

	Commitments	2016 Achievements	Objective measurement	Progress in 2016	Objectives	Deadline
	CORPORATE					
1.	Annual review of the materiality matrix of the company's sustainable development challenges. Scope: Cofinimmo Group	<ul style="list-style-type: none"> As part of the ongoing dialogue with stakeholders, we asked a third-party company to carry out a survey with our stakeholders in the healthcare real estate sector in the 4 countries in which Cofinimmo is operational. The goal was to understand our customers' priorities in this segment in terms of sustainability and how Cofinimmo's policy in this area could provide them with added value. 7 people were interviewed. The results of the survey are presented in more detail in the 2016 Sustainability Report (pages 20-21). 	Completion of the actions planned	100 %	Continued dialogue with external stakeholders via a survey in the sector of property of distribution networks.	2017
2.	Maximise the transparency of the company's extra-financial information. Scope: Cofinimmo Group	<ul style="list-style-type: none"> Winner of the 2016 Best Belgian Sustainability Report award in the 'large company' category awarded by the Institut Royal des Reviseurs d'Entreprises/ Belgisch Instituut van de Bedrijfsrevisoren. EPRA¹ Sustainability sBPR Gold Award. Outside confirmation for the EPRA Key Performance Indicators published on Cofinimmo's website. Preparation of the 2015 sustainable development report in line with the GRI² G4 'Core' level. Participation in the CDP³ survey. B score based on the new CDP rating system. Participation in the GRESB⁴ survey. Slight decrease in the score from 57 % to 53 %. 	Scores obtained for the different surveys.	100 %	<ul style="list-style-type: none"> Link the Cofinimmo sustainable development policy to the 17 United Nations' sustainable development goals. Obtain outside confirmation for the conformity of the 2016 Sustainable Development Report with the GRI 'Core' level guidelines (previously GRI G4). Improve Cofinimmo's scores on the CDP and GRESB surveys. Respond to the VIGEO extra-financial rating agency, which issued an opinion on Cofinimmo's sustainability policy within the framework of the issue of Green & Social Bonds⁵ in December 2016. 	2017
3.	Mobilise employees. Scope: Cofinimmo Group	<ul style="list-style-type: none"> Implementation of the action plan developed by each Cofinimmo team to improve the application of company values throughout its businesses. Setting of an objective related to the company's sustainability strategy in the individual annual objectives of each employee. 	Completion of the actions planned	100 %	<ul style="list-style-type: none"> Track the application of company values by employees in Cofinimmo activities: self-discipline, team spirit, creativity, responsibility and client orientation. A concrete goal will be set for each value for all Cofinimmo employees. Set an objective related to the company's sustainability strategy in the individual annual objectives of each employee. 	2017

¹ EPRA, European Real Estate Association, www.epra.com.

² GRI (Global Reporting Initiative), www.globalreporting.org.

³ CDP, Carbon Disclosure Project, www.cdp.net.

⁴ Global Real Estate Sustainability Benchmark, www.gresb.com.

⁵ In December 2016, Cofinimmo raised 55 million EUR following the issue of Green & Social Bonds. The funds will be (re)invested in high-performance environmental buildings (BREEAM or BREEAM In-Use 'Very Good' minimum) and in healthcare real estate for vulnerable persons. More information about this transaction is available on the Cofinimmo website, in the 2016 Annual Financial Report (page 101) and in the 2016 Sustainability Report (page 25).

