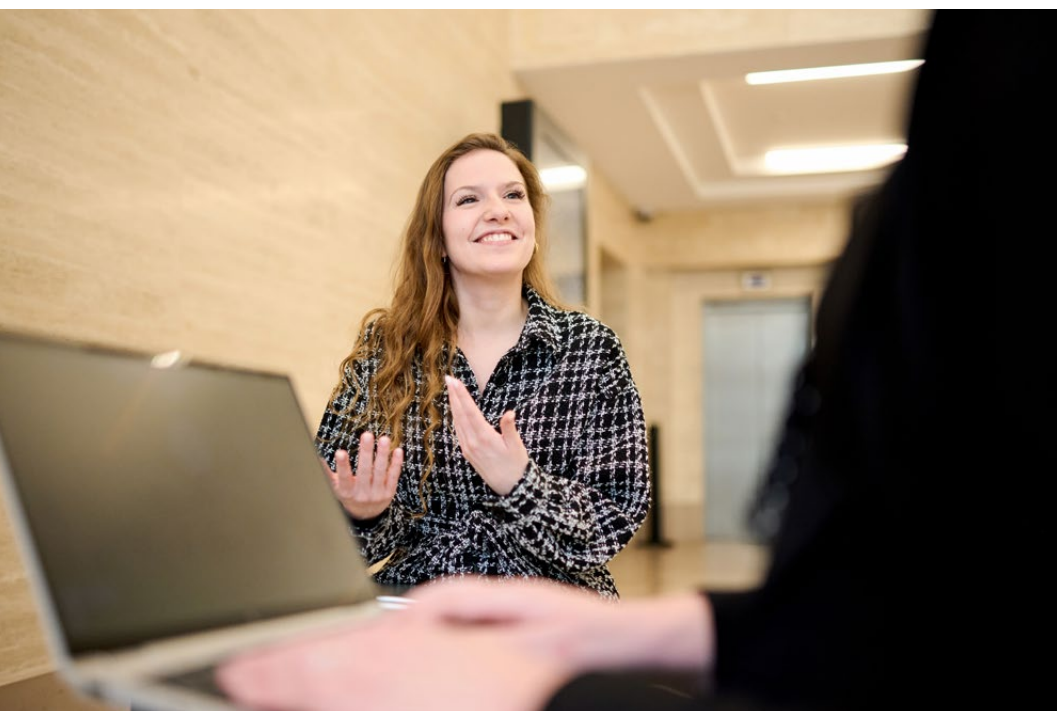


06

**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!

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

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## 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.

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.

05

#### Role Modeling

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

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.

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.

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.



