



G R E S B
R E A L E S T A T E

Befimmo SA

GRESB Real Estate Assessment 2023

DATE: 29 Sep 2023 10:33:16am Fri UTC

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ASPECT CHECKLIST

There are no errors in this Assessment, you can submit it by clicking "Proceed to Submit". If you would like to return to the Assessment, click "Contents".

ENTITY AND REPORTING CHARACTERISTICS
Entity Characteristics**EC2**

Nature of ownership

-
- Public (listed on a Stock Exchange) entity

Specify ISIN:

BE0003678894

Legal status:

-
- Property company
-
-
- Real Estate Investment Trust (REIT)
-
-
- Private (non-listed) entity
-
-
- Government entity

Legal Entity Identifier (optional)

EC3

Entity commencement date

Year of commencement (listed) or Year of establishment (non-listed)

1995

EC4

Reporting year

-
- Calendar year
-
-
- Fiscal year

ENTITY AND REPORTING CHARACTERISTICS
Reporting Characteristics**RC1**

Reporting currency

Values are reported in:

EUR Euro

RC2

Economic size

What was the gross asset value (GAV) of the portfolio at the end of the reporting year in millions?

2,750

RC3

Floor area metrics

Metrics are reported in:

-
- m2
-
-
- sq. ft.

RC4

Property type and Geography

Portfolio predominant location (*): Belgium

Portfolio predominant property type (**): Office: Corporate: Mid-Rise Office

RC5

Nature of entity's business

The entity's core business:

- Management of standing investments only (continue with Management and Performance Components)
- Management of standing investments and development of new construction and major renovation projects (continue with Management, Performance, and Development Components)
- Development of new construction and major renovation projects (continue with Management and Development Components)

LEADERSHIP

ESG Commitments and Objectives

LE1

ESG leadership commitments

Has the entity made a public commitment to ESG leadership standards and/or principles?

 Yes

Select all commitments included (multiple answers possible)

 General ESG commitments

- Global Investor Coalition on Climate Change (including AIGCC, Ceres, IGCC, IIGCC)
- International Labour Organization (ILO) Standards
- Montreal Pledge
- OECD - Guidelines for multinational enterprises
- PRI signatory
- RE 100
- Science Based Targets initiative
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Environment Programme Finance Initiative
- UN Global Compact
- UN Sustainable Development Goals
- Other

Provide applicable hyperlink

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Annual Financial Report 2022 - Chapter "ESG Report":

Maintain a transparent communication, p.102: evidence for frameworks for sustainable development that Befimmo follows, i.e. SDGs, UN Global Compact, SBTi, TCFD, ILO and OECD.

ESG, innovation and digitalisation, p.18: Evidence for the link between the SDGs and the global mission of the company.

Frameworks & regulations, p.55: evidence for engagement towards UN Global Compact, SDGs and TCFD.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdfhttps://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdf

Indicate where the relevant information can be found

Evidence for the link between the SDGs, the UNGC and the global strategy of the company.

Provide hyperlink

<https://www.befimmo.be/en/action-plan/frameworks-recognition><https://www.befimmo.be/en/action-plan/frameworks-recognition>

Indicate where the relevant information can be found

Evidence for Befimmo's commitment towards the UN Global Compact, Cop21 and the Sustainable Development Goals.

Provide hyperlink

https://www.befimmo.be/sites/default/files/pdf_divers/letter_ungc_uk-nl-fr.pdfhttps://www.befimmo.be/sites/default/files/pdf_divers/letter_ungc_uk-nl-fr.pdf

Indicate where the relevant information can be found

UN Global Compact Letter: Evidence for our commitment towards the UNGC (still applicable in 2022).

Provide hyperlink

https://www.befimmo.be/sites/default/files/pdf_divers/letter_cop21_uk-nl-fr.pdfhttps://www.befimmo.be/sites/default/files/pdf_divers/letter_cop21_uk-nl-fr.pdf

Indicate where the relevant information can be found

Cop 21 letter (Paris Agreement): Evidence for our commitment towards the Cop 21.

 Net Zero commitments No

LE2

Max. score 1

ESG objectives

Does the entity have ESG objectives?

 Yes

The objectives relate to (multiple answers possible)

- General objectives
 - General sustainability
 - Environment
 - Social
 - Governance
- Issue-specific objectives
 - Diversity, Equity, and Inclusion (DEI)
 - Health and well-being

The objectives are

- Fully integrated into the overall business strategy
- Partially integrated into the overall business strategy
- Not integrated into the overall business strategy

The objectives are

- Publicly available

Provide applicable hyperlink

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdf

Indicate where the relevant information can be found

This is the current action plan, which was still applicable in 2022. Evidence for all objectives determined by the company in 2022 for the future.

Evidence for general sustainability/ESG: all objectives within this action plan

Evidence for environment: all environmental targets (p.1)

Evidence for social: all social targets (p.2)

Evidence for governance: all governance targets (p.2)

Evidence for health and well-being: all social targets, especially the targets within the ambition "Take care of the team" and "Improve comfort, security and safety" (p.2)

This action plan is an extract of the Annual Financial Report 2022.

- Not publicly available

Communicate the objectives and explain how they are integrated into the overall business strategy (maximum 250 words)

The 2030 action plan regroups 38 targets Befimmo has set itself on Environment, Social and Governance issues. All targets push the Company to improve its ESG performance year after year. The action plan is published in the Annual Financial Report of the Company.

 No

LEADERSHIP

ESG Decision Making

LE3

Max. score 2

Individual responsible for ESG, climate-related, and/or DEI objectives

Does the entity have one or more persons responsible for implementing ESG, climate-related, and/or DEI objectives?

 Yes

- ESG

Select the persons responsible (multiple answers possible)

- Dedicated employee(s) for whom ESG is the core responsibility

Provide the details for the most senior of these employees

Name

Emilie Delacroix
Job title
Chief Sustainability & Innovation Officer

Employee(s) for whom ESG is among their responsibilities

Provide the details for the most senior of these employees

Name

Frédéric Tourné

Job title

Head of Environmental Management

External consultants/manager

Name of the main contact

Jeremy Cheney

Job title

Senior Manager at Deloitte

Investment partners (co-investors/JV partners)

Name of the main contact

Alex Woolfson

Job title

Director Portfolio Management at Brookfield

Climate-related risks and opportunities

Select the persons responsible (multiple answers possible)

Dedicated employee(s) for whom climate-related issues are core responsibilities

Provide the details for the most senior of these employees

Name

Frédéric Tourné

Job title

Head of Environmental Management

Employee(s) for whom climate-related issues are among their responsibilities

Provide the details for the most senior of these employees

Name

Emilie Delacroix

Job title

Chief Sustainability & Innovation Officer

External consultants/manager

Name of the main contact

Jerome Meessen

Job title

Senior Energy and Climate Change Consultant at Climact

 Investment partners (co-investors/JV partners)

Name of the main contact

Alex Woolfson

Job title

Director Portfolio Management at Brookfield

 Diversity, Equity, and Inclusion (DEI)

Select the persons responsible (multiple answers possible)

 Dedicated employee for whom DEI is the core responsibility Employee for whom DEI is among their responsibilities

Provide the details for the most senior of these employees:

Name

Florence Weemaels

Job title

Head of Human Resources

 External consultant/manager

Name of the main contact

Jeremy Chenoy

Job title

Senior Manager at Deloitte

 Investment partners (co-investors/JV partners)

Name of the main contact

Alex Woolfson

Job title

Director Portfolio Management at Brookfield

 No

LE4

⊕ Max. score 1

ESG taskforce/committee

Does the entity have an ESG taskforce or committee?

 Yes

Select the members of this taskforce or committee (multiple answers possible)

- Board of Directors
- C-suite level staff/Senior management
- Investment Committee
- Fund/portfolio managers
- Asset managers
- ESG portfolio manager
- Investment analysts
- Dedicated staff on ESG issues

External managers or service providers Investor relations Other

Other selected. Please describe

Befimmo has an ESG Cell (meets twice a year), that is composed of the Executive Committee members (CEO, CFO, CDO and General Secretary), the Chief Sustainability & Innovation Officer, the Chief Portfolio Officer, the Head of Environmental Management and the Head of HR. This Cell thus involves more members of the team than the C-suite level staff.

 No

LE5

 Max. score 1

ESG, climate-related and/or DEI senior decision maker

Does the entity have a senior decision-maker accountable for ESG, climate-related, and/or DEI issues?

 Yes ESG

Provide the details for the most senior decision-maker on ESG issues

Name

Jean-Philip Vroninks

Job title

CEO

The individual's most senior role is as part of

- Board of Directors
 C-suite level staff/Senior management
 Investment Committee
 Fund/portfolio managers
 Other

 Climate-related risks and opportunities

Provide the details for the most senior decision-maker on climate-related issues

Name

Jean-Philip Vroninks

Job title

CEO

The individual's most senior role is as part of

- Board of Directors
 C-suite level staff/Senior management
 Investment Committee
 Fund/portfolio managers
 Other

 Diversity, Equity, and Inclusion (DEI)

Provide the details for the most senior decision-maker on DEI:

Name

Jean-Philip Vroninks

Job title

CEO

The individual's most senior role is as part of:

- Board of directors
 C-suite level staff/Senior management
 Fund/portfolio managers

- Investment committee
- Other

Describe the process of informing the most senior decision-maker on the ESG, climate-related, and DEI performance of the entity (maximum 250 words)

The Chief Sustainability & Innovation Officer, a member of the Leadership Committee and the ESG Cell, reports directly to the CEO. Her role is both strategic (developing strategy on ESG topics, managing relations with stakeholders) and operational (coordinating and running sustainability projects, managing the Action Plan 2030, acting as in-house consultant for other departments, and encouraging staff to embrace change).

No

LE6 **Max. score 2**

Personnel ESG performance targets

Does the entity include ESG factors in the annual performance targets of personnel?

Yes

Does performance on these targets have predetermined consequences?

Yes

Financial consequences

Select the personnel to whom these factors apply (multiple answers possible):

- Board of Directors
- C-suite level staff/Senior management
- Investment Committee
- Fund/portfolio managers
- Asset managers
- ESG portfolio manager
- Investment analysts
- Dedicated staff on ESG issues
- External managers or service providers
- Investor relations
- Other

Non-financial consequences

Select the personnel to whom these factors apply (multiple answers possible):

- Board of Directors
- C-suite level staff/Senior management
- Investment Committee
- Fund/portfolio managers
- Asset managers
- ESG portfolio manager
- Investment analysts
- Dedicated staff on ESG issues
- External managers or service providers
- Investor relations
- Other

Other selected. Please describe

All members of the Befimmo team

Provide applicable evidence

[LE6 - Team CCT90.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for Other - the entire team:
 Befimmo participated in the so called "CCT90" bonus plan.
 This salary bonus (also known as a "non-recurring result-related bonus") is a way of rewarding employees who have achieved certain collective objectives defined in advance. At Befimmo, the objectives to be achieved are always ESG related.
 In 2022, Reduce the financial costs of storing data on the company's fileserver by 20% and thus reduce the impact on the environment. This is described under article 2 - Objectives on p.3-4.
 In 2022, the objective was achieved collectively.

Show investors

[LE6 - Job description.pdf](#)

Indicate where in the evidence the relevant information can be found

All job descriptions contain a standard sentence regarding the implication in social responsibility issues.

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Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Evidence for financial consequences in the Annual Financial Report 2022:

Remuneration Policy p.130-132: CO2e emissions linked to the energy consumption of the portfolio for the common and private installations (both for the CEO and the other members of the Executive Committee).

ESG management p.58-60

[LE6 - Non-financial evidence.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for non-financial consequences in the HR assessment tool (p.2-3): ESG targets Befimmo is working on (framed in red and explained in English in the document). These objectives are in line with the 2030 action plan of the Company.

Show investors

No

No

POLICIES

ESG Policies

P01

Max. score 1.5

Policy on environmental issues

Does the entity have a policy/policies on environmental issues?

 Yes

Select all environmental issues included (multiple answers possible)

- Biodiversity and habitat
- Climate/climate change adaptation
- Energy consumption
- Greenhouse gas emissions
- Indoor environmental quality
- Material sourcing
- Pollution prevention
- Renewable energy
- Resilience to catastrophe/disaster
- Sustainable procurement
- Waste management
- Water consumption
- Other

Provide applicable evidence

[P01 - Climate change -Energy - Resilience.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for climate change and resilience. All information within the document is framed in green with extra information in English as the documents are only available in French. This document was applicable during the reporting year 2022.

 Show investors[P01 - Quality matrix APD final.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for indoor environmental quality & biodiversity & Materials sourcing. Befimmo minimum technical requirements beyond standards and regulations. This document is only available in French (Translations are available in the comments). Important information is:

- Pages 3-4; 5. Well-being, comfort and health: Choices made specifically for the well-being and health of occupants (acoustics, removable materials that are provided, etc.)
- Page 4; 6. Design of outdoor areas - Biodiversity
- Pages 4-5; 8. Materials: Choices of materials that respect the environment and the well-being of the occupants (wood, plaster, paint, carpet, etc.).

This document was applicable during the reporting year 2022.

 Show investors[P01 - Quality matrix APS - final.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for Biodiversity (quality matrix): Befimmo minimum technical requirements beyond standards and regulations. This document is only available in French (Translations are available in the comments). Important information is on P3 - 9. Design outdoor areas. This document was applicable during the reporting year 2022.

 Show investors[P01 - Quality matrix EXE - final.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for Biodiversity (quality matrix): Befimmo minimum technical requirements beyond standards and regulations. This document is only available in French (Translations are available in the comments). Important information is on P2: Fauna & Flora This document was applicable during the reporting year 2022.

 Show investors

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdfhttps://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdf

Indicate where the relevant information can be found

Evidence for environmental issues included in the sustainability policy 2022.

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

This document includes evidence for:
 Biodiversity and habitat (p.79)
 Climate/climate change adaptation (p.75 and 229-232)
 Energy consumption (p.69-74, 116 and 219-222)
 Greenhouse gas emissions (p.70-75, 213 and 219-222)
 Indoor environmental quality (p.94-95)
 Material sourcing (p.78)
 Pollution prevention (p.78)
 Renewable energy (p.73)
 Resilience to catastrophe/disaster (p.75 and 229-232)
 Sustainable procurement (p.66)
 Waste management (p.77, 213 and 224)
 Water consumption (p.76, 213 and 223)

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdf

https://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdf

Indicate where the relevant information can be found

The action plan provides a breakdown of actions, indicators and objectives linked to the sustainability policy. This action plan was applicable in 2022.

Does the entity have a policy to address Net Zero?

Yes

Provide applicable evidence

[P01 - Roadmap way to go.pdf](#)

Indicate where in the evidence the relevant information can be found

Whole document.