	THE ECONOMY					
	Innovation					
4.	Develop an innovation culture at the company. Scope: Cofinimmo Group	Continued implementation of innovation projects: <ul style="list-style-type: none"> • Four Flex Corners® opened at: Paepsem Business Park in Anderlecht (42 % occupied), The Gradient in Woluwe-Saint-Pierre/Sint-Pieters-Woluwe (29 % occupied), Park Lane in Diegem and Waterloo Office Park in Waterloo. The marketing of the two last started end 2016. • Opening of the first The Lounge® at Park Lane. • Creation of the Community Manager position responsible for the Lounges. • Continuation of the internally use of big data project. • Launch of a second innovation working group consisting of twelve people. • Implementation of a digital idea exchange platform on SharePoint. • Launch of the 'Friday Conferences', open to all Cofinimmo employees and partners. The goal is to invite external speakers, visionary in their field, in order to enrich the audience's knowledge about topics that impact the evolution of real estate businesses. 	Completion of the actions planned	100 %	<ul style="list-style-type: none"> • Open five new Flex Corners®: Park Hill and Bourgetlaan 42 in Diegem, Cockx in Auderghem, Garden Square in Antwerp and Souverain 36 in Watermael-Boisfort/Watermaal-Bosvoorde. • Open a second The Lounge® in The Gradient building in Woluwe-Saint-Pierre/Sint-Pieters-Woluwe. • Implementation of the ideas retained from the second innovation working group. • Formalise the innovation process via the implementation of stages & gates and an ideas assessment committee. 	2017

THE ENVIRONMENT						
<i>Energy consumption and CO₂ emissions</i>						
5.	<p>Improve the portfolio's energy performance with a building renovation programme.</p> <p>Scope: Global portfolio</p>	<ul style="list-style-type: none"> Redevelopment or large-scale renovation of 0.4 % of the real estate portfolio to improve energy performance (excluding new construction and acquisitions). 	% surface area	100 %	<ul style="list-style-type: none"> Cofinimmo is planning to renovate 2.6 % of its portfolio from 2017 to 2019 (excluding new construction and acquisitions). 	2019
6.	<p>Increase renewable energy production.</p> <p>Scope: Global portfolio</p>	<ul style="list-style-type: none"> Identification of buildings, managed directly by Cofinimmo or in the office segment, with a potential to host a photovoltaic installation. The different studies carried out did not identify buildings with sufficient potential. In the other segments, tenants are consistently made aware of the option to produce renewable energy. Installation by the operator Senior Living Group of a solar energy production unit with a capacity of 212 MWh on the Seigneurie du Val building. 	Production in MWh	100%	<ul style="list-style-type: none"> Analyse the potential for solar energy production in the healthcare real estate portfolio. Install a solar energy production system on the Amphia parking building in the Netherlands with annual production estimated at 381 MWh. Raise tenant awareness about investing in renewable energy sources during construction/renovation/extension projects. 	2017
7.	<p>Extend energy accounting to the healthcare real estate segment and Pubstone.</p> <p>Scope: Healthcare real estate + Pubstone</p>	<ul style="list-style-type: none"> Consumption data were collected for 64 % of the healthcare real estate sector. Creation of a healthcare real estate benchmark. Collection of 2 % of the Pubstone portfolio consumption data. 	% surface area	85 %	<ul style="list-style-type: none"> Improve the healthcare real estate benchmark. By 2018, Cofinimmo intends to have 75 % of the healthcare real estate sector and 5 % of the Pubstone consumption data. 	2018
8.	<p>Better measure and manage multi-tenant office buildings' energy consumption .</p> <p>Scope: Offices</p>	<ul style="list-style-type: none"> 16 buildings equipped with remote meters. In all, 49 buildings have been connected. The 'intelligent' consumption management based on big data: pilot project launched in the Bourget 42 building in Diegem. Quantified energy reduction objectives within the framework of energy audits implemented for 9 buildings since 2015. 	Number of buildings	84 %	<ul style="list-style-type: none"> Track energy consumption reduction results. Equip the remainder of the multi-tenant buildings with remote meters, i.e. 9 buildings before the initial 2019 deadline. Extend the quantified energy reduction objectives ('important consumer' energy audit) for 4 buildings in 2017. 	2021
9.	<p>Extend ISO 14001 certification to the Environmental Management System in addition to the existing certification for the overall office portfolio under management and Project Management.</p> <p>Scope: Offices + PPP</p>	<ul style="list-style-type: none"> Extended ISO 14001:2004 certification. First portion of the life cycle analysis of a building as part of the implementation of the 2015 version of ISO 14001 certification. Study for the Arts 19H project in Brussels based on BREEAM guidelines. Implementation of quantified reduction objectives as part of BREEAM In-Use certification for 9 buildings. 	Certification renewal/extension	100 %	<ul style="list-style-type: none"> Renew ISO 14001 certification with the new 2015 version of the standard. Complete the life-cycle analysis for the properties managed by the company as part of ISO 14001:2015 certification. Improve the choices made at the time of building design taking into account the life cycle analysis in order to improve the sustainability of future projects. 	2017

