



SOCIAL



This section is focusing on all the main social targets and actions that are planned or ongoing in order to have a direct impact on Befimmo's social performance, and thus supporting the Company's overall value creation. The entire supply chain is covered in this section.

- P.72** TEAM DEVELOPMENT AND WELL-BEING
- P.80** SERVICES AND NETWORKING OPPORTUNITIES
- P.83** RESPONSIBLE SUPPLY CHAIN MANAGEMENT
- P.86** INTEGRATION OF BUILDINGS INTO CITIES
- P.89** COMFORT, SECURITY AND SAFETY WITHIN THE SUPPLY CHAIN
- P.92** COMMITMENT TOWARDS THE COMMUNITY

The full 2030 Action Plan, comprising all social objectives, can be consulted in the Performance data chapter of this Report.

SOCIAL

Team development and well-being.

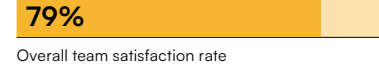


Why is this relevant

Taking care of Befimmo's team and investing in well-being solutions is of paramount importance for the overall motivation and productivity.

1. Permanent target.

2030 ACTION PLAN



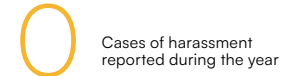
TARGET → 85% OR ANNUAL IMPROVEMENT¹



TARGET → 8/10¹



TARGET → 5 DAYS PER YEAR¹



TARGET → 0 CASES¹

MATERIALITY ASSESSMENT



Description and approach

Talent and performance

Developing the team individually and collectively

Maximising the talent of team members is essential to Befimmo.

With a view to lifelong learning, the Company provides its team with access to high-quality training courses and development opportunities to increase their effectiveness in their work. Training can be:

- Business-focused: Specific training related to real estate or innovative subjects. For the past three years, we have been allowing certain employees to take Masters evening classes and we support them in this learning process;
- Soft skills-based: Language or IT courses;
- Focused on personal development: Time management or mindfulness courses; or
- Organised in-house training: IT courses, cybersecurity training, sustainable development or environmental training.

In accordance with the legislation, each full-time employee now has at least four (in 2023) or five (as from 2024) training days per year. For part-time workers and employees who have not worked for a full calendar year, a pro-rata basis applies. Any member of the team or department can propose a training course at any time to their Manager and the Human Resources department.

All new arrivals receive additional training to familiarise them with the way Befimmo works:

- The HR department welcomes new team members and introduces them to all the communication tools used by Befimmo to keep staff up-to-date;
- The IT department provides all the necessary information on computer equipment and the prevention advisor explains all the implemented security procedures;

- New team members receive compulsory awareness-raising on sustainable development and training on the ESG Policy and Philanthropy & Associative Partnership Policy;
- They also receive mandatory training on official governance documents such as the Code of Ethics, including the Anti-Corruption Policy, the Data Privacy Policy, the Diversity, Inclusion & Zero Tolerance Policy and the Whistleblowing Policy.

Besides ongoing dialogue, each team member receives an annual appraisal, oriented towards communication and staff development.

Identifying, attracting and retaining talent

Befimmo's recruitment policy is based as much on shared values as on soft skills and technical capabilities. Moreover, during the entire recruitment process, from the publication of the job vacancies to the selection interviews, the Company does not express any judgement which might be considered discriminatory. Befimmo publishes its job vacancies on the corporate website, on LinkedIn and on the Intranet.

Befimmo has an aligned, open, and diversified pay policy, without any difference made based on gender, origin, belief, or sexual orientation and fully in line with the applicable benchmark.

The salary package includes:

- A base salary related to the Joint Committee 200;
- A non-recurring bonus plan (Collective Bargaining Agreement 90);
- A set of non-statutory benefits and social protection systems such as a comprehensive retirement provision, life insurance, broad health care coverage, disability and invalidity coverage and parental leave;
- Lunch allowances and eco vouchers;
- The necessary equipment for the perfect job execution such as the latest laptops and mobile phones;

- Mobility solutions such as company cars, electric bikes, pooled vehicles, and mobility packs (mobility@BEFIMMO) allowing team members to choose the mobility solution that best meets their needs;
- Fruit baskets, healthy breakfasts or lunches, and access to sport and well-being classes for a healthy body and spirit;
- A monthly premium of €50 for all team members due to increased homeworking;
- A system of exchanging part of the annual bonus for extra-legal benefits such as additional days off, IT tools, reimbursement of private pension insurance, bicycle leasing, a mobility card, etc. (mychoice@BEFIMMO).

This package counts for all fixed team members, who are all working from the head office in Brussels (i.e. significant location of operation).

In terms of internal mobility, whenever a vacancy occurs, the job description is published on the Intranet. This gives the opportunity to team members to change position without leaving the Company. Opportunities for internal mobility and talent management ensure staff turnover is limited and motivation remains high.



AVERAGE SENIORITY (YEARS)

OTHER EMPLOYEES

6.53

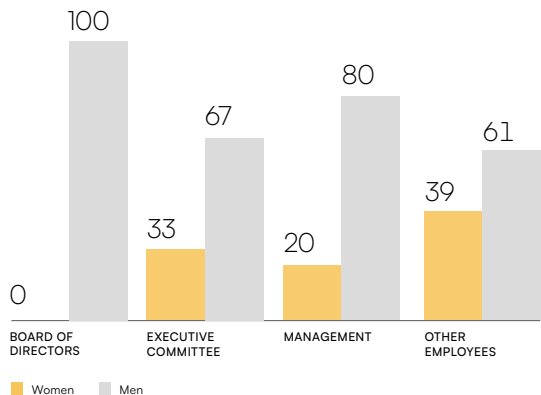
MANAGEMENT

8.57

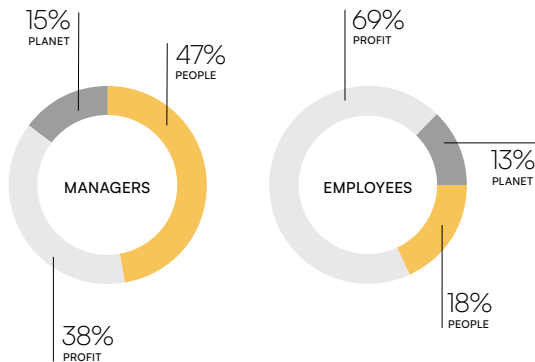
EXECUTIVE COMMITTEE

10.24

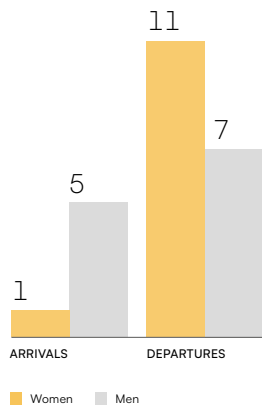
BREAKDOWN MEN/WOMEN (%)