This document is the action plan Befimmo established in order to reach net zero by 2050: how will we reach net zero, which actions needs to be taken, etc.

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https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Annual Financial Report 2022, p.69-70:

In order to measure the efforts already made and those still to be made to achieve the targets of limiting global warming to 1.5°C set by COP21 and Europe, Befimmo uses two complementary approaches, namely the methodology proposed by the Science Based Targets initiative (SBTi) and that proposed by the CRREM tool. In January 2022, these two players joined forces and methodologies to ensure a major global approach to operational decarbonisation of buildings aligned with climate science with the ultimate goal of achieving net zero carbon by 2050.

No

No

P02

Max. score 1.5

Policy on social issues

Does the entity have a policy/policies on social issues?

Yes

Select all social issues included (multiple answers possible)

- Child labor
- Community development
- Customer satisfaction
- Employee engagement
- Employee health & well-being
- Employee remuneration
- Forced or compulsory labor
- Freedom of association
- Health and safety: community
- Health and safety: contractors
- Health and safety: employees
- Health and safety: tenants/customers
- Human rights
- Diversity, Equity, and Inclusion

- Labor standards and working conditions
- Social enterprise partnering
- Stakeholder relations
- Other

Provide applicable evidence

P02 - Letter UN Global Compact.pdf

Indicate where in the evidence the relevant information can be found

Evidence for Child labour, Human rights, Forced or compulsory labor and Labor standards and working conditions. This document was signed in 2016 and was still applicable during the reporting period of 2022. Befimmo updates its commitment publicly on the UNGC website. Befimmo itself has no dedicated charter on these matters as it follows the Belgian Law: "Labour and Employment" (http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=1971031602&table_name=loi). In the general conditions of Befimmo, this law is also referred to. Befimmo follows all ten principles of the UN Global Compact as stated on the website: <https://www.unglobalcompact.org/what-is-gc/mission/principles>

- Show investors

P02 - Presentation team survey 2021.pdf

Indicate where in the evidence the relevant information can be found

Evidence for employee engagement (whole document). The survey was carried out by the end of 2021 and the presentation of the results to the team was done early 2022. The 2022 survey was postponed to Q1 2023 due to the organisational changes within the Company that were prioritised.

This survey included evidence for employee engagement, employee remuneration and employee health and well-being.

- Show investors

P02 - Tenant survey.pdf

Indicate where in the evidence the relevant information can be found

Evidence for customer/tenant satisfaction.

- Show investors

Provide hyperlink

<https://unglobalcompact.org/what-is-gc/participants/84381-Befimmo-SA>

<https://unglobalcompact.org/what-is-gc/participants/84381-Befimmo-SA>

Indicate where the relevant information can be found

Evidence for Child labour, Human rights, Forced or compulsory labor and Labor standards and working conditions. This is evidence that Befimmo is fully engaged regarding the ten principles of the UN Global Compact as this is proof that we yearly fill in the communication in progress. This evidence supports the first evidence for this question, which is the signatory letter in French.

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Evidence for:

- Community development (p.96)
- Customer satisfaction (p.93)
- Employee engagement (p.88-89)
- Employee health & well-being (p.94-95)
- Employee remuneration (p.89)
- Freedom of association (p.89-90)
- Health and safety: community (p.92)
- Health and safety: employees (p.91-92)
- Health and safety: tenants/customers (p.94)
- Human rights (p.98, 89 and 94-95)
- Inclusion and diversity (p.90)
- Labor standards and working conditions (p.88-89)
- Social enterprise partnering (p.92)
- Stakeholder relations (p.233-240)

P02 - Labour regulations Befimmo.pdf

Indicate where in the evidence the relevant information can be found

Evidence for Employee remuneration (p.11, 12, 13 and 35). This document is only available in French or Dutch and was still applicable during the reporting period 2022.

- Pages 11-13 explain the composition of the employee remuneration (meal vouchers, etc.), when and how employees are being paid, and what to do in special cases.
- Pages 13 and 35-38 mentioned the equality of remuneration between men and women, this means the elimination of all forms of discrimination based on gender for remuneration.

Evidence for Labor standards and working conditions (p.5). This document is only available in French or Dutch.

- Pages 5-6: Nature of work, workplace and flexibility in time and space
- Pages 6-7: Work time (hours a day, schedule of hours, part-time work, etc.)
- Pages 7-11: holidays and absence/leave
- Pages 11-13: salary
- Pages 13-14: end of contract
- Pages 14-15: security

- Pages 17-24: prevention of psychosocial risks
- Page 24: discrimination
- Pages 25-27: absence

Show investors

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https://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdf

https://www.befimmo.be/sites/default/files/imce/publications/action_plan_2023.pdf

Indicate where the relevant information can be found

The action plan provides a breakdown of actions, indicators and objectives linked to the sustainability policy. This action plan is the latest version, linked to the Annual Financial Report 2022, and still applicable for the reporting period.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/befimmo_esg-policy_en.pdf

Indicate where the relevant information can be found

Evidence for social issues included in the sustainability policy.

[P02 - H&S contractors.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for Health & safety contractors. This document is only available in French. All necessary passages are highlighted in red frames. The document is applicable during the reporting period 2022.

Show investors

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_supplier_code_of_conduct_eng_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_supplier_code_of_conduct_eng_final.pdf

Indicate where the relevant information can be found

Supplier code of conduct 2022.

No

P03

Max. score 1.5

Policy on governance issues

Does the entity have a policy/policies on governance issues?

Yes

Select all governance issues included (multiple answers possible)

- Bribery and corruption
- Cybersecurity
- Data protection and privacy
- Executive compensation
- Fiduciary duty
- Fraud
- Political contributions
- Shareholder rights
- Other

Other selected. Please describe

Whistleblower protection and risk of money laundering/terrorist financing

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Evidence for:

Bribery and corruption, p.98 and 140
 Cybersecurity, p.141
 Data protection and privacy, 98 and 141
 Executive compensation, p.130-132
 Fraud, p.141

Political contributions, p.239
Shareholder rights, p.130-132

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_code_dethique_eng_-_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_code_dethique_eng_-_final.pdf

Indicate where the relevant information can be found

Evidence for corruption, political contributions and shareholder rights.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_dealing_code_befimmo_en_sans_annexes_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_dealing_code_befimmo_en_sans_annexes_final.pdf

Indicate where the relevant information can be found

Evidence for Bribery and Corruption, Fraud and Whistleblower Protection.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_whistleblowing_policy_eng_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_whistleblowing_policy_eng_final.pdf

Indicate where the relevant information can be found

Evidence for fraud.

Provide hyperlink

<https://www.befimmo.be/en/privacy-policies>

<https://www.befimmo.be/en/privacy-policies>

Indicate where the relevant information can be found

Evidence for Data protection and privacy.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/20220316_remuneration_policy_uk_vclean.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/20220316_remuneration_policy_uk_vclean.pdf

Indicate where the relevant information can be found

Evidence for Executive compensation. This document was applicable during the reporting year 2022.

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_charte_uk_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2022.02.16_charte_uk_final.pdf

Indicate where the relevant information can be found

Evidence for Executive compensation and Shareholder rights.

Provide hyperlink

https://www.befimmo.be/sites/default/files/privacy_policy_befimmo.pdf

https://www.befimmo.be/sites/default/files/privacy_policy_befimmo.pdf

Indicate where the relevant information can be found

Evidence for Data protection and privacy.

No

REPORTING

ESG Disclosure

RP1

Max. score 3.5

ESG reporting

Does the entity disclose its ESG actions and/or performance?

 Yes

Please select all applicable options (multiple answers possible)

 Section in Annual Report

Select the applicable reporting level

- Entity
 Investment manager
 Group

Aligned with

Disclosure is third-party reviewed:

- Yes
 Externally checked
 Externally verified
 Externally assured
 using

 No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Although the ESG report is not aligned with the IIRC framework, the sustainability content was integrated into the Annual Financial Report 2022 to point out the integrated sustainability strategy into the overall strategy of the Company. This report is aligned with the EPRA Best Practices Recommendations in Sustainability Reporting 2017 (p.213-215), with reference to the GRI Standards (p.216-217) and with aligned with TCFD recommendations (p.229-232). The limited assurance can be found on p.243.

 Stand-alone sustainability report(s) Integrated Report Dedicated section on corporate website

Select the applicable reporting level

- Entity
 Investment manager
 Group

Provide hyperlink

<https://www.befimmo.be/en/action-plan><https://www.befimmo.be/en/action-plan>

Indicate where the relevant information can be found

Dedicated section on ESG on the corporate website.

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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 Section in entity reporting to investorsAligned with

Disclosure is third-party reviewed:

- Yes
- No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/rs_2022_uk_-_final.pdf

https://www.befimmo.be/sites/default/files/imce/publications/rs_2022_uk_-_final.pdf

Indicate where the relevant information can be found

Befimmo also published ESG information on other occasions than the annual reporting period. ESG information was published every quarter. The evidence above is the link to the half-yearly report.

Other

No

REPORTING

ESG Incident Monitoring

RP2.1

ESG incident monitoring

Does the entity have a process to monitor ESG-related controversies, misconduct, penalties, incidents, accidents, or breaches against the codes of conduct/ethics?

Yes

The process includes external communication of controversies, misconduct, penalties, incidents or accidents to:

- Clients/Customers
- Community/Public
- Contractors
- Employees
- Investors/Shareholders
- Regulators/Government
- Special interest groups (NGOs, Trade Unions, etc)
- Suppliers
- Other stakeholders

Other selected. Please describe

Board of directors and Executive Committee

Describe the process (maximum 250 words)

For the prevention of conflicts of interest, Befimmo is governed simultaneously by:

- the applicable legal provisions, common to listed companies, as per articles 7:96 and 7:97 of the Code of Companies and Associations
- a specific regime provided for by article 37 of the BE-REIT Law, which provides in particular for the obligation to notify the FSMA prior to certain transactions planned with persons covered by that provision, to carry out such operations at normal market conditions and to disclose such operations to the public
- and also by the additional rules specified in its Corporate Governance Charter

These rules and their application in fiscal year 2022 are described in detail in the Annual Report 2022, pages 136 to 139 and in the Corporate Governance Charter. This Charter embodies rules designed to prevent market abuses, applicable to the Directors, members of the Management Committee and staff of Befimmo, and anyone else who may have access to privileged information through their involvement in the preparation of a particular transaction. These rules have been supplemented by a code of conduct (the dealing code), intended to raise the awareness of the persons concerned of their principal obligations and to lay down internal procedures to be followed in that regard. The Dealing Code is laid down by the Board of Directors and all employees receive and sign a copy when taking up their post, as part of training provided by the Compliance Officer. The Dealing Code is updated regularly.

No

RP2.2

ESG incident occurrences

Has the entity been involved in any ESG-related breaches that resulted in fines or penalties during the reporting year?

Yes

No

RISK MANAGEMENT

Risk Management

RM1

Max. score 1.5

Environmental Management System (EMS)

Does the entity have an Environmental Management System (EMS)?

- Yes
- The EMS is aligned with a standard
 - The EMS is externally certified by an independent third party using
 - ISO 14001
 - EMAS (EU Eco-Management and Audit Scheme)
 - Other standard
 - The EMS is not aligned with a standard nor certified externally

Provide applicable evidence

[RM1 - ISO 14001.pdf](#)

Indicate where in the evidence the relevant information can be found

This document is fully dedicated to provide evidence of ISO 14001 certification. Befimmo was certified till November 2022.

 Show investors
[RM1 - Environmentl Management system - Manuel.pdf](#)

Indicate where in the evidence the relevant information can be found

This ISO 14001 manual for internal use is in French. The Company has been part of the management system since the first certification in 2010. The document explains Befimmo's environmental approach and objectives. It also sets out Befimmo's context and the needs and expectations of its stakeholders. The document also includes a section on the roles and responsibilities of each team member in the management system. It also deals with risks and opportunities as well as aspects related to compliance with regulations. It also includes guidance on emergency procedures.

 Show investors

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf
https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Evidence on p.80

 No

RM2

Max. score 0.25

Process to implement governance policies

Does the entity have processes to implement governance policy/policies?

- Yes
- Select all applicable options (multiple answers possible)
- Compliance linked to employee remuneration
 - Dedicated help desks, focal points, ombudsman, hotlines
 - Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy
 - Employee performance appraisal systems integrate compliance with codes of conduct
 - Investment due diligence process
 - Responsibilities, accountabilities and reporting lines are systematically defined in all divisions and group companies
 - Training related to governance risks for employees (multiple answers possible)
 - Regular follow-ups
 - When an employee joins the organization
 - Whistle-blower mechanism
 - Other
- No
- Not applicable

RISK MANAGEMENT
Risk Assessments

RM3.1

Max. score 0.25

Social risk assessments

Has the entity performed social risk assessments within the last three years?

 Yes

Select all issues included (multiple answers possible)

- Child labor
- Community development
- Controversies linked to social enterprise partnering
- Customer satisfaction
- Employee engagement
- Employee health & well-being
- Forced or compulsory labor
- Freedom of association
- Health and safety: community
- Health and safety: contractors
- Health and safety: employees
- Health and safety: tenants/customers
- Health and safety: supply chain (beyond tier 1 suppliers and contractors)
- Human rights
- Diversity, Equity, and Inclusion
- Labor standards and working conditions
- Stakeholder relations
- Other

 No

RM3.2

Max. score 0.25

Governance risk assessments

Has the entity performed governance risk assessments within the last three years?

 Yes

Select all issues included (multiple answers possible)

- Bribery and corruption
- Cybersecurity
- Data protection and privacy
- Executive compensation
- Fiduciary duty
- Fraud
- Political contributions
- Shareholder rights
- Other

 No

RM4

Max. score 0.75

ESG due diligence for new acquisitions

Does the entity perform asset-level environmental and/or social risk assessments as a standard part of its due diligence process for new acquisitions?

 Yes

Select all issues included (multiple answers possible)

- Biodiversity and habitat
- Building safety
- Climate/Climate change adaptation
- Compliance with regulatory requirements
- Contaminated land
- Energy efficiency
- Energy supply
- Flooding
- GHG emissions
- Health and well-being

- Indoor environmental quality
- Natural hazards
- Socio-economic
- Transportation
- Waste management
- Water efficiency
- Water supply
- Other

Other selected. Please describe

Environmental, building certification & energy ratings

- No
- Not applicable

RISK MANAGEMENT

Climate-related Risk Management

RM5

Resilience of strategy to climate-related risks

Does the entity's strategy incorporate resilience to climate-related risks?

- Yes

Describe the resilience of the organization's strategy

The company has incorporated a TCFD chapter in its Report, dedicated on climate change (p.229) and has integrated climate-related risks in its risk chapter (p.152). In its ESG report, Befimmo has also detailed all ESG risks with their impact and actions taken (p.62-65).