10.	<p>Promote the Green Charter, a cooperation agreement signed by Cofinimmo, Cofinimmo Services and tenants in order to actively promote sustainable development and encourage all parties to reduce the environmental impact of leased properties: sharing of consumption data, initiatives to reduce consumption, better waste sorting, etc.</p> <p>Scope: Offices</p>	<ul style="list-style-type: none"> • Promotion of a Green Charter upon signature of a new tenant's lease. • 16% of office space covered by a Green Charter. • Implementation of an automated consumption tracking report for tenants who sign the Green Charter. 	% surface area	57 %	<ul style="list-style-type: none"> • 30 % office space covered by a Green Charter by 2018. • Implementation study of a more restrictive Green Lease, compared with the Green Charter. 	2018
11.	<p>Obtain BREEAM and BREEAM In-Use labels</p> <p>Scope: Offices</p>	<ul style="list-style-type: none"> • Extension of the BREEAM In-Use label for Woluwe 58, the Cofinimmo registered office. • BREEAM 'Good' label for the prison at Leuze-en Hainaut. This is the first prison to obtain an environmental label in Belgium. • BREEAM 'Excellent' label for the Belliard 40 building (Design stage). 	Number of buildings	100 %	<ul style="list-style-type: none"> • BREEAM In-Use label for 10 buildings. • BREEAM label for large-scale renovation projects: <ul style="list-style-type: none"> - Arts 19H (2019) – BREEAM 'Excellent' certification; - Belliard 40 (2018) – BREEAM 'Excellent' certification; - Guimard 10 (2017) – BREEAM 'Very Good' certification. 	2019
12.	<p>Include a separate clause in contracts and calls for tenders on the adoption of sustainable practices by subcontractors as a selection criterion.</p> <p>Scope: Global portfolio</p>	<ul style="list-style-type: none"> • Environmental policy provided to primary suppliers. Cofinimmo encourages its suppliers to adopt a respectful behaviour towards the environment. 28 suppliers out of 53 signed the Cofinimmo environmental policy. 	Number of companies	53 %	<ul style="list-style-type: none"> • Formalise a sustainable purchasing policy starting with Cofinimmo supplies. 	2017
13.	<p>Update the registered office's carbon balance sheet.</p> <p>Scope: Head office</p>	<ul style="list-style-type: none"> • The registered office's current balance sheet update based on 2014 data. The company's carbon footprint has expand. Over the last five years, it increased from 592 tons of CO2e to 756 tons of CO2e in 2014. This is a result of the portfolio's geographical diversification. Travel (company cars, business travel, home/work travel, travel by our visitors) is the most significant source of emissions (55 %). 	Carbon footprint per employee based on the real estate portfolio's distribution	0 %	<ul style="list-style-type: none"> • Cofinimmo will carry out a new carbon balance sheet assessment in 2018. The objective will be to decrease the footprint based on the number of employees and the average distance (in km) between the Cofinimmo registered office and its real estate portfolio. 	2018