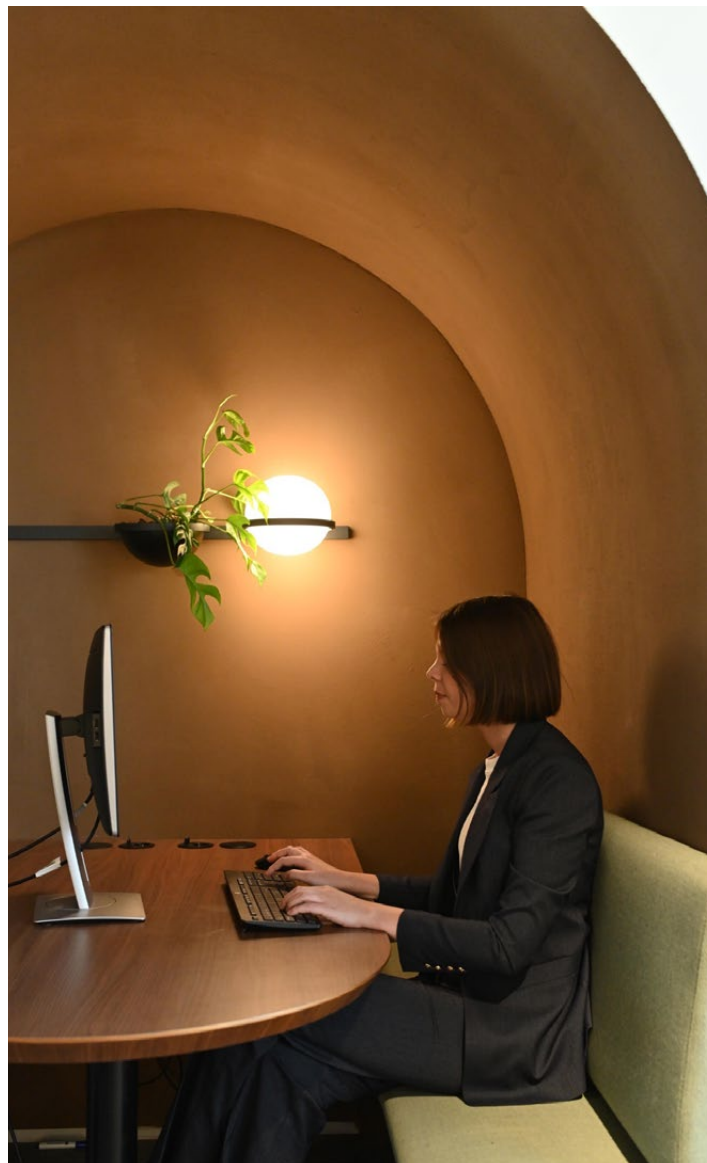
## Flexible Work & Autonomy

*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 workforce 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.

— 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 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



### 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.

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

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**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.





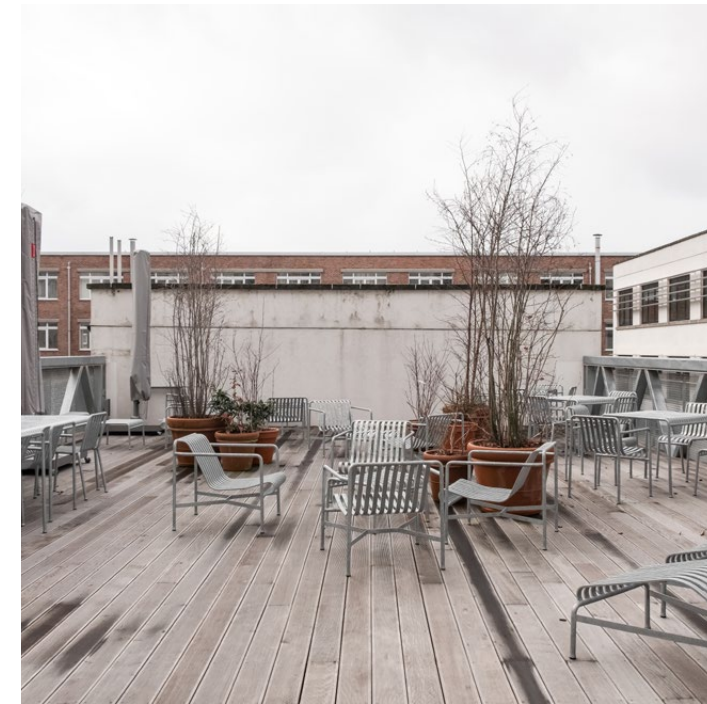
**Befimmo HQ**  
Design and creativity  
as yin & yang