In brief, the climate trends introduce two types of risks and opportunities:

1. physical: risks and opportunities related to exposure to the physical consequences of climate change (sea level rise, heat domes, droughts, etc.)

Befimmo's response to physical impacts is as follows:

- conduct a physical climate risk assessments to determine which core assets need to be upgraded
- for each critical asset, conduct an assessment to determine what measures need to be taken to mitigate the identified risks
- secure the risk through insurance policies covering the portfolio against loss of rent due to natural disasters like floods, fires and storms, with a total insured value at least as high as the balance sheet value of the assets

2. transitional: consequences of the transition to a low-carbon world (regulatory, political, market developments, etc.)

Befimmo's response to transitional impacts is as follows:

- ongoing monitoring and compliance with applicable laws and standards
- participate in industry bodies to monitor emerging legislation early on and analyse occupant preferences continuously
- assess the Company's carbon footprint across its value chain, define a strategy to reduce it, and identify action levers

Does the process of evaluating the resilience of the entity's strategy involve the use of scenario analysis?

- Yes

Select the scenarios that are used (multiple answers possible)

- Transition scenarios
 - CRREM 2C
 - CRREM 1.5C
 - IEA SDS
 - IEA B2DS
 - IEA NZE2050
 - IPR FPS
 - NGFS Current Policies
 - NGFS Nationally determined contributions
 - NGFS Immediate 2C scenario with CDR
 - NGFS Immediate 2C scenario with limited CDR
 - NGFS Immediate 1.5C scenario with CDR
 - NGFS Delayed 2C scenario with limited CDR
 - NGFS Delayed 2C scenario with CDR
 - NGFS Immediate 1.5C scenario with limited CDR
 - SBTi
 - TPI
 - Other
- Physical scenarios
 - RCP2.6
 - RCP4.5

- RCP6.0
 RCP8.5
 Other

No

No

Provide additional context for the answer provided (not validated, for reporting purposes only)

In order to understand to what extent Befimmo's core portfolio is exposed to future weather patterns and natural hazards, the Company is currently conducting an analysis using the GRESB tool. This tool is using the "Munich Re" database as a source of information. The physical risk analysis is based on three scientific climate scenarios adopted by the Intergovernmental Panel on Climate Change (IPCC):

- RCP2.6: global average temperature increases by 1.3 to 2.4°C
- RCP4.5: global average temperature increases by 2.1 to 3.5°C
- RCP8.5: global average temperature increases by 3.3 to 5.7°C

In order to measure the efforts already made and those still to be made to achieve the objectives of limiting global warming to 1.5°C set by COP21 and Europe, Befimmo uses two complementary approaches, namely the methodology proposed by the Science Based Targets initiative (SBTi) and that proposed by the CRREM tool.

RM6.1

⊕ Max. score 0.5

Transition risk identification

Does the entity have a systematic process for identifying transition risks that could have a material financial impact on the entity?

Yes

Select the elements covered in the risk identification process (multiple answers possible)

Policy and legal

Has the process identified any risks in this area?

Yes

Select the risk(s) to which the entity is exposed (multiple answers possible)

- Increasing price of GHG emissions
- Enhancing emissions-reporting obligations
- Mandates on and regulation of existing products and services
- Exposure to litigation
- Other

No

Technology

Has the process identified any risks in this area?

Yes

Select the risk(s) to which the entity is exposed (multiple answers possible)

- Substitution of existing products and services with lower emissions options
- Unsuccessful investment in new technologies
- Costs to transition to lower emissions technology
- Other

No

Market

Has the process identified any risks in this area?

Yes

Select the risk(s) to which the entity is exposed (multiple answers possible)

- Changing customer behavior
- Uncertainty in market signals
- Increased cost of raw materials
- Other

No

Reputation

Has the process identified any risks in this area?

Yes

Select the risk(s) to which the entity is exposed (multiple answers possible)

- Shifts in consumer preferences
- Stigmatization of sector
- Increased stakeholder concern or negative stakeholder feedback
- Other

No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdf

Indicate where the relevant information can be found

CDP questionnaire, p.15-18

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

The company has incorporated a TCFD chapter in its Report, dedicated on climate change (p.229) and has integrated climate-related risks in its risk chapter (p.152). In its ESG report, Befimmo has also detailed all ESG risks with their impact and actions taken (p.62-65).

Describe the entity's processes for prioritizing transition risks

The risks are assessed on the basis of their potential impact, their level of control, their specific nature, and the appetite of the Company, were and then classified in order of decreasing from high to low potential impact. This risk matrix provides a framework for the work of the internal audit service, and is reviewed annually as part of a three- year plan by the Audit Committee. The corporate risk rules provide for a formal update of the risk factors, twice a year, when the half-yearly and annual financial reports are drafted. This is an in-depth risk analysis periodically carried out by the Risk Manager, in cooperation with the Internal Auditor and the Compliance Officer. This update is then presented to and discussed in the Executive Committee. Finally, the document is transmitted to the Audit Committee for review, and to the Board of Directors for formal approval.

No

Provide additional context for the answer provided (not validated, for reporting purposes only)

RM6.2

Max. score 0.5

Transition risk impact assessment

Does the entity have a systematic process to assess the material financial impact of transition risks on the business and/or financial planning of the entity?

 Yes

Select the elements covered in the impact assessment process (multiple answers possible)

 Policy and legal

Has the process concluded that there were any material impacts to the entity in this area?

 Yes

Indicate which impacts are deemed material to the entity (multiple answers possible)

- Increased operating costs
- Write-offs, asset impairment and early retirement of existing assets due to policy changes
- Increased costs and/or reduced demand for products and services resulting from fines and judgments
- Other

 No Technology

Has the process concluded that there were any material impacts to the entity in this area?

 Yes No Market

Has the process concluded that there were any material impacts to the entity in this area?

 Yes

Indicate which impacts are deemed material to the entity (multiple answers possible)

- Reduced demand for goods and services due to shift in consumer preferences
- Increased production costs due to changing input prices and output requirements
- Abrupt and unexpected shifts in energy costs
- Change in revenue mix and sources, resulting in decreased revenues
- Re-pricing of assets
- Other

 No Reputation

Has the process concluded that there were any material impacts to the entity in this area?

 Yes

Indicate which impacts are deemed material to the entity (multiple answers possible)

- Reduced revenue from decreased demand for goods/services
- Reduced revenue from decreased production capacity
- Reduced revenue from negative impacts on workforce management and planning
- Reduction in capital availability
- Other

 No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdf

Indicate where the relevant information can be found

CDP questionnaire, p.18-32

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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Describe how the entity's processes for identifying, assessing, and managing transition risks are integrated into its overall risk management

Risks are assessed on the basis of their potential impact, their level of control, their specific nature and the appetite of the Company. Risk matrix provides a framework for the internal audit service, and is reviewed annually as part of a 3 year plan by the Audit Committee. The corporate risk rules provide for a formal update of the risk factors, 2/year, when the half-yearly and annual financial reports are drafted. This is an in-depth risk analysis periodically carried out by the Risk Manager, the Internal Auditor and the Compliance Officer. This update is discussed in the Executive Committee. Finally, the document is transmitted to the Audit Committee for review, and to the Board of Directors for approval.

Legal: The Company has a legal team with the necessary skills to ensure strict compliance with regulations and proactively anticipate changes in the law (regulatory monitoring). It also regularly calls upon external consultants. However, the Company has put in place procedures to avoid this risk.

Market: Property is kept in a good state of repair and maintained in line with good practice in terms of energy, technical, and other performance criteria, by making preventive and corrective maintenance work. Close monitoring of developments in existing environmental legislation, anticipation of new measures, and analysis of sector studies, with a view to incorporating new technologies and management tools as soon as possible into projects. Befimmo adopts an eco-responsible approach at every stage of a building's life, making optimal use of energy and natural resources.

No

Provide additional context for the answer provided (not validated, for reporting purposes only)

RM6.3

Max. score 0.5

Physical risk identification

Does the entity have a systematic process for identifying physical risks that could have a material financial impact on the entity?

Yes

Select the elements covered in the risk identification process (multiple answers possible)

Acute hazards

Has the process identified any acute hazards to which the entity is exposed?

Yes

Indicate to what factor(s) the entity is exposed (multiple answers possible)

- Extratropical storm
- Flash flood
- Hail
- River flood
- Storm surge
- Tropical cyclone
- Other

No

Chronic stressors

Has the process identified any chronic stressors to which the entity is exposed?

Yes

Indicate to what factor(s) the entity is exposed (multiple answers possible)

- Drought stress
- Fire weather stress
- Heat stress
- Precipitation stress
- Rising mean temperatures
- Rising sea levels
- Other

No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdf

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Indicate where the relevant information can be found

CDP questionnaire, p.18

[RM6.3 - MR+Index+Documentation.pdf](#)

Indicate where in the evidence the relevant information can be found

Physical risk prioritization, p.2

Show investors

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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Describe the entity's processes of prioritizing physical risks

Befimmo is currently conducting an analysis using the GRESB tool. This tool is using the "Munich Re" database as a source of information. The physical risk analysis is based on three scientific climate scenarios adopted by the Intergovernmental Panel on Climate Change (IPCC):

- RCP2.6: global average temperature increases by 1.3 to 2.4°C
- RCP4.5: global average temperature increases by 2.1 to 3.5°C
- RCP8.5: global average temperature increases by 3.3 to 5.7°C

Befimmo's response to physical impacts is as follows:

- conduct a physical climate risk assessments to determine which core assets need to be upgraded
- for each critical asset, conduct an assessment to determine what measures need to be taken to mitigate the identified risks
- secure the risk through insurance policies covering the portfolio against loss of rent due to natural disasters like floods, fires and storms, with a total insured value at least as high as the balance sheet value of the assets

In order to prioritise physical risks, we measure the quantitative index value (determined by the GRESB tool).

No

Provide additional context for the answer provided (not validated, for reporting purposes only)

RM6.4

Max. score 0.5

Physical risk impact assessment

Does the entity have a systematic process for the assessment of material financial impact from physical climate risks on the business and/or financial planning of the entity?

Yes

Select the elements covered in the impact assessment process (multiple answers possible)

Direct impacts

Has the process concluded that there are material impacts to the entity?

Yes

Indicate which impacts are deemed material to the entity (multiple answers possible)

- Increased capital costs
 Other

No

Indirect impacts

Has the process concluded that there are material impacts to the entity?

Yes

Indicate which impacts are deemed material to the entity (multiple answers possible)

- Increased insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations
 Increased operating costs
 Reduced revenue and higher costs from negative impacts on workforce
 Reduced revenue from decreased production capacity
 Reduced revenues from lower sales/output
 Write-offs and early retirement of existing assets
 Other

No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_sa_-_cdp_climate_change_questionnaire_2022_-_20220803133154.pdf

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Describe how the entity's processes for identifying, assessing, and managing physical risks are integrated into its overall risk management

Befimmo is currently conducting an analysis using the GRESB tool.

Befimmo's response to physical impacts is as follows:

- conduct a physical climate risk assessments to determine which core assets need to be upgraded
- for each critical asset, conduct an assessment to determine what measures need to be taken to mitigate the identified risks
- secure the risk through insurance policies covering the portfolio against loss of rent due to natural disasters like floods, fires and storms, with a total insured value at least as high as the balance sheet value of the assets

Risks (including physical risks) are assessed on the basis of their potential impact, their level of control, their specific nature and the appetite of the Company. Risk matrix provides a framework for the internal audit service, and is reviewed annually as part of a 3 year plan by the Audit Committee. The corporate risk rules provide for a formal update of the risk factors, 2/year, when the half-yearly and annual financial reports are drafted. This is an in-depth risk analysis periodically carried out by the Risk Manager, the Internal Auditor and the Compliance Officer. This update is discussed in the Executive Committee. Finally, the document is transmitted to the Audit Committee for review, and to the Board of Directors for approval.

No

Provide additional context for the answer provided (not validated, for reporting purposes only)

STAKEHOLDER ENGAGEMENT

Employees

SE1

Max. score 1

Employee training

Does the entity provide training and development for employees?

 Yes

Percentage of employees who received professional training during the reporting year

Percentage of employees who received ESG-specific training during the reporting year

ESG-specific training focuses on (multiple answers possible):

- Environmental issues
- Social issues
- Governance issues

 No

SE2.1

Max. score 1

Employee satisfaction survey

Has the entity undertaken an employee satisfaction survey within the last three years?

 Yes

The survey is undertaken (multiple answers possible)

- Internally
 - By an independent third party
- Percentage of employees covered
-
- Survey response rate
-

The survey includes quantitative metrics

 Yes

Metrics include

- Net Promoter Score
- Overall satisfaction score
- Other

 No

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport_2021_uk.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport_2021_uk.pdf

Indicate where the relevant information can be found

Evidence of the latest satisfaction survey on p.85 and 89-90. Befimmo has also determined KPIs on p.85 regarding the overall team satisfaction. The 2022 survey has been postponed to Q1 2023 and thus cannot be taken into consideration for this assessment.

[SE2.1 - Presentation team survey 2021.pdf](#)

Indicate where in the evidence the relevant information can be found

This document is fully dedicated in providing evidence of the team survey. This document is only available in French/Dutch. Since 2021, this survey is conducted every year. Next to the global participation rate, the Wittyfit system also calculates the overall satisfaction rate, which is 89% for Befimmo. This percentage can be found on slide 3.

As stated on the first slide, all screenshots in this presentation come from our third-party organiser Wittyfit.

 Show investors

 No

SE2.2

Max. score 1

Employee engagement program

Does the entity have a program in place to improve its employee satisfaction based on the outcomes of the survey referred to in SE2.1?

Yes

Select all applicable options (multiple answers possible)

- Planning and preparation for engagement
- Development of action plan
- Implementation
- Training
- Program review and evaluation
- Feedback sessions with c-suite level staff
- Feedback sessions with separate teams/departments
- Focus groups
- Other

Other selected. Please describe

Feedback session to the entire team. Next to the feedback sessions ticked above, Befimmo also takes time to invite all employees to a presentation of the results (breakfast presentation).

No

Not applicable

SE3.1

Max. score 0.75

Employee health & well-being program

Does the entity have a program in place for promoting health & well-being of employees?

Yes

The program includes (multiple answers possible):

- Needs assessment
- Goal setting
- Action
- Monitoring

No

SE3.2

Max. score 1.25

Employee health & well-being measures

Does the entity take measures to incorporate the health & well-being program for employees described in SE3.1?

