

ACTION PLAN 2030





Transform cities

| ESG | MAIN SDGS | AMBITION | ACTION | RESULT 2019 | RESULT 2020 | OBJECTIVE | TIMEFRAME |
|-----|-----------|--|---|-------------|-------------|---|-----------|
| S | | Integrate buildings into the city | Be in dialogue with different stakeholder groups | 94% | 97% | 100% of projects ¹ carried out in dialogue with stakeholders | 2021 |
| | | | Open up buildings to the city and its community | 94% | 97% | 100% of projects ¹ open to the city | 2030 |
| E | | Provide easily accessible buildings | Invest near public transport hubs Invest in mobility hubs if no public transport system is available | 62% | 67% | 100% of the portfolio offers real mobility solutions | 2030 |












Provide and rethink workspaces

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|-----|-----------|---|---|-----------------------|--------------------------------------|--|------------|
| S | | Build and animate (tenant) communities | Extend the coworking network and meeting opportunities | 16 800 m ² | 28 000 m ² | 51 800 m ² of coworking space | 2023 |
| E,S | | Provide quality assets | Build flexible and adaptable buildings | 49% | 50% | 100% adaptable projects ¹ | 2030 |
| | | | Improve comfort, security and safety | 1 | 1 | 0 incidents involving people | Continuous |
| | | | | 92% | 81% | 100% of inspections of fire prevention, lifts, electricity and heating carried out | Continuous |
| | | | Create innovative projects: promote sustainability, technical, and technological improvements | 75% | 78% | 100% innovative projects ¹ | 2025 |
| | | Obtain building certifications | 97% | 100% | 100% certified projects ¹ | 2030 | |

1. Projects: committed ongoing (re)development projects (Brederode Corner, Paradis Express, Quatuor, ZIN).








Be responsible

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|-------|---|---|---|--|--|--|------------|
| E |   | Combat climate change and its impacts | Reduce CO ₂ e emissions linked to energy consumption of the buildings | 25.8 kg CO ₂ e/m ² | 24.1 kg CO ₂ e/m ² | 19.9 Kg CO ₂ e/m ² | 2030 |
| E |  | Adopt circular economy principles | Maintain existing elements and reuse material | 96% | 100% | 100% of projects' subject to an inventory of materials | Continuous |
| E,S,G |  | Promote sustainable procurement practices | Assess and assist suppliers in their efforts to comply with responsible procurement requirements | 6% | 100% | 100% of suppliers have been assessed on their ESG issues | 2022 |
| | | | Implement specific actions to challenge our suppliers on ESG issues | - | Ongoing | Implemented | 2023 |
| E |  | Make rational use of water | Reduce water consumption | 266 l/m ² | 213 l/m ² | 226.5 l/m ² | 2030 |
| E |  | Reduce pressure on biodiversity | Study biodiversity management on various sites and manage the biodiversity of the corporate site | Ongoing | Ongoing | 100% of recommended actions implemented | 2025 |
| E,S,G |  | Promote Befimmo's sustainable development thanks to investors aligned with our strategy and our ESG values | Validate and implement financing which falls within the green financial framework | - | - | Implemented | 2030 |
| G |  | Substantially reduce corruption and bribery in all their forms | Develop a policy on and implement the process within the framework of the fight against money laundering and terrorism financing, on a proactive base | - | Implemented | Implemented | 2021 |
| S |  | Taking care of our team and the communities in which we operate | Promote participation to transverse working groups (innovation, Comité B+, LynX) | 27% | 56% | 75% of the team participates in a transverse group | 2030 |

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| E |   | Reduce the environmental impact of the team | Reduce paper use | 83% | 88% | 100% electronic incoming invoices | 2022 |
| | | | | 24% | 91% | 100% electronic outgoing invoices | 2022 |
| | | | Reduce waste production | 26 kg/FTE | 10 kg/FTE | 0 kg waste/FTE | 2030 |
| | | | Promote flexible and sustainable mobility Implement: - homeworking charter - mobility budget for alternative transportation solutions - pooled mobility solutions | 10% | 14% | 40% of the team has changed its mobility | 2025 |
| G |  | Protect personal data | Analyse, supervise and solve questions linked to personal data management, with a view to proactive management of protection and integrity of this data (including ethical aspects) | 75% | 100% | 100% of digitalisation projects controlled within the framework of GDPR | Continuous |
| E,S,G |  | Communicate transparently | Conduct and continually improve communication in line with current reference standards | - 2 voluntary assessments: GRESB, CDP - 1 extra assessment: MSCI - Gold Award for EPRA SBPR | - 2 voluntary assessments: GRESB, CDP - 1 extra assessment: MSCI - Gold Award for EPRA SBPR | - Min. 2 voluntary assessments - Gold Award for EPRA SBPR | Continuous |
| G |  | Create a digital signature | Develop the tool | - | Implemented | Implemented | 2020 |