NEVER A DULL DAY  
AT THE OFFICE





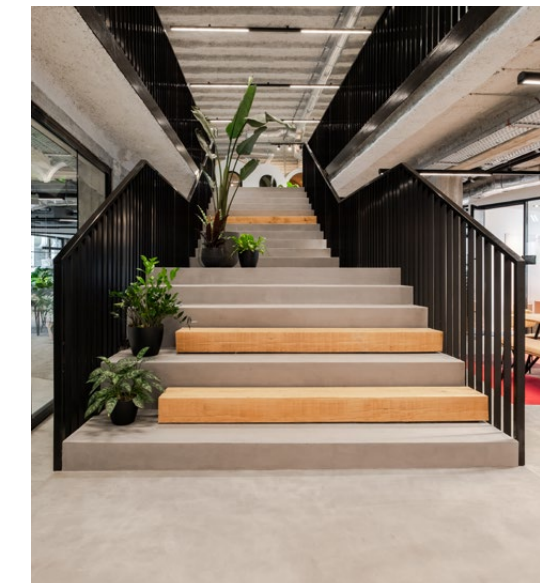
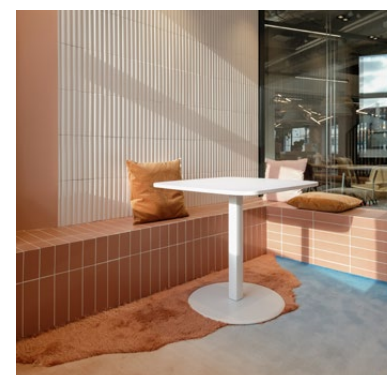
Step out of the Central Station and into the future at Befimmo's headquarters, dubbed "Central," your not-so-average office! Winner of the CBRE Office Space of the Year 2022, Central is a pulsating hub with creativity, comfort, and super connectivity.



**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 Siew 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!

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

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**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.



BEFIMMO HQ  
CENTRAL





# A new vision for the office

*Function meets flex and creativity*

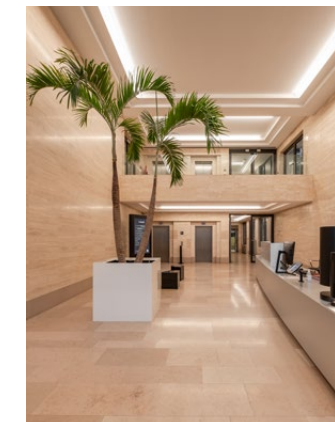
Befimmo's future-forward vision of workplaces materialises in its HQ in the Central building. The entire office is thoughtfully designed to elevate employee experiences and amplify corporate identity. Welcome to a workplace that's efficient, functional, flexible and creatively designed with these five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



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.



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.



04

## Well-being and Connectivity

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

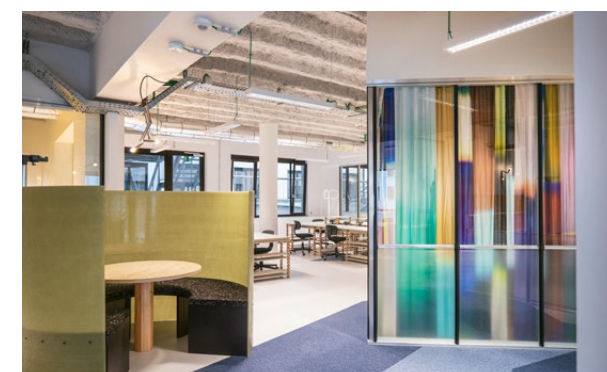


↑  
A DAY  
AT CENTRAL

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?***

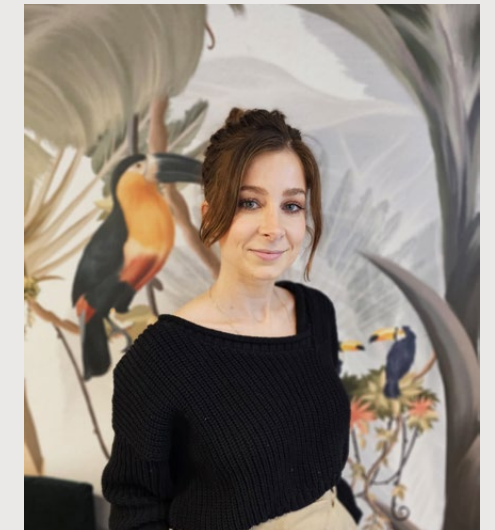
Solving mobility challenges and enhancing our buildings to accommodate modern mobility needs.

***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

### 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!



### 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.



### 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!