Yes

Select all applicable options (multiple answers possible)

- Needs assessment

The entity monitors employee health and well-being needs through (multiple answers possible):

- Employee surveys on health and well-being

Percentage of employees

100

- Physical and/or mental health checks

Percentage of employees

100

Other

- Creation of goals to address:

- Mental health and well-being
- Physical health and well-being
- Social health and well-being
- Other

- Action to promote health through:

- Acoustic comfort
- Biophilic design
- Childcare facilities contributions
- Flexible working hours

- Healthy eating
- Humidity
- Illumination
- Inclusive design
- Indoor air quality
- Lighting controls and/or daylight
- Noise control
- Paid maternity leave in excess of legally required minimum
- Paid paternity leave in excess of legally required minimum
- Physical activity
- Physical and/or mental healthcare access
- Social interaction and connection
- Thermal comfort
- Water quality
- Working from home arrangements
- Other

Monitor outcomes by tracking:

- No
- Not applicable

SE4

Max. score 0.5

Employee safety indicators

Has the entity monitored conditions for and / or tracked indicators of employee safety during the last three years?

- Yes

Select all applicable options (multiple answers possible)

- Work station and/or workplace checks

Percentage of employees

- Absentee rate

- Injury rate

- Lost day rate

- Other metrics

Explain the employee occupational safety indicators calculation method (maximum 250 words)

Absenteeism rate: ratio of the number of hours of short-term sickness (<30 days) to the total hours worked.

'Injury Rate' refers to the frequency of injuries, relative to the total time worked by all employees during the reporting period. It can be expressed as the number of injuries (the numerator) per multiple of hours worked (the denominator). An injury refers to any non-fatal or fatal injury arising out of, or in the course of, work (EPRA).

Lost day rate: ratio of the number of hours lost due to occupational injury to the total number of hours scheduled to be worked by the workforce (EPRA).

% of employees that are part-time employed: ratio of employees that are working under a part-time contract (including time credits). We consider openness to part-time work as a guarantee for our team members to adapt their work load to their specific private situation and allow them to have a better work/life balance.

In terms of work stations, Befimmo renewed all its offices at its head office ("Smart Ways Of Working") opening up the entire space in 2016. In 2021, Befimmo moved to a new office building to meet even more the needs of the team members in terms of ergonomics, acoustics, modernity and mobility.

- No

SE5

Max. score 0.5

Diversity, Equity, and Inclusion (DEI)

Does the entity monitor DEI metrics?

 Yes Diversity of the entity's governance bodies

Select all diversity metrics (multiple answers possible)

- Age group distribution
- Board tenure
- Gender pay gap
- Gender ratio

Percentage of personnel that identify as:

Women

Men

- International background
- Racial diversity
- Socioeconomic background

 Diversity of the organization's employees

Select all diversity metrics (multiple answers possible)

- Age group distribution

Percentage of personnel that are:

Under 30 years old

Between 30 and 50 years old

Over 50 years old

- Gender pay gap
- Gender ratio

Percentage of personnel that are:

Women

Men

- International background
- Racial diversity
- Socioeconomic background

Provide additional context for the response (maximum 250 words)

In the Team chapter of the ESG Report 2022, integrated into the Annual Financial Report 2022, graphs are setting out the composition of governance bodies (board of directors, executive committee, management and other employees) and breakdown of employees by gender AND by age (p.88-89). The wage gaps can be found on p.215 and 235.

Befimmo has also added a chapter on non-financial statements, where all data can be found (p.233-237).

Furthermore, the board tenure is set out in the chapter "Corporate governance" of the Annual Financial Report 2022 (p.114-115).

Finally, the company has a dedicated diversity and inclusion policy.

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2021.02.16_politique_de_diversite_inclusion_eng_-_final.pdf

https://www.befimmo.be/sites/default/files/gbl_quicklinks/2021.02.16_politique_de_diversite_inclusion_eng_-_final.pdf

Indicate where the relevant information can be found

Dedicated diversity and inclusion policy

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

In the Team chapter of the ESG Report 2022, integrated into the Annual Financial Report 2022, graphs are setting out the composition of governance bodies (board of directors, executive committee, management and other employees) and breakdown of employees by gender AND by age (p.89-90). The wage gaps can be found on p.215 and 235.

Befimmo has also added a chapter on non-financial statements, where all data can be found (p.212-245).

Furthermore, the board tenure is set out in the chapter "Corporate governance" of the Annual Financial Report 2022 (p.112-142).

No

STAKEHOLDER ENGAGEMENT

Suppliers

SE6

Max. score 1.5

Supply chain engagement program

Does the entity include ESG-specific requirements in its procurement processes?

Yes

Select elements of the supply chain engagement program (multiple answers possible)

- Developing or applying ESG policies
- Planning and preparation for engagement
- Development of action plan
- Implementation of engagement plan
- Training
- Program review and evaluation
- Feedback sessions with stakeholders
- Other

Select all topics included (multiple answers possible)

- Business ethics
- Child labor
- Environmental process standards
- Environmental product standards
- Health and safety: employees
- Health and well-being
- Human health-based product standards
- Human rights
- Labor standards and working conditions
- Other

Select the external parties to whom the requirements apply (multiple answers possible)

- Contractors
- Suppliers
- Supply chain (beyond 1 tier suppliers and contractors)
- Other

No

SE7.1

Max. score 1

Monitoring property/asset managers

Does the entity monitor property/asset managers' compliance with the ESG-specific requirements in place for this entity?

Yes

The entity monitors compliance of:

- Internal property/asset managers
- External property/asset managers
- Both internal and external property/asset managers

Select all methods used (multiple answers possible)

- Checks performed by independent third party
- Property/asset manager ESG training
- Property/asset manager self-assessments

- Regular meetings and/or checks performed by the entity's employees
- Require external property/asset managers' alignment with a professional standard

Standard

ISO 14001

 Other

- No
- Not applicable

SE7.2

Max. score 1

Monitoring external suppliers/service providers

Does the entity monitor other direct external suppliers' and/or service providers' compliance with the ESG-specific requirements in place for this entity?

 Yes

Select all methods used (multiple answers possible)

- Checks performed by an independent third party
- Regular meetings and/or checks performed by external property/asset managers
- Regular meetings and/or checks performed by the entity's employees
- Require supplier/service providers' alignment with a professional standard
- Supplier/service provider ESG training
- Supplier/service provider self-assessments
- Other

- No
- Not applicable

SE8

Max. score 0.5

Stakeholder grievance process

Is there a formal process for stakeholders to communicate grievances?

 Yes

Select all characteristics applicable to the process (multiple answers possible)

- Accessible and easy to understand
- Anonymous
- Dialogue based
- Equitable & rights compatible
- Improvement based
- Legitimate & safe
- Predictable
- Prohibitive against retaliation
- Transparent
- Other

Which stakeholders does the process apply to? (multiple answers possible)

- Contractors
- Suppliers
- Supply chain (beyond tier 1 suppliers and contractors)
- Clients/Customers
- Community/Public
- Employees
- Investors/Shareholders
- Regulators/Government
- Special interest groups (NGO's, Trade Unions, etc)
- Other

 No

REPORTING CHARACTERISTICS

Reporting Characteristics

R1.1

The entity's standing investments portfolio during the reporting year

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Property type	Number of Assets	Floor Area (m ²)	% GAV
Office: Corporate: High-Rise Office	10	259881.0	44
Office: Corporate: Low-Rise Office	40	91484.0	5
Office: Corporate: Mid-Rise Office	45	421181.0	51
Total	95	772546.0	100.0

Note: This table is generated by GRESB and represents an aggregation of the data provided at the asset level. It is provided for review purposes and defines the scope of your 2023 GRESB Performance Component submission. It should reflect the total standing investments portfolio and exclude any development and/or major renovation projects, exclude vacant land, cash or other non real estate assets owned by the entity. You are not able to amend information in this table, with the exception of "% GAV" (this is because GAV is an optional field at asset level and cannot be used for aggregation). Please note that % GAV is used for entity and peer group classification and should accurately reflect the composition of the portfolio.

Provide applicable evidence

[R1.1 - R1.2 - DR1.1 - GAV.pdf](#)

Indicate where in the evidence the relevant information can be found

P.1 - R1.1 - Whole document
<input type="checkbox"/> Show investors

[R1.1 and DR1.1 explanation 2022.pdf](#)

Indicate where in the evidence the relevant information can be found

Confirmation of portfolio composition in 2022
<input type="checkbox"/> Show investors

Provide additional context on how the uploaded evidence supports the entity's reporting boundaries and portfolio composition in R1.1 (maximum 1000 words).

The evidence provides information on the GAV by property type.
--

R1.2

Countries/states included in the entity's standing investments portfolio

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Country	% GAV
Belgium	93
Luxembourg	7

RISK ASSESSMENT
Risk Assessments

RA1

Max. score 3

Risk assessments performed on standing investments portfolio

Has the entity performed asset-level environmental and/or social risk assessments of its standing investments during the last three years?

 Yes

Select all issues included (multiple answers possible)

- Biodiversity and habitat
Percentage of portfolio covered
- Building safety and materials
Percentage of portfolio covered
- Climate/climate change adaptation
Percentage of portfolio covered
- Contaminated land
Percentage of portfolio covered
- Energy efficiency
Percentage of portfolio covered
- Energy supply
Percentage of portfolio covered
- Flooding
Percentage of portfolio covered
- GHG emissions
Percentage of portfolio covered
- Health and well-being
- Indoor environmental quality
Percentage of portfolio covered
- Natural hazards
- Regulatory
Percentage of portfolio covered
- Resilience
- Socio-economic
- Transportation
Percentage of portfolio covered
- Waste management
Percentage of portfolio covered
- Water efficiency
Percentage of portfolio covered

Water supply
Percentage of portfolio covered

100

Other

The risk assessment is aligned with a third-party standard

Yes

No

Describe how the outcomes of the ESG risk assessments are used in order to mitigate the selected risks (maximum 250 words)

[1] Risk exposure : When managing its portfolio, the Company is exposed to environmental risks, notably in terms of pollution, soil, water, air (high CO2 emissions) and also noise pollution. It is also exposed to the risk of not achieving its targets for improving its environmental performance and of losing the certifications (BREEAM, ISO 14001, etc.) that it was received.

In view of its real-estate activity in the broad sense, if such risks were to materialise, the environment could sustain damage and Befimmo could also incur significant costs and suffer damage to its reputation with its stakeholders. The occurrence of an environmental risk could, in some cases, also have an adverse impact on the fair value of the portfolio.

[2] Level of implementation & [3] Risk mitigation:

Befimmo adopts a responsible approach under which it has, for many years, aimed to take the necessary measures to reduce the environmental impact of the activities it controls and directly influences, such as, for its renovation and/or building projects, site checks, and for the operational portfolio compliance with the environmental permits.

No

RA2

Max. score 3

Technical building assessments

Technical building assessments performed during the last three years

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Topic	Number of assets	% of portfolio covered
Energy	47	34.3161
Water	48	34.6871
Waste	44	32.8538

RISK ASSESSMENT

Efficiency Measures

RA3

Max. score 1.5

Energy efficiency measures

Energy efficiency measures implemented in the last three years

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Energy efficiency measures	Number of assets	% of portfolio covered
Automatic meter readings (AMR)	4	4.4
Automation system upgrades / replacements	1	0.84
Management systems upgrades / replacements	22	20.24
Installation of high-efficiency equipment and appliances	12	22.92
Installation of on-site renewable energy	1	0.84
Occupier engagement / informational technologies		
Smart grid / smart building technologies		
Systems commissioning or retro-commissioning		
Wall / roof insulation	2	8.26
Window replacements		

RA4

Max. score 1

Water efficiency measures

Water efficiency measures implemented in the last three years

The indicator below is automatically populated by GRESB based on information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Water efficiency measures	Number of assets	% of portfolio covered
Automatic meter readings (AMR)		
Cooling tower		
Drip / smart irrigation		
Drought tolerant / native landscaping		
High efficiency / dry fixtures	2	3.61
Leak detection system		
Metering of water subsystems		
On-site waste water treatment		
Reuse of storm water and/or grey water	1	2.87

RA5

Max. score 0.5

Waste management measures

Waste management measures implemented in the last three years

The indicator below is automatically populated by GRESB based on information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Waste management measures	Number of assets	% of portfolio covered
Composting landscape and/or food waste	8	3.25
Ongoing waste performance monitoring		
Recycling		
Waste stream management		
Waste stream audit		

TARGETS
Targets

T1.1 Max. score 2

Portfolio improvement targets

Has the entity set long-term performance improvement targets?

Yes

Area	Target type	Long-term target (%)	Baseline year	End year	Are these targets communicated externally?
Energy consumption	Intensity-based	35	2018	2030	Yes
Renewable energy use					
GHG emissions	Absolute	50	2018	2030	Yes
Water consumption	Intensity-based	15	2018	2030	Yes
Waste diverted from landfill					
Building Certifications					
Data Coverage					
GHG emissions	Intensity-based	50	2018	2030	Yes

Explain the methodology used to establish the targets and communicate the anticipated pathways to achieve these targets (maximum 250 words)

Targets related to energy and GHG emissions: Befimmo uses two complementary approaches: the Science Based Targets initiative (SBTi) and the CRREM tool. The carbon footprint is realized in accordance with the GHG Protocol. Data and information relating to the energy and water consumption of the portfolio is obtained through (i) network operators and energy suppliers, (ii) maintenance companies, (iii) telemonitoring of consumption, (iv) internal managers, and (v) building occupants. Telemonitoring covers a large proportion of the buildings and provides information directly from technical installations. All data on building consumption is recorded in an internal database that can generate detailed reports useful for benchmarking, strategic thinking, providing information to occupants, and decision-making.

No

T1.2

Net Zero Targets

Has the entity set GHG reduction targets aligned with Net Zero?

- Yes
- No
- Not applicable

TENANTS AND COMMUNITY

Tenants/Occupiers

TC1

Max. score 1

Tenant engagement program

Does the entity have a tenant engagement program in place that includes ESG-specific issues?

- Yes
- No

TC2.1

Max. score 1

Tenant satisfaction survey

Has the entity undertaken tenant satisfaction surveys within the last three years?

- Yes

The survey is undertaken (multiple answers possible)

- Internally
- Percentage of tenants covered
10
- Survey response rate
7

- By an independent third party

The survey includes quantitative metrics

- Yes

Metrics include

- Net Promoter Score
- Overall satisfaction score
- Satisfaction with communication
- Satisfaction with property management
- Satisfaction with responsiveness
- Understanding tenant needs
- Value for money
- Other

- No

Provide applicable evidence

[TC2.1 - NPS.pdf](#)

Indicate where in the evidence the relevant information can be found

Entire document. This indicated the response rate and overall scoring.

- Show investors

[TC2.1 - NPS email.PNG](#)

Indicate where in the evidence the relevant information can be found

Entire document. This is a screenshot of the email the tenants received in order to rate their satisfaction. The NPS is a standard question, but it also allows tenants to answer open questions regarding property management, communication, etc. after giving an overall NPS score.

- Show investors

[TC2.1 - NPS sending.PNG](#)

Indicate where in the evidence the relevant information can be found

Entire document. This is the list of contacts who received the NPS.