	Mobility					
14.	Inform clients about building accessibility via alternative modes of transport to the car. Scope: Offices + Healthcare real estate	<ul style="list-style-type: none"> Office building accessibility by public transport assessment updated, taking into account new acquisitions and sales of buildings. 	Number of buildings	100 %	<ul style="list-style-type: none"> Gradual establishment of multi-modal access plans for office buildings. 	2019
15.	Promote the use of alternative modes of transport to the car by improving infrastructure. Scope: Offices	<ul style="list-style-type: none"> Installation of 6 charging stations for electric vehicles in 4 buildings. Infrastructure assessment for bicycles in office buildings. Installation of 13 new showers in 5 buildings. 	Number of buildings	100 %	<ul style="list-style-type: none"> Gradually improve the bicycle infrastructure by: <ul style="list-style-type: none"> - Increasing bicycle parking; - Improving the type of bicycle parking; - Increasing the number of showers. Project to install 2 shared vehicle stations in the office segment. Equip 3 buildings with charging stations for electric vehicles, adding 7 charging points. 	2019
16.	Improve the rate of use of car parks by pooling and transformation for semi-public or public use. Scope: Offices	<ul style="list-style-type: none"> Assessment of public car parks implementation in connection with the environmental permit renewal for 4 buildings. 2.5 % parking spaces available in the office portfolio transformed into shared and public parking spots (322 spaces in total). 	Number of shared or public car parks	100 %	<ul style="list-style-type: none"> Study of a gradual transformation of 2500 parking spaces into public parking upon permits' renewal. Project to pool the parking at The Gradient. New project for 26 shared parking spaces at Loi 34 in collaboration with BePark. 	2030
17.	Decrease the CO ₂ emissions of leased vehicles. Scope: Head office	<ul style="list-style-type: none"> Mobility policy implementation to replace the car policy, providing mobility solutions, which combine company cars with soft mobility. Ecoscore inclusion in the new mobility policy. Car policy implemented in 2010 continued, enabling a 23 % decrease of average CO₂ emissions (manufacturer data) for leased vehicles. 	% vehicle < 95 g CO ₂ /km	100 %	<ul style="list-style-type: none"> Cofinimmo has committed to aligning itself on the new European Commission objective of 95 g CO₂/km by 2020. 	2020
18.	Implement a mobility plan. Scope: Head office	<ul style="list-style-type: none"> Creation of a bicycle plan and participation in European Mobility Week. Training on how to ride a bicycle in the city, supply of tools to cyclists and organised bicycle maintenance twice a year. Purchase of an electric bicycle for Cofinimmo employees. 502 km travelled in 2016. Air quality figures posted to prevent pollution peaks. 	Number of shares	100 %	<ul style="list-style-type: none"> Mobility plan update by the 3-year regulatory deadline. Facility increase for people who are carpooling: provide taxi vouchers to return home in case of emergency. Awareness raising of staff members using a leasing car on their average consumption. Encourage staff to use alternative transportation modes to the car. 	2017
	Construction waste					
19.	Partially recycle materials during renovation projects. Scope: Offices	<ul style="list-style-type: none"> Installation of 100 % recycled carpeting for all renovations except if explicitly requested otherwise by a new tenant. 7,340 m² of recycled carpet installed. In 2016, 17.2 tons of materials were recovered before demolition during several redevelopments: Woluwe 106-108 in Woluwe-Saint-Lambert/Sint-Lambrechts-Woluwe, The Gradient in Woluwe-Saint-Pierre/Sint-Pieters-Woluwe, Prins Boudewijnlaan 43 in Edegem and Bourgetlaan 42 in Diegem. 	% of recycled carpet installed compared to carpet purchases	100 %	<ul style="list-style-type: none"> Materials recovery will be planned for renovation projects Arts19H and Culliganlaan 2J. Electrical and computer equipment recovery and recycling. Materials recovery currently consists primarily of finishing materials and furniture. New partners will enable Cofinimmo to increase its rate of reuse/recycling. 	2017