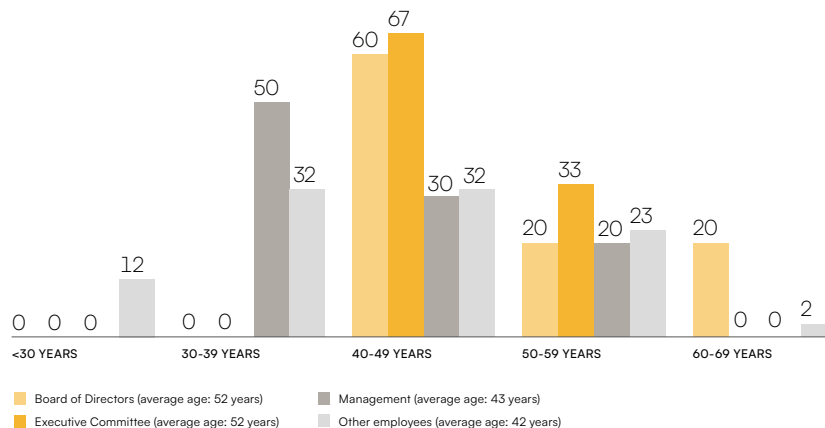
BREAKDOWN OF TRAINING HOURS, EXCLUDING LANGUAGE AND IT TRAINING



ARRIVALS/DEPARTURES (UNITS)



BREAKDOWN AGE (%)



Ensuring social dialogue

Befimmo has set up a Code of Ethics and complies with the rules set out in the Belgian labour law and other frameworks, such as:

- The conventions of the International Labour Organization (ILO);
- The OECD Guidelines for Multinational Enterprises;
- The principles of the UN Global Compact;
- The Sustainable Development Goals.

These rules stipulated in the abovementioned laws and frameworks include, among others, respect for human rights, respect for freedom of association, the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, the elimination of discrimination in employment, remuneration and occupation, and state clear conditions regarding minimum age for employment, minimum wage and working hours.

Befimmo aims to always keep a human-centred approach and open dialogue with its entire team on all subjects, while protecting and respecting the employee’s privacy. The privacy statement established in this regard sets out the basis on which any personal data collected from or provide to the Company will be processed.

Finally, the right to freedom of association and collective bargaining is provided through mandatory social elections, which take place every four years. In 2020, this process was interrupted due to lack of candidates. The next elections will be held in 2024. During these social elections, the HR department informs all team members of their right to free association and collective bargaining.

During the reporting year, no cases of non-compliance with social and economic legislation and regulations were reported.

Team members¹

76 with employee status
and a permanent contract

Average age

43 YEARS

Gender diversity

37% WOMEN & 63% MEN

Average seniority

6.8 YEARS

Training hours

30.2
per person, with an average budget
of €847,16/year (including IT and languages)

Staff appraised

100%
EVERY YEAR

Wage gap

31%

New staff members

06

- > 5 men and 1 woman
- > Average age: 31
- > EPRA new hire rate: 7.89%

Departures

18

- > 7 men and 11 women
- > 15 resignations, 0 retirements and 3 dismissals
- > Average age: 41
- > EPRA turnover rate: 23.68%

Internal mobility

01 CASE

Internal promotion

03 CASES

1. Excluding the Executive Committee and consultants.

Diversity, inclusion and equal opportunities

Diversity is seen as a source of knowledge sharing for Befimmo. Our recruitment policy is open to diversity and without selection criteria relating directly or indirectly to gender, age, disability, origin, belief or sexual orientation.

The Company has adopted a Diversity, Inclusion & Zero Tolerance Policy which complements the international, European and Belgian legal and regulatory provisions applicable.

Gender diversity

Befimmo supports equal treatment for men and women in terms of access to employment, training, promotion and working conditions. The pay policy guarantees fair treatment of men and women, based solely on non-gender criteria, such as internal consistency and sector benchmarks.

A number of new recruitments are planned for 2024, and particular emphasis will be placed on achieving a more optimal gender balance within our teams.

Age diversity

Befimmo has a very diversified age breakdown. 11% of the team members is younger than 30, while 24% is over 50. Befimmo is committed to keep attracting young talent as well as to keep older team members in employment and assisting them with their transition to retirement.

Zero discrimination and harassment

The Company practices explicit opposition to any form of discrimination through a Code of Ethics and the internal work regulations that demonstrate its commitment to transparent dialogue and non-discrimination.

If the Code is violated, team members can confidentially report any case of (suspected) harassment or discrimination to the HR department or the Legal Corporate department. Every occurrence is investigated thoroughly and will be followed by a disciplinary sanction, as stated in the internal work regulations. During the 2023 fiscal year, no cases of discrimination were reported.

Befimmo also appointed a person of trust. This person has a special legal status and a very strict code of conduct and confidentiality. He or she is at the service of employees to help them if they are victims or witnesses of harassment.

Grounds and sanctions with regard to discrimination are thoroughly described in the employment contract of each team member.

Social inclusion

For the past few years, Befimmo has set up multiple social actions.

One of these actions is being member of the Be.Face association, which encourages the team members to help unemployed young people to find a job (the Bright Future initiative) or accompany motivated adults who have a real career plan and who are experiencing difficulties in accessing employment (the Job Academy initiative).

▣ COMMITMENT TOWARDS THE COMMUNITY, P.92

Befimmo promotes the integration of young workers by taking on trainees. In 2023, two trainees joined Befimmo for a temporary job. In addition, the Real Estate Starters Programme is also a step towards a better integration of young talent within the Company.

+ CASE STUDY — Real Estate Starters Programme

In 2023, Befimmo launched its young starter programme to give talented young people the opportunity to discover our business by following a programme of professional development.

This programme enables young university graduates in engineering, management engineering or business school to complete three 8-month work placements at Befimmo: a golden opportunity to discover the company, the world of real estate & its various business lines, as well as the world of work before moving on to a specific position.

Our first Junior Real Este Officer joined us in September 2023 in the Commercial department.

*"The Real Estate Starter Programme is unique because **it allows you to learn about the many facets of a major real estate player.** Moreover, Befimmo has a strategy focused on a sustainable future that appeals to me enormously. This combination makes it an ideal opportunity to immerse and launch yourself in the world of real estate."*

—
ALEXIS VANDAMME | REAL ESTATE STARTER

Well-being

Well-being of team members is key for the general motivation and productivity. Befimmo applies the Belgian law on the welfare of workers during the performance of their work as well as other initiatives to increase well-being at work, which are explained hereafter.