- Show investors

- No

TC2.2

Max. score 1

Program to improve tenant satisfaction

Does the entity have a program in place to improve tenant satisfaction based on the outcomes of the survey referred to in TC2.1?

 Yes

Select all applicable options (multiple answers possible)

- Development of an asset-specific action plan
- Feedback sessions with asset/property managers
- Feedback sessions with individual tenants
- Other

Describe the tenant satisfaction improvement program (maximum 250 words)

Befimmo endeavours to retain its tenants by providing quality spaces that are easily accessible, with good environmental management and affordable. Befimmo has professionals reporting to the Chief Operating Officer, whose goal is to improve the quality of customer service. Project managers pay special attention during the design phase of its projects to the future satisfaction of the occupants and users of its buildings and aims to secure their loyalty by providing quality spaces that are flexible, efficient in terms of environmental management, use of space. The level of BREEAM certification and quality criteria that it strives for in its developments take full account of the considerations and requirements regarding people's health, security and well-being. The property managers develop a regular and transparent relationship with tenants, becoming their day-to-day contact point, with a view to meeting their expectations. To that end, tenants have a helpdesk (24/7) and a Helpsite. Services and Facilities is in touch with tenants to implement services in order to meet their needs and facilitate their lives. An Environmental Cooperation Agreement is given to new tenants. Finally, the tenant satisfaction is one of Befimmo's core objectives. The Net Promoter Score has been put into place in 2022 and the first scores are published in the Annual Financial Report.

- No
- Not applicable

TC3

Max. score 1.5

Fit-out & refurbishment program for tenants on ESG

Does the entity have a fit-out and refurbishment program in place for tenants that includes ESG-specific issues?

 Yes

Select all topics included (multiple answers possible)

- Fit-out and refurbishment assistance for meeting the minimum fit-out standards
- Tenant fit-out guides
 -
- Minimum fit-out standards are prescribed
 -
- Procurement assistance for tenants
 -
- Other

 No

TC4

Max. score 1.5

ESG-specific requirements in lease contracts (green leases)

Does the entity include ESG-specific requirements in its standard lease contracts?

 Yes

Select all topics included (multiple answers possible)

- Cooperation and works:
 - Environmental initiatives
 - Enabling upgrade works
 - ESG management collaboration
 - Premises design for performance
 - Managing waste from works
 - Social initiatives
 - Other

- Management and consumption:
- Energy management
 - Water management
 - Waste management
 - Indoor environmental quality management
 - Sustainable procurement
 - Sustainable utilities
 - Sustainable transport
 - Sustainable cleaning
 - Other

- Reporting and standards:
- Information sharing
 - Performance rating
 - Design/development rating
 - Performance standards
 - Metering
 - Comfort
 - Other

Percentage lease contracts with an ESG clause (by floor area)

Percentage of contracts with ESG clause

100

No

TC5.1

Max. score 0.75

Tenant health & well-being program

Does the entity have a program for promoting health & wellbeing of tenants, customers, and local surrounding communities?

Yes

The program includes (multiple answers possible):

- Needs assessment
- Goal setting
- Action
- Monitoring

No

TC5.2

Max. score 1.25

Tenant health & well-being measures

Does the entity take measures to incorporate the health & well-being program for tenants and local communities described in TC5.1?

Yes

Select all applicable options (multiple answers possible)

- Needs assessment

The entity monitors tenant health and well-being needs through (multiple answers possible):

- Tenant survey
- Community engagement
- Use of secondary data
- Other

- Creation of goals to address:

- Mental health and well-being
- Physical health and well-being
- Social health and well-being
- Other

- Action to promote health through:

- Acoustic comfort
- Biophilic design
- Community development
- Physical activity
- Healthy eating

- Hosting health-related activities for surrounding community
- Improving infrastructure in areas surrounding assets
- Inclusive design
- Indoor air quality
- Lighting controls and/or daylight
- Physical and/or mental healthcare access
- Social interaction and connection
- Thermal comfort
- Urban regeneration
- Water quality
- Other activity in surrounding community
- Other building design and construction strategy

Other selected. Please describe

Befimmo has introduced a sustainable procurement charter for the incoming flow of materials in order to include social criteria consistently across all procurement.

- Other building operations strategy
- Other programmatic intervention

- Monitor outcomes by tracking:
 - Environmental quality
 - Program performance
 - Population experience and opinions
 - Other

- No
- Not applicable

TENANTS AND COMMUNITY

Community

TC6.1

Max. score 2

Community engagement program

Does the entity have a community engagement program in place that includes ESG-specific issues?

- Yes

Select all topics included (multiple answers possible)

- Community health and well-being
- Effective communication and process to address community concerns
- Enhancement programs for public spaces
- Employment creation in local communities
- Research and network activities
- Resilience, including assistance or support in case of disaster
- Supporting charities and community groups
- ESG education program
- Other

Describe the community engagement program and the monitoring process (maximum 250 words)

Befimmo aims to ensure that every building in its portfolio is harmoniously integrated in the neighbourhood in which it is located. Sustainable integration into the city is a recent topic, so no target has yet been set. However, an indicator was calculated once again in 2022, the "Community Engagement", published by EPRA. The objective is to measure the percentage of buildings for which measures have been taken to open up to dialogue with local communities. To calculate it, Befimmo takes account of the projects (m²) that it is supporting and setting up in the North district, and public announcements, surveys or consultations that it organises when making applications for environmental and urban planning permits. In fiscal year 2022, 22% of the consolidated portfolio was covered. The value of the indicator is notable directly related to and/or influenced by the number of permit applications that depend on ongoing and/or development projects. The teams are working to bring about this urban evolution.

- No

TC6.2

Max. score 1

Monitoring impact on community

Does the entity monitor its impact on the community?

- Yes
- No

ENERGY

Energy Consumption

EN1

Max. score 14

Energy consumption

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Office: Corporate: High-Rise Office

Floor Areas	Floor Area (m ²)
Whole Building	259881
└ Landlord Controlled	78318
└ Tenant Controlled	181563
Common Areas	
Shared Services	
Tenant Space	
└ Landlord Controlled	
└ Tenant Controlled	

Office: Corporate: Low-Rise Office

Floor Areas	Floor Area (m ²)
Whole Building	91484
└ Landlord Controlled	52756
└ Tenant Controlled	38728
Common Areas	
Shared Services	
Tenant Space	
└ Landlord Controlled	
└ Tenant Controlled	

Office: Corporate: Mid-Rise Office

Floor Areas	Floor Area (m ²)
Whole Building	421181
└ Landlord Controlled	125782
└ Tenant Controlled	295399
Common Areas	
Shared Services	
Tenant Space	
└ Landlord Controlled	
└ Tenant Controlled	

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the total area size reported in the Energy tab, split by floor area types. Those metrics are weighted by % of Ownership.

Total energy consumption of the portfolio

Office: Corporate: High-Rise Office

			Absolute				Like-for-Like			
			2021	2022			2021	2022		
			Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	
Whole Building	Landlord	Fuels	3213.2	2593.97	40010	78318	2601.72	2197.89	11075	

			Absolute				Like-for-Like		
			2021	2022		2021	2022		
			Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)
	Controlled	District Heating & Cooling			0	78318			
		Electricity	1352.94	1689.14	40010	78318	476.44	413.07	11075
	Tenant Controlled	Fuels	3035.69	8133.72	106298	181563	3035.69	2407.5	29488
		District Heating & Cooling			0	181563			
		Electricity	8058.04	7925.16	106298	181563	8058.04	7925.16	106298
Sub-total			14404.67	20241.92	N/A	N/A	14171.87	12943.6	N/A
Base Building - Common Areas	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Base Building - Shared Services	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Tenant Spaces	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
	Tenant Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Sub-total			0.0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking	Landlord Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
	Tenant Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
Total			14404.67	20241.92	N/A	N/A	14171.87	12943.6	N/A

Office: Corporate: Low-Rise Office

			Absolute				Like-for-Like		
			2021	2022		2021	2022		
			Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)
Whole Building	Landlord Controlled	Fuels	3065.62	2957.16	38621	52756	3065.62	2957.16	38621
		District Heating & Cooling			0	52756			
		Electricity	1806.49	1895.65	41837	52756	1806.49	1895.65	41837
	Tenant Controlled	Fuels	1113.85	644.48	13102	38728	893.05	624.68	11382
		District Heating & Cooling			0	38728			
		Electricity	628.24	592.72	22801	38728	623.45	590.94	21081
Sub-total			6614.20	6090.01	N/A	N/A	6382.57	6068.78	N/A
Base Building - Common Areas	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Base Building - Shared Services	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							

			Absolute				Like-for-Like		
			2021	2022			2021	2022	
			Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)
Tenant Spaces	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
	Tenant Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Sub-total			0.0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking	Landlord Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
	Tenant Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
Total			0.0	0.0	N/A	N/A	0.0	0.0	N/A

Office: Corporate: Mid-Rise Office

			Absolute				Like-for-Like		
			2021	2022			2021	2022	
			Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (MWh)	Consumption (MWh)	Floor Area Covered (m ²)
Whole Building	Landlord Controlled	Fuels	8814.69	6471.86	116380	125782	8397.22	6346.14	101761
		District Heating & Cooling			0	125782			
		Electricity	8867.61	9929.95	120200	125782	8161.06	8803.93	101761
	Tenant Controlled	Fuels	5937.92	2764.54	59352	295399	4142.01	2231.82	54238
		District Heating & Cooling			0	295399			
		Electricity	5377.8	3640.37	73186	295399	4909.48	3100.4	64917
Sub-total			28978.02	22806.71	N/A	N/A	25492.71	20482.27	N/A
Base Building - Common Areas	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Base Building - Shared Services	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Tenant Spaces	Landlord Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
	Tenant Controlled	Fuels							
		District Heating & Cooling							
		Electricity							
Sub-total			0.0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking	Landlord Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
	Tenant Controlled	Fuels			N/A	N/A			N/A
		Electricity			N/A	N/A			N/A
Total			28978.02	22806.71	N/A	N/A	25492.71	20482.27	N/A

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated Energy consumption values per property type, along with their related Floor Area Covered,

Maximum Floor Areas and Like-for-like consumption changes (%). Those metrics are weighted by % of Ownership.

Total data coverage of the portfolio

Office: Corporate: High-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	34.06	60	34.06	-15.18	9.43
Tenant Controlled	39.03	60	39.03	-6.86	24.93

Office: Corporate: Low-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	50.84	85.71	50.84	-0.4	50.84
Tenant Controlled	30.9	59.48	31.42	-19.84	27.94

Office: Corporate: Mid-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	62.7	94.08	63.39	-8.5	53.94
Tenant Controlled	14.96	27.57	14.73	-41.09	13.45

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays a summary of aggregated Data Coverages and Like-for-Like consumption changes per property type, split by Landlord Controlled and Tenant Controlled areas. Those metrics are weighted by % of Ownership. While "Area - Aggregated Data coverage" only accounts for the floor area size of assets when aggregating values, "Time - Aggregated Data coverage" accounts for the period of ownership. Consequently, "Area/Time - Aggregated Data coverage" aggregates both dimensions and is used for benchmarking purposes.

Renewable energy generated

Office: Corporate: High-Rise Office

	2021		2022		2022/2021 change (%)
	Consumption (MWh)	% of total Consumption	Consumption (MWh)	% of total Consumption	
On-site	Generated and consumed by landlord		133.39		0.66
	Generated and exported by landlord				
	Generated and consumed by third-party (or tenant)				
On-site - Sub-total					
Off-site	Procured by Landlord		1434.25		7.05
	Procured by Tenant		0.0		0
Off-site - Sub-total					
Renewable Energy - Total					

Office: Corporate: Low-Rise Office

	2021		2022		2022/2021 change (%)
	Consumption (MWh)	% of total Consumption	Consumption (MWh)	% of total Consumption	
On-site	Generated and consumed by landlord		0.0		0.0
	Generated and exported by landlord				
	Generated and consumed by third-party (or tenant)				
On-site - Sub-total					
Off-site	Procured by Landlord		1895.65		31.13
	Procured by Tenant		0.0		0
Off-site - Sub-total					

	2021		2022		
	Consumption (MWh)	% of total Consumption	Consumption (MWh)	% of total Consumption	2022/2021 change (%)
Renewable Energy - Total	1836.47	27.4	1929.4	27.5	5.1

Office: Corporate: Mid-Rise Office

	2021		2022			
	Consumption (MWh)	% of total Consumption	Consumption (MWh)	% of total Consumption	2022/2021 change (%)	
On-site	Generated and consumed by landlord	259.37	0.89	306.24	1.34	
	Generated and exported by landlord	0.0	0	0.0	0	
	Generated and consumed by third-party (or tenant)	23.01	0.08			
On-site - Sub-total		282.38	0.97	306.24	1.34	0.37
Off-site	Procured by Landlord	8608.24	29.69	9623.71	42.2	
	Procured by Tenant	0.0	0	0.0	0	
Off-site - Sub-total		8608.24	29.69	9623.71	42.2	12.51
Renewable Energy - Total		1836.47	27.4	1929.4	27.5	5.1

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated Renewable Energy consumed/generated per property type, either on-site or off-site, as well as the Percentage of total Consumption by category. Those metrics are weighted by % of Ownership.