	Occupancy-related waste					
20.	Receive supplier invoices electronically and send client invoices in digital format. Scope: Head office	<ul style="list-style-type: none"> In 2016, 22,200 invoices were received in digital format (16,074 invoices scanned and 3,676 invoices sent by email). Implementation of a system sending client invoices in digital format. In 2016, 38.3 % of the tenants choose to receive rent reminders in digital format. 	Number of invoices received in digital format	100 %	<ul style="list-style-type: none"> 50 % of invoices received in digital format. 50 % of tenants receive their rent reminders and charges invoices in digital format. 	2018
21.	Improve waste sorting in multi-tenant office buildings via occupant awareness raising. Scope: Offices	<ul style="list-style-type: none"> Waste sorting improved, i.e.: 52 % collected waste recycled. 	% waste recycled compared to the 70 % objective	74 %	<ul style="list-style-type: none"> Improve waste sorting in order to reach an 70 % average of all waste recycled and 30 % of waste incinerated. 	2020
	Water consumption					
22.	Improve consumption data collection. Scope: Global portfolio	<ul style="list-style-type: none"> 100 % water consumption data collected for the multi-tenant office segment, 65 % for healthcare real estate and 32 % for Public-Private Partnerships. 	% data coverage	56 %	<ul style="list-style-type: none"> Coverage increase up to 50 % of building surface area. 	2019
	Impact on green spaces					
23.	Increase green space areas in the office portfolio in respect of biodiversity. Scope: Offices	<ul style="list-style-type: none"> Participate in the Beeodiversity project to measure pollution and the degree of biodiversity in the Brussels-Capital Region. The pollen composition brought back by bees to the hives is analysed. There are currently 5 beehives in our office portfolio. 	Number of beehives	100 %	<ul style="list-style-type: none"> Expand the collaboration with Beeodiversity by installing new hives in order to extend the geographical scope of the pollution and biodiversity study. Green space area project: Brand Whitlock. 	2017

SOCIAL						
	<i>Aesthetics, respect for public spaces and diversity of districts</i>					
24.	<p>Improve the aesthetics and urban spaces when redeveloping existing buildings.</p> <p>Scope: Offices</p>	<ul style="list-style-type: none"> Redevelopment of the Belliard 40 building redesigned by renowned architects Marc Thill from Art & Build and Pierre Lallemand. 	Number of projects	100 %	<ul style="list-style-type: none"> Redevelopment of the Arts/Kunst 19H building. Conversion of the Souverain/Vorst 23 building to residential. Refurbishment of the Bourget 40 building in Diegem. Reconversion of the Woluwe 106-108 building into a nursing home. 	2019
	<i>Safety and well-being</i>					
25.	<p>Gradually clean buildings with remaining asbestos traces.</p> <p>Scope: Global portfolio</p>	<ul style="list-style-type: none"> Inventory of buildings with remaining asbestos traces updated. Buildings during renovation work cleaned (office buildings Belliard 40 and Arts/Kunst 19H). 	Number of buildings without asbestos traces	62 %	<ul style="list-style-type: none"> Improve data quality collected for the various segments. Inform and train employees concerning procedures to detect and remove asbestos in the various segments and territories. 	2017
	<i>Respect for differences and cultural diversity</i>					
26.	<p>Ensure that there is sufficient diversity at all levels of the company.</p> <p>Scope: Head office</p>	<ul style="list-style-type: none"> Improvement personnel gender equality: 64 % women and 36 % men. Management near-equality: 47 % women and 53 % men. 	% of women	45 %	<ul style="list-style-type: none"> Increase Board of Directors' gender equality. 	2017
	<i>Employee training</i>					
27.	<p>Implement employee career development framework.</p> <p>Scope: Head office</p>	<ul style="list-style-type: none"> 4,046 hours of training were given to 128 employees, representing approximately 34 hours per full-time equivalent. 	Number of hours per full-time equivalent	100 %	<ul style="list-style-type: none"> Obtain the 2018 Investors in People Gold level label. 	2018
	<i>Accessibility for persons with reduced mobility</i>					
28.	<p>Audit and research of potential accessibility improvements for persons with reduced mobility (PRM).</p> <p>Scope: Offices</p>	<ul style="list-style-type: none"> 16 offices have been audited since 2013. Improvement work at the Souverain/Vorst 24 building: access ramp and sanitary facilities for persons with reduced mobility. 	Number of buildings audited	18 %	<ul style="list-style-type: none"> 50 % of multi-tenant buildings audited by 2018. Gradually improve accessibility based on audit comments. Obtain a PRM accessibility label. 	2022