Creating a pleasant working environment

As a specialist in creating working environments, Befimmo's head office must be an example for the exterior world. Its head office illustrates 100% the vision that Befimmo defends every day with its customers. The Company's offices are located in the same building as Silversquare and Sparks, allowing its team to experience its hybrid model on a daily basis. But most of all, it enables the team members to balance between office time, nomadism in Silversquare centres and homeworking, creating the necessary flexibility for everyone.

All workstations are well-equipped, including the necessary IT material and the ergonomic aspects such as professional office chairs to meet the comfort needs of all team members.

Ensuring occupational health and safety

The Company counts four first-aiders among its team, who are given annual refresher training. Befimmo also organises fire evacuation exercises at its head office for all team members.

Befimmo pays also close attention to mental well-being and stress signals within the team. Violence, bullying or sexual harassment are considered psychosocial risks and must be monitored, prevented and condemned at all costs.

Complaints about
employment

0

"Short-term"
absenteeism rate

2.84%

> Compared with the average rate of 3.53% for Belgium
> EPRA absenteeism rate: 8.90%

Occupational
accidents

05

Injury rate (EPRA)

0.0%

Lost Day rate (EPRA)

0.1%

First-aiders

04 WERE
GIVEN ANNUAL
REFRESHER
TRAINING

Advisor

01 LEVEL-3
PREVENTION
ADVISOR

Annual risk study

01

Safety-related training

30 HOURS

(e.g.: training of first-responders, safety on site, BA4, first aid, asbestos prevention, etc.)

Maintaining a healthy work-life balance

Befimmo has determined a full-time week for all its team members at 37.5 hours, calculated on an annual basis. Befimmo also offers extra-legal days off to all its employees. What's more, through a system set up by the Belgian government, it is possible to buy up to five extra days of holiday a year.

Within the working hours and the business organisation, the Company offers solutions to its team members in order to optimise their work-life balance.

Befimmo created a Homeworking Policy that allows everyone to find their balance in time and space. As the way people work is changing, Befimmo wants to encourage this evolution. By introducing structural homeworking, the Company wants to ensure that the teams can continue to work together smoothly while improving the comfort of its team members in terms of mobility and their work-life balance.

Team members are also able to work in a Silversquare coworking centre that might be closer to their home. Remote working came with a training on cybersecurity, enabling team members to be more aware of digital dangers, and on the use of Microsoft Teams.

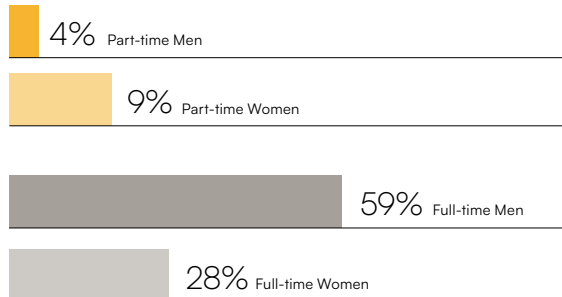
Team members are also able to organise their working hours in a somewhat more flexible way. The need to adapt their working hours or schedule can be discussed with their direct Manager.

An internal campaign has also been launched regarding the right to disconnect. A charter has been set up and presented to all team members. This charter stipulates the fact that no one should feel pressured to respond to emails before or after working hours. Tips were also given by the IT department on how to switch off certain notifications on team members' phones.

PART-TIME OCCUPATION

13%

- > Contractual, part-time credit and partial parental leave
- > Including 3 men and 7 women
- > With the same non-statutory benefits



CASE STUDY — Well-being at work

Team members struggling with psychosocial issues can get in touch with professionals from Pulso through the Employee Assistance Programme. This support programme offers confidential advice or support with professional or personal questions. It aims to avoid mental illnesses and keep absenteeism rate as low as possible. Information on this programme is given to each newcomer.

In addition, one person within the HR department is officially certified as a person of trust. Team members can approach the person of trust at all times in case of problems with supervisors, psychosocial issues, discrimination and harassment. The CESI (an external service for prevention and protection at work) can also be contacted for issues related to the well-being of team members. The person of trust examines the requests, advises team members and acts completely impartially. This person keeps an anonymous register of declarations of the team members.

In order to keep a healthy mind in a healthy body, team members have access to sport classes within the building. Moreover, fruit baskets and healthy lunches are arranged for all team members on a regular basis.





Sustaining an ongoing dialogue

Befimmo has adopted a general process to engage with its own workforce.

In order to be as transparent as possible towards the team, Befimmo pays special attention to internal communications, through the Intranet, information screens, informal channels such as Teams Flash Info, and regular presentations of achievements to the entire team. The Company also organises so-called Speakers' Corners every six weeks, where the Executive Committee and Managers answers all questions the team may have.

The annual appraisal process includes two discussions between the employee and its Manager each year. The appraisals are planned in June and December.

A "fresh eyes" process is giving the opportunity to newcomers to give their all-round opinion after a few weeks at Befimmo. This process captures the first impressions of new team members.

Within the framework of the ongoing dialogue, the Whistleblowing Policy provides a system aimed at giving each team member the necessary means to report breaches to a central contact point within Befimmo, in complete confidentiality and without fear of reprisals in the broadest sense. This Policy is described in the Governance chapter of this Report and is accessible on the corporate website.

▣ GOVERNANCE: BUSINESS ETHICS AND COMPLIANCE, P.114

Strengthening bonds and experiencing great things as a team

Befimmo has an extremely solid team spirit. The bonds between team members cultivates the motivation and productivity among the different departments. This Company culture is nurtured by different projects and activities which are for the team members.

Befimmo has its own annual team event which gathers all team members and cultural activities have also been put into place every two months for the team under the name "Culture Club".

Befimmo has also its own activity committee, Comité B+. Set up in 2011 at the initiative of the staff and with the support of the Executive Committee, this committee organises sporting, cultural, festive, charity and family activities on a regular basis throughout the year.

Looking ahead

After two years marked by a strong evolution of the team and our objectives, 2024 will be the year of consolidation. A number of new recruits will strengthen the existing teams. The year 2024 will be the time to take a fresh look and to carry out essential work on our identity and the values that Befimmo wishes to promote in the future. Particular emphasis will be placed on achieving a good gender balance within our teams.

Moreover, in May, social elections will be organised as it is the case every four years.