Provide additional context for the answer provided (not validated, for reporting purposes only)

GHG

GHG Emissions

GHG emissions

Total GHG emissions of the portfolio

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Office: Corporate: High-Rise Office

		Absolute				Like-for-Like			
		2021	2022			2021	2022		
		Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	
Whole Building	Scope 1	594.44	479.88	40010	78318	481.32	406.61	11075	
	Scope 2	Location Based	144.21	176.41	40010	78318	36.4	35.86	11075
		Market Based (optional)	0	0	-	-	-	-	-
	Total Scope 1&2 GHG emissions		738.65	656.29	N/A	N/A	517.72	442.47	N/A
	Scope 3	1456.33	2430.88	106298	181563	1456.33	2430.88	106298	
Total Scope 1&2&3 GHG emissions		2195.98	3087.17	N/A	N/A	1974.05	2873.35	N/A	
Outdoor / Exterior areas / Parking	Scope 1			N/A	N/A			N/A	
	Scope 2	Location Based			N/A	N/A			N/A
		Market Based (optional)			N/A	N/A			N/A
	Total Scope 1&2 GHG emissions		0.0	0.0	N/A	N/A	0.0	0.0	N/A
	Scope 3			N/A	N/A			N/A	
Total Scope 1&2&3 GHG emissions		0.0	0.0	N/A	N/A	0.0	0.0	N/A	
GHG Offsets				N/A	N/A			N/A	
Net GHG Emissions after offsets				N/A	N/A			N/A	

Office: Corporate: Low-Rise Office

		Absolute				Like-for-Like			
		2021	2022			2021	2022		
		Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	
Whole Building	Scope 1	567.14	547.08	38621	52756	567.14	547.08	38621	
	Scope 2	Location Based	222.57	235.42	41837	52756	222.57	235.42	41837
		Market Based (optional)	0	0	-	-	-	-	-
	Total Scope 1&2 GHG emissions		789.71	782.5	N/A	N/A	789.71	782.5	N/A
	Scope 3	283.11	191.92	22801	38728	275.33	188.04	21081	
Total Scope 1&2&3 GHG emissions		1072.82	974.42	N/A	N/A	1065.04	970.54	N/A	
Outdoor / Exterior areas / Parking	Scope 1			N/A	N/A			N/A	

			Absolute				Like-for-Like			
			2021	2022			2021	2022		
			Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	
	Scope 2	Location Based			N/A		N/A		N/A	
		Market Based (optional)			N/A		N/A		N/A	
	Total Scope 1&2 GHG emissions			0.0	0.0	N/A	N/A	0.0	0.0	N/A
	Scope 3					N/A		N/A		N/A
		Total Scope 1&2&3 GHG emissions			0.0	0.0	N/A	N/A	0.0	0.0
GHG Offsets					N/A		N/A		N/A	
Net GHG Emissions after offsets					N/A				N/A	

Office: Corporate: Mid-Rise Office

			Absolute				Like-for-Like			
			2021	2022			2021	2022		
			Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Emissions (tonnes)	Emissions (tonnes)	Floor Area Covered (m ²)	
Whole Building	Scope 1		1630.72	1197.29	106384		125782	1553.49	1174.04	101761
	Scope 2	Location Based	1062.78	1194.75	120200		125782	976.11	1059.8	101761
		Market Based (optional)	0	0	-		-			-
	Total Scope 1&2 GHG emissions			2693.5	2392.0	N/A		2529.4	2233.8	N/A
	Scope 3		1755.4	958.7	73186		295399	1565.84	794.76	68072
Total Scope 1&2&3 GHG emissions			4448.9	3350.7	N/A		4095.24	3028.58	N/A	
Outdoor / Exterior areas / Parking	Scope 1				N/A		N/A		N/A	
	Scope 2	Location Based			N/A		N/A		N/A	
		Market Based (optional)			N/A		N/A		N/A	
	Total Scope 1&2 GHG emissions			0.0	0.0	N/A		0.0	0.0	N/A
	Scope 3				N/A		N/A		N/A	
Total Scope 1&2&3 GHG emissions			0.0	0.0	N/A		0.0	0.0	N/A	
GHG Offsets					N/A		N/A		N/A	
Net GHG Emissions after offsets					N/A				N/A	

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated GHG emissions values per property type, along with their related Floor Area Covered, Maximum Floor Areas and Like-for-like changes (%) in emissions. Those metrics are weighted by % of Ownership.

Note: Scope 3 emissions in the GRESB Assessment are calculated as the emissions associated with tenant areas, unless they are already reported as Scope 1 or Scope 2 emissions (if they cannot be disassociated from emissions from other areas). Scope 3 emissions do not include emissions generated through the entity's operations or by its employees, transmission losses or upstream supply chain emissions.

Total data coverage of the portfolio

Office: Corporate: High-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Scope 1 & 2	51.09	60	51.09	-14.53	14.14
Scope 3	58.55	60	58.55	66.92	58.55

Office: Corporate: Low-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Scope 1 & 2	76.25	85.71	76.25	-0.91	76.25
Scope 3	58.87	59.48	60.92	-31.7	54.43

Office: Corporate: Mid-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Scope 1 & 2	90.07	94.08	91.05	-11.69	80.9
Scope 3	24.78	27.57	24.46	-49.24	23.04

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays a summary of aggregated Data Coverages and Like-for-Like consumption changes per property type, split by emission Scopes. Those metrics are weighted by % of Ownership. While "Area - Aggregated Data coverage" only accounts for the floor area size of assets when aggregating values, "Time - Aggregated Data coverage" accounts for the period of ownership. Consequently, "Area/Time - Aggregated Data coverage" aggregates both dimensions and is used for benchmarking purposes.

Explain (a) the GHG emissions calculation standard/methodology/protocol, (b) used emission factors, (c) level of uncertainty in data accuracy, (d) source and characteristics of GHG emissions offsets (maximum 250 words).

WATER

Water Use

Water use

Total water consumption of the portfolio

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Office: Corporate: High-Rise Office

			Absolute				Like-for-Like		
			2021	2022			2021	2022	
			Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)
Whole Building	Whole Building	Landlord Controlled	950.26	478.7	11075	78318	950.26	478.7	11075
		Tenant Controlled	47378.96	57959.4	164632	181563	47378.96	57959.4	164632
Sub-total			48329.22	58438.1	N/A	N/A	48329.22	58438.1	N/A
Base Building	Common Areas	Landlord Controlled							
	Shared Services	Landlord Controlled							
Tenant Spaces	Tenant Spaces	Landlord Controlled							
		Tenant Controlled							
Sub-total			0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking	Landlord Controlled				N/A	N/A			N/A
	Tenant Controlled				N/A	N/A			N/A
Total			48329.22	58438.1	N/A	N/A	48329.22	58438.1	N/A

Office: Corporate: Low-Rise Office

			Absolute				Like-for-Like		
			2021	2022			2021	2022	
			Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)
Whole Building	Whole Building	Landlord Controlled	4483.69	2175.7	13986	52756	1115.62	2175.7	13986
		Tenant Controlled	1766.6	1340.6	9557	38728	596.7	1340.2	6689
Sub-total			6250.29	3516.3	N/A	N/A	1712.32	3515.9	N/A
Base Building	Common Areas	Landlord Controlled							
	Shared Services	Landlord Controlled							
Tenant Spaces	Tenant Spaces	Landlord Controlled							
		Tenant Controlled							
Sub-total			0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking	Landlord Controlled				N/A	N/A			N/A
	Tenant Controlled				N/A	N/A			N/A

		Absolute				Like-for-Like		
		2021	2022			2021	2022	
		Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)
Total		4250.27	4914.3	N/A	N/A	1712.32	2515.9	N/A

Office: Corporate: Mid-Rise Office

			Absolute				Like-for-Like		
			2021	2022			2021	2022	
			Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)	Maximum Floor Area (m ²)	Consumption (m ³)	Consumption (m ³)	Floor Area Covered (m ²)
Whole Building	Whole Building	Landlord Controlled	22035.68	29543.54	83184	125782	16386.35	29543.54	83184
		Tenant Controlled	18714.23	19304.59	178360	295399	14615.45	10799.49	114096
Sub-total			40749.91	48848.13	N/A	N/A	31001.8	40343.03	N/A
Base Building	Common Areas	Landlord Controlled							
	Shared Services	Landlord Controlled							
Tenant Spaces	Tenant Spaces	Landlord Controlled							
		Tenant Controlled							
Sub-total			0.0	0.0	N/A	N/A	0.0	0.0	N/A
Outdoor / Exterior areas / Parking		Landlord Controlled			N/A	N/A			N/A
		Tenant Controlled			N/A	N/A			N/A
Total			40749.91	48848.13	N/A	N/A	31001.8	40343.03	N/A

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated Water consumption values per property type, along with their related Floor Area Covered, Maximum Floor Areas and Like-for-like consumption changes (%). Those metrics are weighted by % of Ownership.

Total data coverage of the portfolio

Office: Corporate: High-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	14.14	20	14.14	-49.62	14.14
Tenant Controlled	90.67	80	90.67	22.33	90.67

Office: Corporate: Low-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	26.51	28.57	26.51	95.02	26.51
Tenant Controlled	24.68	28.68	27.14	124.6	17.27

Office: Corporate: Mid-Rise Office

	Data Coverage			Like-for-Like	
	Area-Aggregated Data coverages (%)	Time-Aggregated Data coverages (%)	Area/Time-Aggregated Data coverages (%)	2022/2021 Aggregated LFL changes (%)	LFL data coverage (%)
Landlord Controlled	66.13	62.96	66.98	80.29	66.13
Tenant Controlled	60.38	46.45	60.22	-26.11	38.62

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays a summary of aggregated Data Coverages and Like-for-Like consumption changes per property type, split by Landlord Controlled and Tenant Controlled areas. Those metrics are weighted by % of Ownership. While "Area - Aggregated Data coverage" only accounts for the floor area size of assets when aggregating values, "Time - Aggregated Data coverage" accounts for the period of ownership. Consequently, "Area/Time - Aggregated Data coverage" aggregates both dimensions and is used for benchmarking purposes.

Reused and recycled water

Office: Corporate: High-Rise Office

	2021		2022		2022/2021 change (%)
	Consumption (m ³)	% of total Consumption	Consumption (m ³)	% of total Consumption	
On-site					
On-site water reuse	0	0	0	0	
On-site water capture	1867.65	3.86	2531	4.33	
On-site water extraction	1370.73	2.84	2603.9	4.46	
On-site - Sub-total	3238.38	6.7	5134.9	8.77	23.99
Off-site					
Off-site purchased	45090.84	93.3	53303.2	91.21	-3.08
Off-site - Sub-total	45090.84	93.3	53303.2	91.21	-3.08
Reused and Recycled - Total	48329.22	100.0	58438.1	100.0	0.0

Office: Corporate: Low-Rise Office

	2021		2022		2022/2021 change (%)
	Consumption (m ³)	% of total Consumption	Consumption (m ³)	% of total Consumption	
On-site					
On-site water reuse	0	0	0	0	
On-site water capture	693.37	11.09	5	0.14	
On-site water extraction					
On-site - Sub-total	693.37	11.09	5	0.14	-10.95
Off-site					
Off-site purchased	5556.92	88.91	3511.3	99.86	-36.95
Off-site - Sub-total	5556.92	88.91	3511.3	99.86	-36.95
Reused and Recycled - Total	6250.29	100.0	3516.3	100.0	0.0

Office: Corporate: Mid-Rise Office

		2021		2022		
		Consumption (m ³)	% of total Consumption	Consumption (m ³)	% of total Consumption	2022/2021 change (%)
On-site	On-site water reuse	0	0	0	0	
	On-site water capture	2056.81	5.05	1411.1	2.89	
	On-site water extraction	455.3	1.12	1957.9	4.01	
On-site - Sub-total		2512.11	6.18	3369.0	6.91	32.4
Off-site	Off-site purchased	38237.8	93.84	45479.13	93.1	
Off-site - Sub-total		38237.8	93.84	45479.13	93.1	-8.74
Reused and Recycled - Total		2512.11	100.0	48848.13	100.0	93.9

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated Reused and Recycled water captured/purchased per property type, on-site and off-site, as well as the Percentage of total Consumption by category. Those metrics are weighted by % of Ownership.

Provide additional context for the answer provided (not validated, for reporting purposes only)

WASTE

Waste Management

Waste management

Total waste generation of the portfolio

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Office: Corporate: High-Rise Office

		Absolute						
		2021			2022			
		Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Floor area weight
Whole Building	Landlord Controlled	0.18	57.51	43.1	1.72	177.21	100	30.14%
	Tenant Controlled			0			0	69.86%
Total waste generation		0.18	57.51	43.1	1.72	177.21	100.0%	100.0%

Office: Corporate: Low-Rise Office

		Absolute						
		2021			2022			
		Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Floor area weight
Whole Building	Landlord Controlled	0.7	117.46	90.61	1.79	158.86	90.61	57.67%
	Tenant Controlled			0			0	42.33%
Total waste generation		0.7	117.46	90.61	1.79	158.86	90.61	100.0%

Office: Corporate: Mid-Rise Office

		Absolute						
		2021			2022			
		Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Hazardous waste (tonnes)	Non-hazardous waste (tonnes)	Data coverage (%)	Floor area weight
Whole Building	Landlord Controlled	0.93	275.85	88.51	1.31	356.93	96.96	29.86%
	Tenant Controlled			0			0	70.14%
Total waste generation		0.93	275.85	88.51	1.31	356.93	96.96	100.0%

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the aggregated Hazardous and Non-hazardous waste quantities generated per property type, along with their related Data Coverage. Those metrics are weighted by % of Ownership.

Office: Corporate: High-Rise Office

		Proportion of waste by disposal route (%)	
		2021	2022
Landfill			0.05
Incineration			0
Diverted (total)		99.98	99.95

	Proportion of waste by disposal route (%)	
	2021	2022
<i>Reuse</i>	43.35	43.44
<i>Waste to energy</i>	56.63	56.51
<i>Recycling</i>	0	0
Other / Unknown	0	0

Office: Corporate: Low-Rise Office

	Proportion of waste by disposal route (%)	
	2021	2022
Landfill	0.04	0.07
Incineration	0	0
Diverted (total)	99.96	99.93
<i>Reuse</i>	64.9	65.88
<i>Waste to energy</i>	35.07	34.06
<i>Recycling</i>	0	0
Other / Unknown	0	0

Office: Corporate: Mid-Rise Office

	Proportion of waste by disposal route (%)	
	2021	2022
Landfill	0.02	0.02
Incineration	0	0
Diverted (total)	99.98	99.98
<i>Reuse</i>	39.91	42.88
<i>Waste to energy</i>	60.07	57.1
<i>Recycling</i>	0	0
Other / Unknown	0	0

The table above is automatically populated once participants have aggregated their asset level data with the information provided at the asset level by the GRESB participants through the GRESB Asset Spreadsheet. It displays the proportion of waste by disposal route.

Provide additional context for the answer provided (not validated, for reporting purposes only)

DATA MONITORING AND REVIEW

Review, verification and assurance of ESG data

MR1

Max. score 1.75

External review of energy data

Has the entity's energy consumption data reported in EN1 been reviewed by an independent third party?

- Yes
- Externally checked
- Externally verified
- Externally assured

Using scheme

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

The following energy consumption data 2022 have been checked and externally assured:
 EPRA Sustainable Performance Indicators, p.213
 GRI Content Index, p.216-217
 Environmental indicators, p.218-222

The limited assurance report from the statutory auditor can be found on p.243.

- No
- Not applicable

MR2

Max. score 1.25

External review of GHG data

Has the entity's GHG data reported in GH1 been reviewed by an independent third party?

- Yes
- Externally checked
- Externally verified
- Externally assured

Using scheme

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

The following energy consumption data 2022 have been checked and externally assured:
 EPRA Sustainable Performance Indicators, p.213
 GRI Content Index, p.216-217
 Environmental indicators, p.218-222

The limited assurance report from the statutory auditor can be found on p.243.

- No
- Not applicable

MR3

Max. score 1.25

External review of water data

Has the entity's water data reported in WT1 been reviewed by an independent third party?