SOCIAL

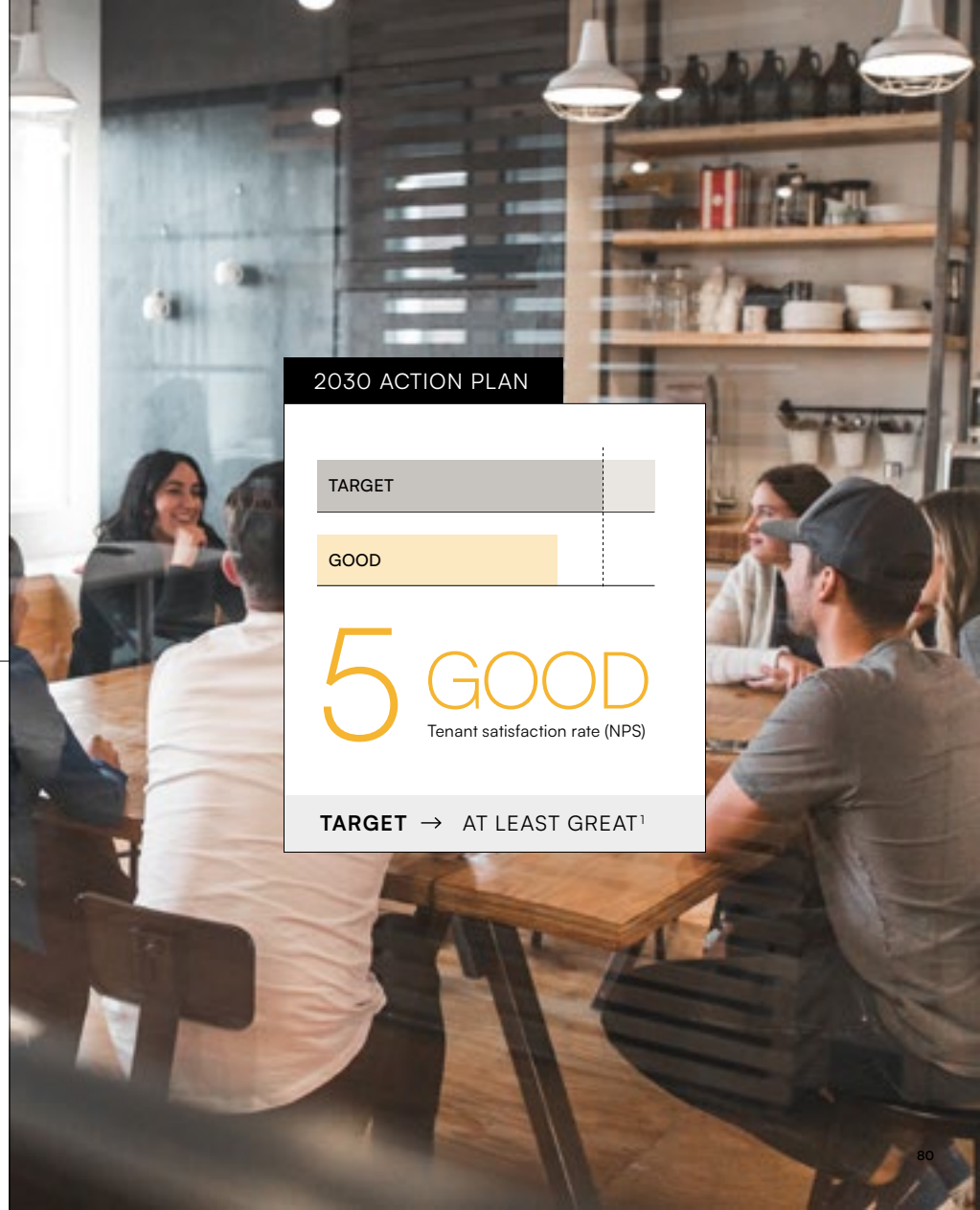
Services and networking opportunities.



Why is this relevant

As an answer to the global hybrid work trend, the main goal of this reflection is to connect the various buildings in the Befimmo's portfolio, give tenants more flexibility by offering them different working environments across interconnected buildings, and offer services throughout the portfolio to improve the user experience and create connections and communities.

1. Permanent target.



2030 ACTION PLAN

TARGET

GOOD

5 GOOD

Tenant satisfaction rate (NPS)

TARGET → AT LEAST GREAT¹

Description and approach

The environments conceived by Befimmo are designed and developed so all users can enjoy a pleasant, productive and more connected experience. Nowadays, tenants are looking for a landlord who offers them much more than just a premium building. They want to work in bright and pleasant spaces, with access to services that facilitate their daily lives, while enjoying a great deal of flexibility.

Services in the portfolio

In order to choose the right service for the right building, each building is being assessed on its existing services and the tenants are questioned on their needs. Therefore, the development of a CRM - a database that regroups the contact details of individual occupants - helps to carry out need assessments with a much broader audience. In 2023, Befimmo held its second annual satisfaction survey in the form of an NPS. For this NPS, the Company included 10 multi-tenants buildings containing implemented services for the occupants. Taking into account an 8% tenant participation, the survey revealed a score of 5, which corresponds to GOOD according to the NPS respond scale. All feedback was sent to the Property Management in order to take action wherever necessary.

Coworking network and meeting opportunities

The evolution of the world of work is a fact, along with the increased digitalisation of society. Therefore, Befimmo offers a variety of work environments in a hybrid-office model, from conventional offices to buildings devoted entirely to coworking, and a mix of both. Users enjoy flexibility in the duration of their contract, the workspace they occupy (more or less space depending on their needs), and the meeting facilities they can use.

As a response, Befimmo, and its subsidiary Silversquare are developing a network of interconnected workspaces. Communities are being created within the network between start-ups, scale-ups and small and large businesses through the organisation of events, presentations, brainstorming sessions, etc. It is a unique way to stimulate creativity, innovation, and interaction between all kinds of businesses and entrepreneurs.

In 2023, Silversquare operated 11 coworking spaces in Brussels, its Periphery, Flanders, Wallonia and the Grand Duchy of Luxembourg. Early 2024, a 12th centre opened in Louvain-la-Neuve, bringing the total coworking space to 55,824 m².

Next to flexible and inspiring coworking environments, Befimmo is also partner of Sparks, offering a special meeting environment. At Sparks there are specific meeting rooms for specific purposes, whether it's an (in)formal meeting, spontaneous brainstorming session, conference, livestream, or hackathon. Sparks also provides support packages, typically meeting services and professional assistance, to take meetings to a higher level.

✓



SPARKS

+ CASE STUDY — Silversquare openings

In March, Silversquare North, the coworking space of around 7,350 m² next to the Brussels Canal, was officially opened.

In the summer, Silversquare opened its very first location in Antwerp, specifically in the Antwerp Tower.

With an impressive area of around 5,800 m², this space perfectly suits the needs of today's professional. The range of choices is wide; from fixed workstations and flexible desks to private offices. The venue is equipped with several meeting rooms, inspiring nooks for brainstorming and cosy coffee corners.

Finally, following the official opening of its first Walloon location, Silversquare Guillemins in Liège, Silversquare is continuing its expansion in Wallonia in Louvain-la-Neuve: almost 4,000 m² coworking space spread over two floors. The foundation stone was laid in early September, and the project was delivered in February 2024.



*"We are very proud of the opening of this coworking in Antwerp, it is our debut in Flanders' biggest city. The fact that **one month after the soft opening we have already rented out a quarter of our private offices** clearly shows the enthusiasm of the people of Antwerp. With Silversquare Antwerp Tower, we want to create an inspiring environment that inspires and advances the local business scene."*

ALEXANDRE PONCHON
ONE OF THE FOUNDERS OF SILVERSSQUARE

Looking ahead

In order to assess tenant satisfaction on a regular basis and act according to feedback, Befimmo will continue to assess the service needs of the tenants within its portfolio through the NPS scoring method. After two years of trial and gradual scope enlargement, the Company is now ready to include all multi-tenant buildings of its portfolio where services are proposed. The NPS will also be held once a year.

Next to operational buildings, all (re)development projects will be designed to include the right services for occupants. When integrating services within projects, Befimmo takes into consideration the location of the building to add even more comfort for its occupants. In order to integrate its buildings into cities, the Company will open its service offer to the neighbourhood whenever possible.

Regarding the coworking network, Silversquare will now be looking at expanding its network in The Netherlands as well, in line with the Befimmo strategy.

SOCIAL

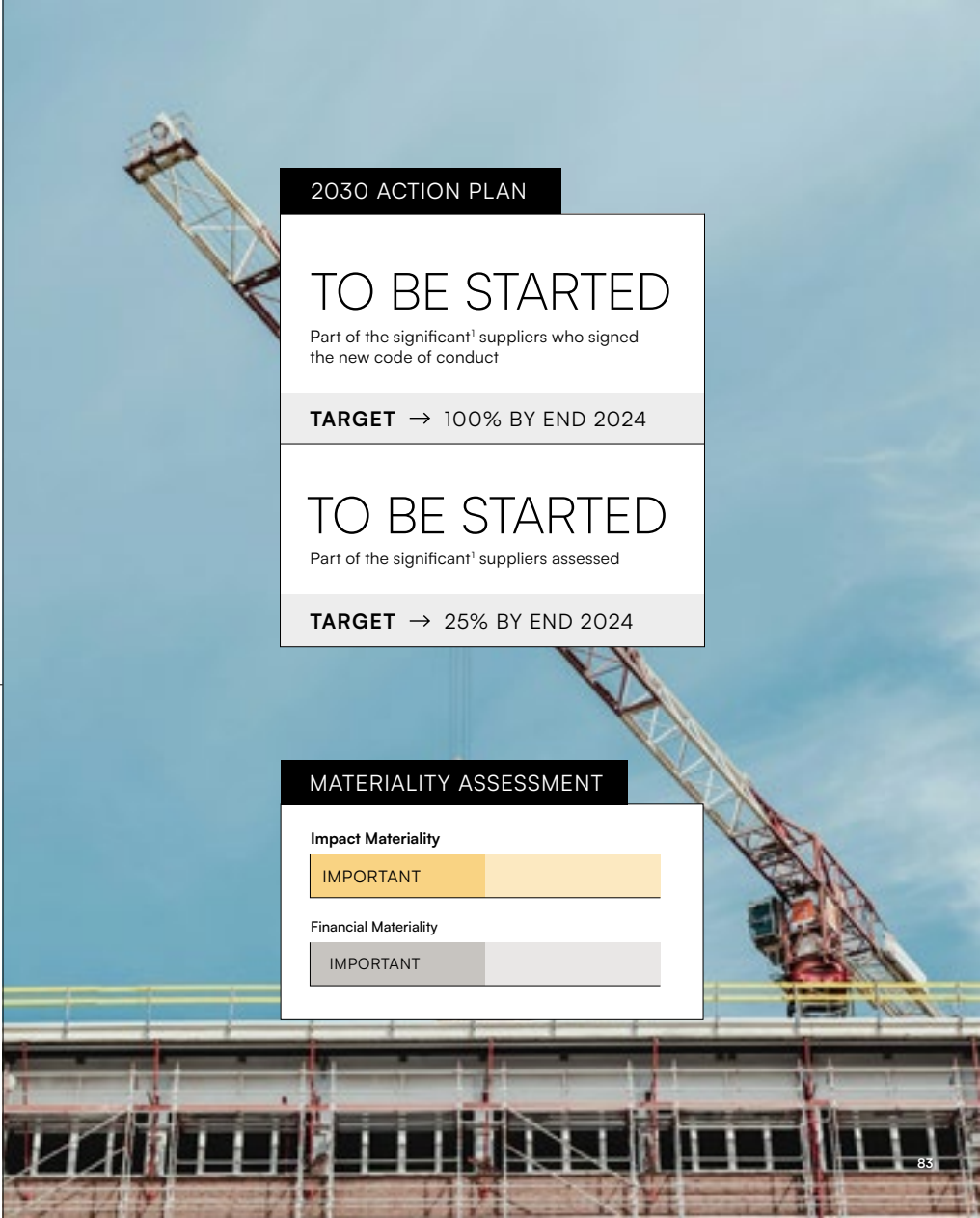
Responsible supply chain management.



Why is this relevant

Befimmo has a role to play to promote sustainable and ethical behaviour throughout its entire value chain. In order to establish strong partnerships with its stakeholders, they need to be onboarded in Befimmo's 2030 Action Plan.

1. Significant suppliers are suppliers having a potential risk on ESG aspects.



2030 ACTION PLAN

TO BE STARTED

Part of the significant¹ suppliers who signed the new code of conduct

TARGET → 100% BY END 2024

TO BE STARTED

Part of the significant¹ suppliers assessed

TARGET → 25% BY END 2024

MATERIALITY ASSESSMENT

Impact Materiality



Financial Materiality



Befimmo tries as much as possible to **work with locally based suppliers.**

87% of all 2023 suppliers are based in Belgium

2% are located outside Europe

Description and approach

Upstream and midstream: Suppliers

Befimmo is putting a lot of effort in defining the best strategy to include its entire supply chain into its ESG mindset. The primary aim of this exercise is to generate an overall positive ESG impact within the entire value chain and by doing so, embark more and more stakeholders into this journey. Therefore, the Company defined the major steps to undertake in order to onboard all significant suppliers.