- Yes
- Externally checked
- Externally verified
- Externally assured

Using scheme

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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Indicate where the relevant information can be found

The following energy consumption data 2022 have been checked and externally assured:
EPRA Sustainable Performance Indicators, p.213
GRI Content Index, p.216-217
Environmental indicators, p.223

The limited assurance report from the statutory auditor can be found on p.243.

- No
 Not applicable

MR4

⊙ Max. score 1.25

External review of waste data

Has the entity's waste data reported in WS1 been reviewed by an independent third party?

- Yes
 Externally checked
 Externally verified
 Externally assured

Using scheme

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

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Indicate where the relevant information can be found

The following energy consumption data 2022 have been checked and externally assured:
EPRA Sustainable Performance Indicators, p.213
GRI Content Index, p.216-217
Environmental indicators, p.224

The limited assurance report from the statutory auditor can be found on p.243.

- No
 Not applicable

BUILDING CERTIFICATIONS
Building Certifications

BC1.1

Max. score 7

Building certifications at the time of design/construction

Standing investments that obtained a green building certificate at the time of design, construction, and/or renovation

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal. The metrics displayed in the table below are weighted by % of Ownership.

Office: Corporate: Low-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/Refurbishment and Fit-out / Good	3066	3.35	2	
BREEAM/New Construction / Very Good	4645	5.08	3	
BREEAM/Refurbishment and Fit-out / Very Good	1621	1.77	1	

Office: Corporate: Mid-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/New Construction / Excellent	10762	2.56	2	
BREEAM/Refurbishment and Fit-out / Excellent	7355	1.75	1	
BREEAM/Refurbishment and Fit-out / Good	4623	1.1	1	
BREEAM/New Construction / Outstanding	6975	1.66	1	
BREEAM/New Construction / Very Good	10559	2.51	1	

Office: Corporate: High-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/New Construction / Very Good	38070	14.65	1	
BREEAM/New Construction / Excellent	52821	20.33	2	
BREEAM/New Construction / Outstanding	51610	19.86	3	

BC1.2

Max. score 8.5

Operational building certifications

Standing investments that hold a valid operational green building certificate

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment

Portal menu, section Asset Portal. The metrics displayed in the table below are weighted by % of Ownership.

Office: Corporate: Low-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/In Use / Good	4955	5.42	1	

Office: Corporate: Mid-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/In Use / Acceptable	17764	4.22	1	
BREEAM/In Use / Good	65497	15.55	5	
BREEAM/In Use / Very Good	9996	2.37	1	
BREEAM/In Use / Pass	45781	10.87	4	

Office: Corporate: High-Rise Office

Scheme name / sub-scheme name / level	Area Certified (m ²)	% of Floor Area certified (within property type) 2022	Number of assets	% of GAV certified - optional (within property type) 2022
BREEAM/In Use / Acceptable	29488	11.35	2	
BREEAM/In Use / Good	114005	43.87	2	
BREEAM/In Use / Very Good	51617	19.86	3	

BC2

Max. score 2

Energy Ratings

Standing investments that hold a valid energy rating

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal. The metrics displayed in the table below are weighted by % of Ownership.

Office: Corporate: Low-Rise Office

Energy Rating	Area Covered (m ²)	% of Floor Area covered (within property type) 2022	Number of assets	% GAV covered - optional (within property type) 2022
EU EPC - D	6609.2	7.2244	2	

Office: Corporate: Mid-Rise Office

Energy Rating	Area Covered (m ²)	% of Floor Area covered (within property type) 2022	Number of assets	% GAV covered - optional (within property type) 2022
EU EPC - B	21909	5.2018	3	
EU EPC - B-	25727	6.1083	3	
EU EPC - C	98161	23.3061	8	

Office: Corporate: High-Rise Office

Energy Rating	Area Covered (m ²)	% of Floor Area covered (within property type) 2022	Number of assets	% GAV covered - optional (within property type) 2022
EU EPC - A	16983	6.5349	1	
EU EPC - C	113740	43.7662	4	
EU EPC - B	33587.41	12.9241	2	

DEV - REPORTING CHARACTERISTICS

Reporting Characteristics

DR1.1

Composition of the entity's development projects portfolio during the reporting year

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Property Type	Construction/ Renovation	In progress at the end of reporting period		Completed during reporting period		% GAV
		Number of Assets	Gross Floor Area (m ²)	Number of Assets	Gross Floor Area (m ²)	
Office: Corporate: Low-Rise Office	New Construction Project	1	8332.0	0	0.0	5
Office: Corporate: High-Rise Office	New Construction Project	2	120497.0	0	0.0	95
Total		3	128829.0	0	0.0	100.0

Note: The table above defines the scope of your 2023 GRESB submission on development projects. It should include new construction and major renovations projects that are in progress at the end of the reporting year, as well as projects that are completed during the reporting year. The reporting scope reported above should exclude vacant land, cash or other non real estate assets owned by the entity.

*% GAV represented as the share of the development projects within the entire development portfolio (including both new construction and major renovations)

Provide applicable evidence

[R1.1 - R1.2 - DR1.1 - GAV.pdf](#)

Indicate where in the evidence the relevant information can be found

P.1 - DR1.1 - Whole document

Show investors

[R1.1 and DR1.1 explanation 2022.pdf](#)

Indicate where in the evidence the relevant information can be found

Confirmation of portfolio composition in 2022

Show investors

Provide additional context on how the uploaded evidence supports the entity's reporting boundaries and portfolio composition (maximum 250 words)

DR1.2

Countries/states included in the entity's development projects portfolio

The indicator below is automatically populated once participants have aggregated their asset level data with the information provided through the reporting entity's GRESB Asset Portal. Participants can access the Asset Portal via the Assessment Portal menu, section Asset Portal.

Country	% GAV
Belgium	100

DEV - ESG REQUIREMENTS

ESG Requirements

DRE1

Max. score 4

ESG strategy during development

Does the entity have an ESG strategy in place for development projects?

 Yes

Elements addressed in the strategy (multiple answers possible)

- Biodiversity and habitat
- Building safety
- Climate/climate change adaptation
- Energy consumption
- Green building certifications
- Greenhouse gas emissions
- Health and well-being
- Indoor environmental quality
- Life-cycle assessments/embodied carbon
- Location and transportation
- Material sourcing
- Net-zero/carbon neutral design
- Pollution prevention
- Renewable energy
- Resilience to catastrophe/disaster
- Site selection and land use
- Sustainable procurement
- Waste management
- Water consumption
- Other

The strategy is

- Publicly available
- Not publicly available

Provide applicable evidence

[DRE 1 - Quality matrix APS - final.pdf](#)

Indicate where in the evidence the relevant information can be found

Quality matrix APS for internal use. It defines all ESG criteria to be implemented in the management and /or the renovation of buildings in the portfolio.
Evidence for the following subjects:
Biodiversity : P3 - 9. Designing outdoor spaces
Climate change: P1 - 1. Adaptation to climate change
Energy : P2 - 5. Energy
Green building certifications : P4 - 12.References
Sustainable procurement : P1 - 4. Circular economy - re-use of materials during constructions and renovations
This document was still applicable in 2022.

 Show investors

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Evidence for the following subjects:
Biodiversity and habitat, p.79
Climate/climate change adaptation, p.75 and 229-232
Energy consumption, p.69-74, 213 and 219-222
Green building certifications: p.80 and 225
Greenhouse gas emissions, p.69-74, 116 and 218-222
Health & well-being, p.80, 81, 94-95, 96 and 91
Indoor environmental quality, p.94
Life-cycle assessments/embodied carbon, p.69
Material sourcing: p.77 and 224
Pollution prevention: p.78
Renewable energy: p.74 and 221-222
Resilience to catastrophe/disaster: p.75 and 229-232
Sustainable procurement, p.100
Waste management, p.77 and 224
Water consumption, p.76 and 223

Provide hyperlink

https://www.befimmo.be/en/work-environments?type%5B0%5D=599&field_availability_tid=4https://www.befimmo.be/en/work-environments?type%5B0%5D=599&field_availability_tid=4

Indicate where the relevant information can be found

Evidence for location and transportation. This part of the website contains all buildings of the portfolio. Each building comes with an accurate location and public transportation in the area.

[DRE1 - Acquisition - Checklist.pdf](#)

Indicate where in the evidence the relevant information can be found

Evidence for site selection and land use. The interesting information for These criteria is in a green frame. This document was still applicable in 2022.

Show investors

[DRE1 - Quality matrix APD final.pdf](#)

Indicate where in the evidence the relevant information can be found

Quality matrix for internal use. It defines all ESG criteria to be implemented in the management and /or the renovation of buildings in the portfolio. Evidence for the following subjects:
 Indoor environmental quality, p.3-4 (part 5/ Well-being, comfort and health): all aspects that increase the indoor quality of a building for its tenants
 Material sourcing, p.4-5 (part 8/ Materials): use and specific choice of materials during constructions and renovations (wood, carpet, etc.)
 This document was still applicable in 2022.

Show investors

Communicate the objectives and explain how they are integrated into the overall business strategy (maximum 250 words)

[1] Strategy: Main focus of the environmental policy are: compliance of energy performance (EPB) certificates and EPB certification for heating and air conditioning; BREEAM compliance for all of its portfolio; short and long-term targets; dedicated budget for energy performance optimization.
 [2] Applicability:
 - When major works are carried out, Befimmo ensures that the certificates are updated. Although theoretical, the data of the certificates are also compared with the actual specific consumption figures.
 - Since 2010, its Environmental Management System has been ISO 14001 certified (recertified in 2019).
 - When considering acquisition projects it also reviews and analyses energy efficiency, aspects related to soil pollution and the presence of hazardous substances, together with aspects related to mobility, such as location, accessibility, proximity to public transport, etc.
 - Before, during and after construction and throughout the operational phase of its buildings, it ensures that BREEAM criteria are maintained and/or exceeded.
 - Several years ago, Befimmo devised a multi-annual investment plan (averaging €2 million/year) for carrying out works to improve the energy and environmental performance of the operational buildings (excluding properties undergoing major renovation) such as the removal of oil-fired boilers, the installation of water-recovery systems, upgraded BREEAM certifications, installation of solar panels, installation of cogeneration units, replacement and/or optimisation of certain technical installations, etc.
 [3] Scope of implementation: The strategy is applied to all buildings in the portfolio (including the Corporate areas).

No

DRE2

Max. score 4

Site selection requirements

Does the entity require sustainable site selection criteria to be considered for development projects?

Yes

Select all criteria included (multiple answers possible)

- Connect to multi-modal transit networks
- Locate projects within existing developed areas
- Protect, restore, and conserve aquatic ecosystems
- Protect, restore, and conserve farmland
- Protect, restore, and conserve floodplain functions
- Protect, restore, and conserve habitats for native, threatened and endangered species
- Protect, restore, and conserve historical and heritage sites
- Redevelop brownfield sites
- Other

No

DRE3

Max. score 4

Site design and construction requirements

Does the entity have sustainable site design/construction requirements for development projects?

Yes

Select all criteria included (multiple answers possible)

- Manage waste by diverting construction and demolition materials from disposal
- Manage waste by diverting reusable vegetation, rocks, and soil from disposal
- Minimize light pollution to the surrounding community
- Minimize noise pollution to the surrounding community

Entity & Reporting Characteristics - Entity Characteristics

- Perform environmental site assessment
- Protect air quality during construction
- Protect and restore habitat and soils disturbed during construction and/or during previous development
- Protect surface water and aquatic ecosystems by controlling and retaining construction pollutants
- Other

No

DEV - MATERIALS

Materials

DMA1

Max. score 6

Materials selection requirements

Does the entity have a policy requiring that the environmental and health attributes of building materials be considered for development projects?

 Yes

Select all issues addressed (multiple answers possible)

- Requirement for disclosure about the environmental and/or health attributes of building materials (multiple answers possible)
- Material characteristics specification preferences, including (multiple answers possible)
- Locally extracted or recovered materials
 - Low embodied carbon materials
 - Low-emitting VOC materials
 - Materials and packaging that can easily be recycled
 - Materials that disclose environmental impacts
 - Materials that disclose potential health hazards
 - Rapidly renewable materials and recycled content materials
 - "Red list" of prohibited materials or ingredients that should not be used on the basis of their human and/or environmental impacts
 - Third-party certified wood-based materials and products

Types of third-party certification used:

FSC or PEFC certified wood

 Other

Provide applicable evidence

[DMA1 - Conditions générales et critères techniques.pdf](#)

Indicate where in the evidence the relevant information can be found

This document gathers the technical terms and conditions. It provides evidence for requirements for disclosure of health and environmental attributes from suppliers, building product specifications and information about compliance procedure. The document is only available in French, but contains comments/sticky notes that clarify the necessary paragraphs.

 Show investors

Provide hyperlink

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Indicate where the relevant information can be found

Annual Financial Report 2022. Please refer to circular economy principles and material choices on p.77-78 and responsible procurement on p.100.

[DMA1 - Quality matrix APD - final.pdf](#)

Indicate where in the evidence the relevant information can be found

The Befimmo quality matrix is used by project managers to design construction and renovation projects. Its content is distributed to architects and design offices. Important information is in P4-5, 8. Materials (Translations are available in the comments)
This document was applicable during the reporting year 2022.

 Show investors No

DMA2.1

Life cycle assessments

Does the entity assess the life cycle emissions of its development projects?

 Yes

Select the type of assessment:

- Quantitative assessment
- Qualitative assessment

Select the boundaries of the calculation applied:

- Cradle-to-gate
- Cradle-to-practical completion/handover
- Use stage

- End-of-life stage
- Cradle-to-grave
- Whole life
- Other

Select the standards/methodologies/tools applied:

- BBCA Label (Bâtiment Bas Carbone)
- E+C- Label (Énergie Positive & Réduction Carbone)
- Embodied Carbon in Construction Calculator (EC3) Tool
- EN 15978
- EN 15804
- GHG Protocol - Product Life Cycle Accounting and Reporting Standard
- ISO 14040/44
- ISO 14025
- One Click LCA
- The Carbon Smart Materials Palette®
- Whole life carbon assessment for the built environment, RICS
- Other

Other selected. Please describe

TOTEM, the Belgian tool for assessing the environmental performance of buildings, based on the life cycle analysis of materials, is now one of the tools recognized for BREEAM certification.

Percentage of development projects assessed using any calculation method

100

Percentage of development projects assessed using the whole life LCA

100

No

DMA2.2

Embodied carbon

Does the entity measure the embodied carbon emissions of its development projects completed during the year?

- Yes
- No
- Not applicable

DEV - BUILDING CERTIFICATIONS

Building Certifications

DBC1.1

Max. score 4

Green building standard requirements

Does the entity's development portfolio include projects that are aligned with green building rating standards?