▶ SEE NEXT PAGE

All decisions regarding the selection and/or potential actions needed will be taken in consultation with the Executive Committee, the Leaders and the Managers of the relevant departments.

The risk profile of the Company's upstream supply chain is structurally low since Befimmo is a local player, acting in Belgium, which directly sets its suppliers under Belgian law. Befimmo tries as much as possible to work with locally based suppliers. 87% of all 2023 suppliers are based in Belgium, and only 2% are located outside Europe.

On the other hand, Befimmo has an ethical role to play towards its suppliers as well. When stipulated in the supplier contract, or if necessary, the Company accelerates the payment of the invoice to respect delays in order to prevent late payments.

Moreover, Befimmo also participated in the EcoVadis certification and received the Platinum Medal, the highest award, which distinguishes the top 1% of companies active in the same industry sector as evaluated by the rating agency.

Downstream: Tenants and occupants

As the final link of the supply chain, tenants and occupants of the buildings must also be taken into consideration. In order to understand the importance of ESG for each tenant, Befimmo has developed and implemented prevention measures against the risk of anti-money laundering and terrorism financing, with a view to the prior assessment of potential tenants and occupants before entering any business relationship with them. Each tenant "at risk" can be excluded if deemed necessary.

▶ GOVERNANCE: BUSINESS ETHICS AND COMPLIANCE, P.114

Looking ahead

As mentioned above, the Company will implement a supplier assessment process for all suppliers "at risk" in 2024, according to its due diligence procedure. The whole process will be implemented during 2024, starting with the signing of the Code of Conduct and then the assessment process by EcoVadis for all significant suppliers. All new suppliers will be subject to the process from 2024.



Befimmo also participated in the EcoVadis certification and received the Platinum Medal.

MAJOR STEPS TO UNDERTAKE IN ORDER TO ONBOARD ALL SIGNIFICANT SUPPLIERS

Step	Definition	Actions from Befimmo	Implementation
Strategy definition	Identification of the key suppliers having the largest impact within our supply chain	Befimmo has established a list of significant suppliers, based on the invoice amount paid over the year as well as their environmental and social risk.	→ 2023
Supplier Code of Conduct	Creation of an adapted Code of Conduct for all suppliers, based on the Ten Principles of the UN Global Compact in order to cover all three ESG dimensions	Befimmo sends the reviewed Code of Conduct to all its significant suppliers in order to be read and signed. This is a first step towards the onboarding of our suppliers in the Company's ESG mindset.	→ Q1-Q2 2024
Assessment	Selection of an ESG questionnaire to assess the performance of the significant suppliers	Befimmo selected EcoVadis to assess the significant suppliers on all three ESG dimensions. The assessment is greatly inspired by the Ten Principles of the UN Global Compact. Each invited supplier who participated in the assessment will obtain a rating according to their ESG performance. Through the EcoVadis platform, Befimmo will be able to request actions to improve certain ratings if necessary.	→ Q2-Q3 2024
Selection and retention	Definition of requirements to be met by suppliers to be selected / onboarded	Befimmo will have to decide what requirements will be put into place after EcoVadis results will be available. The discussion will have to be established according to the various situations: <ul style="list-style-type: none"> - The suppliers that do meet ESG requirements; - The suppliers that do not meet ESG requirements but are willing to make an effort to improve their own footprint; - Suppliers that do not want to improve their footprint or refuse to participate. 	→ Q4 2024
Performance monitoring	Management of the supplier assessment process in the long-run, ensuring continuous review of their performance and tracking of the progress overtime	Befimmo will add all new significant suppliers to the EcoVadis exercise in order to be assessed within the year. Existing suppliers will be monitored and their EcoVadis participation will have to be renewed every year.	→ 2024
Reporting	Disclosure of the information with suppliers	Befimmo will keep a regular dialogue with its significant suppliers in order to keep them onboarded in its ESG journey.	→ 2024 and onwards

SOCIAL

Integration of buildings into cities.



Why is this relevant

Every (re)development project inevitably has an impact on the surrounding communities. This is why Befimmo studies the integration of buildings into their environment and why the Company remains in contact with the relevant stakeholders.

1. Projects: committed ongoing (re)development projects (ZIN, Pacheco).
2. Permanent target.

2030 ACTION PLAN

100%

Part of the projects¹ open to the city and its community

TARGET → 100%²

100%

Part of the projects¹ carried out with a community engagement programme

TARGET → 100%²

MATERIALITY ASSESSMENT

Impact Materiality

IMPORTANT

Financial Materiality

IMPORTANT



Description and approach

Every building is part of a community and an environment. Befimmo wants every building to be integrated harmoniously into the neighbourhood where it is located.

The integration is analysed and carried out in terms of:

- **Architecture:** The building must blend into its surroundings in terms of shape and aesthetics;
- **Sustainability:** In order to be a responsible user of urban space, the challenges for Befimmo are also to upgrade underused spaces, dedicate them to new functions, leave more space for green and recreational areas, and transform ordinary spaces into inspiring ones;
- **Its communities:** The Company wants to offer services to all communities of the buildings (tenants, but also residents of the neighbourhood).

One way of integrating buildings into cities is by opening them for all surrounding communities. This means that a building offers shared services such as a restaurant, a fitness centre or a terrace to everyone. The Company therefore provides mixed use spaces comprising coworking spaces, restaurants, and housing, creating movement and communities within and around the building, in order to maximise community interaction.

This leads to the second ambition Befimmo has regarding the integration of buildings into cities, namely the contact with involved stakeholders during (re)development projects. Befimmo maintains stable and lasting relationships with the local communities around its assets based on the creation of positive impacts and two-way communications using different channels. This enables the Company to identify their needs and expectations.



Befimmo wants **every building to be integrated harmoniously** into the neighbourhood where it is located.

On the one hand, the Project and Communication departments work together to create a real communication plan for each (re)development project. This plan includes information sessions, through presentations regarding the project, workshops, but also communication campaigns via dedicated websites, newsletters and social media. On the other hand, local communities are informed on how they can get in touch with the Company for suggestions or questions. For both ongoing redevelopment projects ZIN and Pacheco, the necessary contact details are made available to communities in case of issues. Feedback from local communities is massively important for Befimmo in order to develop the best possible projects for everyone.