 Yes

Select all applicable options (multiple answers possible)

- The entity requires projects to align with requirements of a third-party green building rating system but does not require certification
- The entity requires projects to achieve certification with a green building rating system but does not require a specific level of certification
- The entity requires projects to achieve a specific (above the minimum) level of certification

Percentage of portfolio covered

Green building rating systems (include all that apply):

Level of certification (above the minimum) adopted as a standard by the entity (include all applicable rating systems):

 No

Green building certifications

Does the entity's development portfolio include projects that obtained or are registered to obtain a green building certificate?

Yes

Specify the certification scheme(s) used and the percentage of the portfolio registered and/or certified (multiple answers possible):

Projects registered to obtain a green building certificate at the end of reporting year

Scheme name / sub-scheme name	Area Registered (m ²)	% portfolio covered by floor area 2022	Number of assets	% GAV covered - optional 2022
BREEAM/New Construction	103,561	80	1	90

Projects that obtained a green building certificate or official pre-certification

Scheme name / sub-scheme name / level	Area Certified (m ²)	% portfolio certified by floor area 2022	Number of assets	% of GAV certified - optional 2022	
BREEAM/New Construction Outstanding	8,332	6	1	5	X

Add new

No

Not applicable

DEV - ENERGY CONSUMPTION

Energy

DEN1

Max. score 6

Energy efficiency requirements

Does the entity have minimum energy efficiency requirements for development projects?

 Yes Requirements for planning and design include (multiple answers possible)

- Development and implementation of a commissioning plan
- Integrative design process
- To exceed relevant energy codes or standards
- Maximum energy use intensity post-occupancy
- Other

Provide applicable evidence

Provide hyperlink

https://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdfhttps://www.befimmo.be/sites/default/files/imce/publications/befimmo_annualfinancialreport2022_230427_uk_web.pdf

Indicate where the relevant information can be found

Annual Financial Report 2022. Please refer to p.69-74, 226-228 and 241 to find out more about the energy targets.

[DEN1 ZIN project - Design for energy sharing.pdf](#)

Indicate where in the evidence the relevant information can be found

The document is only available in Dutch and concern the ZIN project during the reporting year 2022. It highlights the interest for all parts of the project (including a very large tenant 70.000 m² but also future housing and hotel) to share and exchange energy according to the different uses. It demonstrates and convinces the large tenant of the environmental merits of the approach. Slide 6 compares the cost of installing 9 individual boilers to supply 3 different functions with the lower cost of installing 3 boilers for the whole site regardless of function. Slide 7 & 8 also highlights the significant cost reduction associated with reducing the amount of pipework. Slides 18 and 19 highlight the energy savings (kWh) and production efficiency of the primary technical installations. Slide 26 shows the overall annual energy savings of the whole concept of pooling the installations. The tenant finally accepted the proposal.

This is one example of Befimmo's ongoing main projects. This process and documentation is indicative of what is executed routinely for all (re)development projects.

 Show investors[DEN1 - Quality matrix APS - final.pdf](#)

Indicate where in the evidence the relevant information can be found

The evidence can be found on page 2 "5.Energy" (Translations are available in the comments) of the Befimmo's quality matrix. This matrix is the result of ongoing collaboration between the various real estate divisions (Commercial Management, Environmental Management, Property Management, Services & Facilities, Project Development) and includes the minimum Befimmo's minimum technical requirements applicable to all renovation or construction projects, as well as to assets in operation, as well as for assets in operation. For the most part, these requirements go beyond the standards and regulations in force. With regard to the energy aspects of construction/renovation works and/or projects, Befimmo requires that the projects be positive energy or zero energy. The performance level of the EPB certificate must reach at least a "B". In addition, the passive house criteria must be met. This matrix is also used by the external architects and engineers.

This document was applicable during the reporting year 2022.

 Show investors Common energy efficiency measures include (multiple answers possible)

- Air conditioning
- Commissioning
- Energy modeling
- High-efficiency equipment and appliances
- Lighting
- Occupant controls
- Passive design
- Space heating
- Ventilation
- Water heating
- Other

 Operational energy efficiency monitoring (multiple answers possible)

- Building energy management systems
- Energy use analytics
- Post-construction energy monitoring

For on average years

- Sub-meter
- Other

 No

DEN2.1

Max. score 6

On-site renewable energy and low carbon technologies

Does the entity incorporate on-site renewable energy and/or low carbon technologies in the design of development projects?

 Yes

Projects designed to generate on-site renewable energy and/or low carbon technology (multiple answers possible)

 Biofuels Geothermal Steam

Percentage of all projects

33

 Hydro Solar/photovoltaic

Percentage of all projects

67

 Wind Other

Other selected. Please describe

Ground pump heating systems

Percentage of all projects

67

Average design target for the fraction of total energy demand met with on-site renewable energy and/or low carbon technology

22

 No Not applicable

DEN2.2

Max. score 2

Net zero carbon design and standards

Does the entity's portfolio include any buildings designed to meet net zero carbon?

 Yes No

DEV - WATER USE

Water Conservation

DWT1

Max. score 5

Water conservation strategy

Does the entity promote water conservation in its development projects?

 Yes

The entity promotes water conservation through (multiple answers possible)

 Requirements for planning and design include (multiple answers possible)

- Development and implementation of a commissioning plan
- Integrative design for water conservation
- Requirements for indoor water efficiency
- Requirements for outdoor water efficiency
- Requirements for process water efficiency
- Requirements for water supply
- Requirements for minimum water use intensity post-occupancy
- Other

Provide applicable evidence

[DWT1 - GRESB water.pdf](#)

Indicate where in the evidence the relevant information can be found

Please refer to cover page.

Pages 2-7 : General technical conditions including requirements for reducing and / or minimizing water consumption - Evidence for re-use of storm water and greywater for non-potable applications

Pages 8-15: Joseph II – Breeam Pre-Assessment Overview with specific credits for effective water management measures - Evidence for commissioning of water systems, fixtures, leak detection systems, water efficiency monitoring

Page 16: Extract from the intern telemonitoring system and projection of consumption

This document was still applicable in 2022.

 Show investors[DWT1 - Quality matrix TS - final.pdf](#)

Indicate where in the evidence the relevant information can be found

The Befimmo quality matrix is used by project managers to design construction and renovation projects. Its content is distributed to architects and design offices. Important information is in P3 - 2.Water (Translations are available in the comments)

This document was applicable during the reporting year 2022.

 Show investors Common water efficiency measures include (multiple answers possible)

- Commissioning of water systems
- Drip/smart irrigation
- Drought tolerant/low-water landscaping
- High-efficiency/dry fixtures
- Leak detection system
- Occupant sensors
- On-site wastewater treatment
- Reuse of stormwater and greywater for non-potable applications
- Other

 Operational water efficiency monitoring (multiple answers possible) Post-construction water monitoring

For on average years

- Sub-meter
- Water use analytics
- Other

 No

DEV - WASTE MANAGEMENT

Waste Management

DWS1

Max. score 5

Waste management strategy

Does the entity promote efficient on-site solid waste management during the construction phase of its development projects?

Yes

The entity promotes efficient solid waste management through (multiple answers possible)

Management and construction practices (multiple answers possible)

- Construction waste signage
- Diversion rate requirements
- Education of employees/contractors on waste management
- Incentives for contractors for recovering, reusing and recycling building materials
- Targets for waste stream recovery, reuse and recycling
- Waste management plans
- Waste separation facilities
- Other

On-site waste monitoring (multiple answers possible)

- Hazardous waste monitoring/audit
- Non-hazardous waste monitoring/audit

No

DEV - STAKEHOLDER ENGAGEMENT

Health, Safety & Well-being

DSE1

Max. score 2

Health & Well-being

Does the entity take measures to incorporate occupant health & well-being in its development projects?

 Yes

The entity addresses health and well-being in the design of its project/building through (multiple answers possible)

 Requirements for planning and design, including (multiple answers possible)

- Health Impact Assessment
- Integrated planning process
- Other planning process

 Common occupant health and well-being measures, including (multiple answers possible)

- Acoustic comfort
- Active design features
- Biophilic design
- Commissioning
- Daylight
- Ergonomic workplace
- Humidity
- Illumination
- Inclusive design
- Indoor air quality
- Natural ventilation
- Occupant controls
- Physical activity
- Thermal comfort
- Water quality
- Other

 Provisions to verify health and well-being performance include (multiple answers possible)

- Occupant education
- Post-construction health and well-being monitoring (e.g., occupant comfort and satisfaction)

For on average years

 Other

 No

DSE2.1

Max. score 1.5

On-site safety

Does the entity promote on-site safety during the construction phase of its development projects?

 Yes

The entity promotes on-site safety through (multiple answers possible)

- Availability of medical personnel
- Communicating safety information
- Continuously improving safety performance
- Demonstrating safety leadership
- Entrenching safety practices
- Managing safety risks
- On-site health and safety professional (coordinator)
- Personal Protective and Life Saving Equipment
- Promoting design for safety
- Training curriculum
- Other

 No

DSE2.2

Max. score 1.5

Safety metrics

Does the entity monitor safety indicators at construction sites?

 Yes

Select all applicable options (multiple answers possible)

 Injury rate Fatalities Near misses Lost day rate Severity rate Other metrics

Other selected. Please describe

Absolute value of injury

Rate of other metric(s)

 No

DEV - STAKEHOLDER ENGAGEMENT

Supply Chain

DSE3.1

Max. score 2

Contractor ESG requirements

Does the entity have ESG requirements in place for its contractors?

 Yes

Select all topics included (multiple answers possible)

 Business ethics Child labor Community engagement Environmental process standards Environmental product standards Health and well-being Human rights Human health-based product standards Occupational safety Labor standards and working conditions Other

Percentage of projects covered

 No

DSE3.2

Max. score 2

Contractor monitoring methods

Does the entity monitor its contractors' compliance with its ESG-specific requirements in place for this entity?

 Yes

Select all methods used (multiple answers possible)

 Contractor ESG training Contractors provide update reports on environmental and social aspects during construction External audits by third party

Percentage of projects audited during the reporting year

 Internal audits

Percentage of projects audited during the reporting year

- Weekly/monthly (on-site) meetings and/or ad hoc site visits
Percentage of projects visited during the reporting year

100

Other

- No
 Not applicable

DEV - STAKEHOLDER ENGAGEMENT

Community Impact and Engagement

DSE4

⊕ Max. score 2

Community engagement program

Does the entity have a community engagement program through its development projects in place that includes ESG-specific issues?

- Yes

Select all topics included (multiple answers possible)

- Community health and well-being
 Effective communication and process to address community concerns
 Employment creation in local communities
 Enhancement programs for public spaces
 ESG education program
 Research and network activities
 Resilience, including assistance or support in case of disaster
 Supporting charities and community groups
 Other

Describe the community engagement program (maximum 250 words)

Befimmo aims to ensure that every building in its portfolio is harmoniously integrated in the neighbourhood in which it is located. Sustainable integration into the city is a recent topic, so no target has yet been set. However, an indicator was calculated in 2022, the "Community Engagement", published by EPRA. The objective is to measure the percentage of buildings for which measures have been taken to open up to dialogue with local communities. To calculate it, Befimmo takes account of the projects (m2) that it is supporting and setting up in the North district, and public announcements, surveys or consultations that it organises when making applications for environmental and urban planning permits. In fiscal year 2022, 22% of the consolidated portfolio was covered. The value of the indicator is notable directly related to and/or influenced by the number of permit applications that depend on ongoing and/or development projects. The teams are working to bring about this urban evolution.

- No

DSE5.1

⊕ Max. score 2

Community impact assessment

Does the entity assess the potential long-term socio-economic impact of its development projects on the community as part of planning and pre-construction?

- Yes

Select the areas of impact that are assessed (multiple answers possible)

- Housing affordability
 Impact on crime levels
 Livability score
 Local income generated
 Local job creation
 Local residents' well-being
 Walkability score
 Other

Other selected. Please describe

All projects are subject to public inquiry, announced by red panels placed in the neighbourhood. During 15 days communities have a chance to consult projects and submit comments. Furthermore, Befimmo opens up more and more buildings to the community, letting them use the services within the buildings. This target is stated in out action plan and is monitored every 6 months through an analysis of the portfolio.

- No

DSE5.2

⊕ Max. score 2

Community impact monitoring

Does the entity have a systematic process to monitor the impact of development projects on the local community during different stages of the project?

Yes

The entity's process includes (multiple answers possible)

- Analysis and interpretation of monitoring data
- Development and implementation of a communication plan
- Development and implementation of a community monitoring plan
- Development and implementation of a risk mitigation plan
- Identification of nuisance and/or disruption risks
- Identification of stakeholders and impacted groups
- Management practices to ensure accountability for performance goals and issues identified during community monitoring
- Other

Describe the monitoring process (maximum 250 words)

1. Approach: communication with the community before and during the works implementation through e-mails, displays as well as community conference organized on site.
2. Impact monitoring: Contact details of the builder contractor (phone number & email) are available for the community. A follow-up of the potential complaints is done by the contractor and the owner.
3. Actions taken when issues arise: Befimmo takes things in hand in collaboration with the contractor to resolve quickly the issue and communicate its action-plan and its follow-up with the community.

Provide applicable evidence

[DSE5.2 Registre des aspects et impacts env..pdf](#)

Indicate where in the evidence the relevant information can be found

Register of aspects & impacts of Befimmo. Important information is in a green frame and explained on page 2. This document was applicable during the reporting year 2022.

Topics listed in the evidence:

Construction/renovation of a building:

- Location
- Land use
- Sealing of the site
- Landscape
- Micro-climate
- Green space
- Materials

Development and implementation of a risk mitigation plan + Identification of nuisance and/or disruption risks + Identification of stakeholders and impacted groups: As part of its environmental certification ISO14001 Befimmo inventories all the possible impacts of its activity on the environment but also on the community. This analysis is carried out using the register of aspects and impacts. It makes it possible to define the prevention measures to be implemented. This register is directly linked to the measures to be implemented in the Befimmo quality matrix. The register of aspects and impacts is also linked to the Befimmo 2030 action plan.

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[DSE5.2 - ZIN project - Incidence study.pdf](#)

Indicate where in the evidence the relevant information can be found

Impact study of the ZIN BUILDING project. The impact study assesses the impact of the project on the environment in which it is located. It also considers the impact on the communities around the project. Important information can be found on the header page.

This document was still applicable in 2022.

This is one example of Befimmo's ongoing main projects. This process and documentation and indicative of what is executed routinely for all (re)development projects.

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Provide hyperlink

<https://zin.brussels/>

<https://zin.brussels/>

Indicate where the relevant information can be found

A project-specific website has been developed. The address of this site has been distributed to local residents. From the list a newsletter was created. This is published every three months and is also distributed by regular mail to the residents. All the information contained is also published on the social networks. Here are the links to the website and the last newsletter of 2022 (September): <https://zin.brussels/news/magazin-newsletter-september-2022/>
<https://zin.brussels/>

No