Any new project is considered in this light, in cooperation with administrations and architects. This is a collaborative effort between the various operational teams of Befimmo, which are coached and trained to that end through training courses, lectures, trips and visits to other sites and inspiring examples.

Looking ahead

Befimmo wants every (re)development projects to open up to the city and to be executed in dialogue with stakeholders. It will keep working on both ambitions on its future projects to be committed and implement the necessary steps according to each individual project and its location.

The main target of Befimmo is to contribute to sustainable cities in which it operates and create safe and attractive areas to work and live in for the surrounding communities.



CASE STUDY — ZIN

The ZIN project is fully integrated into its urban ecosystem and is open to the city. The ground floor is a true city space, transparent, with a large, glazed area accessible to the public, functioning as a meeting place within the district. The view from the roof terrace is the icing on the cake.

ZIN provides a large work floor with a double height and lots of light. The building offers many possibilities and allows to collaborate in different ways, to re-centre yourself and to simply enjoy the place and your work.

On the intermediate floors there will be apartments (on the east side) that alternate with offices and have a panoramic view over the city.

On the west side there is a hotel that alternates with the offices. Furthermore, ZIN also provides space for coworking, leisure space, restaurants and cafés and businesses.

*"This mix of functions will create a building where there is always life, seven days a week, with different users occupying the spaces at different times. In this way, **ZIN** makes a full contribution to the development of a new dynamic in the North district of Brussels."*

—
NICOLAS NÉLIS
CHIEF PROJECT OFFICER

2025

Delivery of all services accessible to the city community.

SOCIAL

Comfort, security and safety within the supply chain.



Why is this relevant

Everyone wants to feel comfortable and safe in its working environment, whether it's in an office building or on a construction site. Ultimately, the environment people spend time in plays a huge role in how we feel and how we perform.

1. Permanent target.

2030 ACTION PLAN

04 Number of incidents involving people

TARGET → 0¹

85% Percentage of inspections on fire prevention, lifts, electricity and heating carried out

TARGET → 100%¹

MATERIALITY ASSESSMENT

Impact Materiality



Financial Materiality



Description and approach

As stated in its Code of Ethics and its Supplier Code of Conduct, by adhering to the United Nations Global Compact, Befimmo undertakes to support and respect human rights and to ensure that it is not complicit in human rights violations, throughout its entire value chain. The Company also follows the OECD Guidelines. These commitments and frameworks define Befimmo's position to firmly condemn trafficking in human beings, forced or compulsory labour and child labour.

Upstream and midstream: Suppliers and contractors

(Re)development is one of Befimmo's main businesses. The Company must pay close attention to health, safety and security of the personnel present on the building sites, protecting them from all risks, as construction is an often hazardous. Respect for fundamental human rights (including effective abolition of child labour and elimination of forced or compulsory labour) is of major importance in projects involving many players of the value chain.

The contracts governing the work include clauses requiring contractors to take all legal or regulatory health and safety measures with regard to working conditions. Contractors must ensure that they are strictly observed by their personnel, their subcontractors or other third parties present on the building site. The contractor has to subscribe to an "All Construction Site Risks" insurance policy for the worksite insuring the construction team members and all other parties involved.

Moreover, the law of 4 August 1996 on the welfare of workers during the performance of their work imposes specific measures concerning temporary or mobile construction sites and in particular the appointment of a health and safety coordinator prior to the opening of the worksite. The health and safety coordinator is responsible for drawing up a General Health and Safety Plan (GHSP) which contains an analysis of the risks to which workers are likely to be exposed to during the construction and operation of the building, and the measures to be taken by the various participants to prevent and avoid these risks.

The safety and health coordinator also prepares a general plan for safety and hygiene on site and he carries out random checks to verify

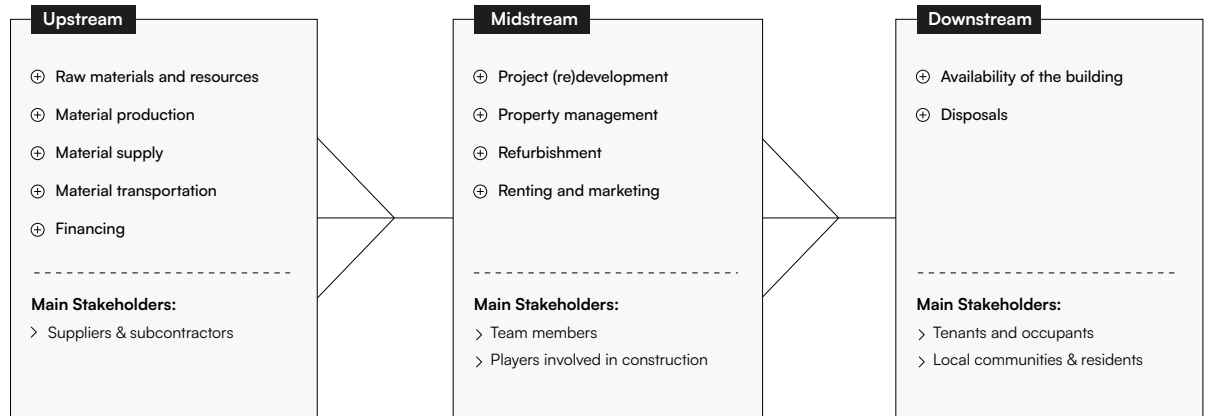
that the prevention measures in the safety plans and regulations in this area are effectively respected. These visits are the subject of written reports distributed to all concerned.

Across all the (re)development projects in 2023, no fatalities were recorded.

The entire construction team and the suppliers involved all have to follow the Supplier Code of Conduct established by Befimmo. The supply chain management process that was started in 2023 is described in the dedicated chapter of this Report.

▫ SOCIAL: RESPONSIBLE SUPPLY CHAIN MANAGEMENT, P.83

SUPPLY CHAIN



+ CASE STUDY — Indoor air quality initiatives

Within the framework of the Breathe at work initiative (launched in 2020), a campaign to measure the performance of ventilation and air conditioning systems has started in 2022 (according to the NBN EN 13779 and 12599 standards). The results of this campaign led to corrective actions to improve indoor air quality.

Moreover, Befimmo signed a pilot project of one year with TakeAir in one of its buildings. The TakeAir experience consists of the combination of Sea-Aeration and BioRemediation units to guarantee the best indoor air quality.



Downstream: Tenants and occupants

The comfort of occupants is a priority for Befimmo. The Project and Design teams pay attention to lighting giving priority to natural light, to limiting noise pollution through quieter equipment, reinforced insulation and absorbent materials, and to control hygrothermal comfort and air quality by ensuring that technical installations such as heating, ventilation and air-conditioned systems are well designed, properly sized, and well regulated.

The Property Management team plays an important role in ensuring tenant satisfaction and comfort. It offers regular and transparent communication, and tenants have access to a 24/7 telephone help desk for urgent matters, and an online incident management tool with satisfaction survey.

Since 2018, Befimmo installs software in some of its buildings to collect and analyse data from the building management systems for heating, cooling, and ventilation. This tool is useful for controlling energy performance and improving occupant comfort.

Befimmo continuously checks that the appropriate mandatory regulatory controls are in place and that any observations logged by its qualified personnel are dealt with. Based on the reports received by 31 December 2023, 85% of the multi-tenant portfolio was inspected during the year in four areas: fire prevention, lift, electricity, and heating.

In terms of first-aid, 100% of the landlord-controlled buildings within the portfolio are equipped with defibrillators.

Finally, Befimmo is making sure all (re)development projects are accessible to people with disabilities and various audits have been carried out into strategic operational buildings to improve their accessibility as well.

By opening up the projects to the city communities, residents can also benefit from the safe and healthy environments within the buildings.

100% of the landlord-controlled buildings within the portfolio are equipped with defibrillators

Looking ahead

Befimmo will be starting a supply chain management process in order to assess and guide all its significant suppliers. The process is explained thoroughly in the Responsible supply chain management chapter.

On the tenant side, in order to better manage their comfort, safety and health, Befimmo aims to reduce the response time to incidents as much as possible, among other things by improving the incident management tool.

Therefore, Befimmo is developing a risk rating system for all recorded incidents within the buildings. A risk level (low, medium or high) is assigned to each incoming incident, based on its probability and severity. Each incident is then processed differently depending on the level of risk. The aim of this system is to prioritise incidents more effectively and mitigate risks as much as possible by taking the necessary corrective and preventive actions.

The dashboard containing all the reported incidents will provide a clear overview of the incidents, their level of risk and the measures taken, in just one glance.

SOCIAL

Commitment to the community.



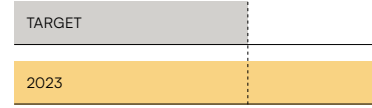
Why is this relevant

Giving back to local community is the most healing feeling there is. It also often contributes to team cohesion and builds employee morale. Philanthropy is now considered as a stand-alone topic within this Report.

1. Permanent target.

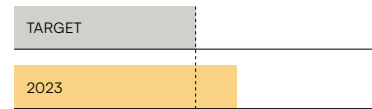
2030 ACTION PLAN

8 Number of philanthropic activities per year



TARGET → AT LEAST 5¹ PER YEAR

61% Participation rate to philanthropic activities



TARGET → AT LEAST 50%¹ OF THE GLOBAL TEAM PARTICIPATING IN AT LEAST ONE PHILANTHROPIC ACTIVITY

Description and approach

Philanthropic activities

Befimmo chooses to give a greater support to some social activities by providing time and energy of team members rather than through direct financial donations and tries to favour local initiatives, as stated in its Philanthropy and Associative Partnership Policy. Therefore, as the case may be, the Company finances the participation of its team in these activities.

In total, some 46 team members participated in one or more social actions in 2023 and, next to non-financial donations, €6,500 has been spent on charity.

In practical terms:

- Two blood donation days at its head office in collaboration with the Belgian Red Cross;
- The 20 km of Brussels, raising funds for the Maison d'Enfants Reine Marie-Henriette ASBL;
- Sport challenge for the Demoucelle Parkinson Charity using the AtlasGo app;
- Bags of chocolate (ordered at Make-A-Wish) offered to the children of the Maison d'Enfants Reine Marie-Henriette ASBL;
- A huge clothing collection for Solidarité Grands Froids in collaboration with other tenants of the headquarter building;
- An entire month of volunteering every lunchtime at the Finistère church where meals were prepared for the homeless;
- A fundraising for Opération Thermos through the sale of delicious products within the entire headquarter building.

Befimmo is supporting local actors and partners with tenants to amplify the collective impact whenever possible.

+ CASE STUDY — Move for Demoucelle Parkinson Charity

A sportive AND philanthropic action to start the month of September? No problem! Befimmo proposed a series of sportive activities for the team in order to get moving for a good cause. All efforts were collected through the AtlasGo application, raising money for the Demoucelle Parkinson Charity.

Why Demoucelle?

Patrick Demoucelle's fortieth birthday wasn't looking so good. The results of the nuclear magnetic resonance scan that he had undergone showed that he had early symptoms of Parkinson's Disease. But through there incredible positive way of thinking, Patrick and his wife Anne-Marie are facing their biggest ambition of all: how to find a cure for Parkinson's.

In total, 41 team members gave their all for this good cause.

Thanks to them, we were able to raise €5,000 for the Demoucelle Parkinson Charity.



Some statistics
on this collective effort:

90 PHOTOS
SHARED

308 LIKES

445 ACTIVITIES
RECORDED

5,107 KILOMETRES
TRAVELLED

€5,000
Raised for the Demoucelle Parkinson Charity



Associative partnerships

Since 2016, Befimmo has been an active member of the Be.Face steering committee. Be.Face helps certain groups of people to integrate the Belgian work world through specific programmes:

- **Bright Future:** programme oriented on students;
- **Job Academy:** programme oriented on job seekers from diverse backgrounds.

For these two programmes, some team members offered their time to become a mentor and help students or job seekers within the real-estate sector to integrate the work world by transmitting their experience and knowledge. It allows Befimmo to help promoting inclusiveness in the world of work by creating opportunities for all.

Be.Face

Looking ahead

Serving the community has always been part of Befimmo's commitments. The Company will continue to organise social actions within this framework. The philanthropic budget has been raised in order to increase this type of activities in the coming years.

Most activities are not partnerships determined beforehand. Each activity is discussed case by case and is determined during the year, keeping in mind the local aspect of the cause. Some of the regular activities will continue, like the blood donations.

In addition, Befimmo has recently joined the pilot project of the Impact Bridges community. Impact Bridges offers a platform of philanthropic causes to choose from. What's even better, is that the proposed causes match the mission of the Company. This new network will give the opportunity to Befimmo to keep serving the community in a much wider and more varied way, while still following its Philanthropic and Associative Partnership Policy.

Befimmo is **supporting local actors and partners** with tenants to amplify the **collective impact** whenever possible.