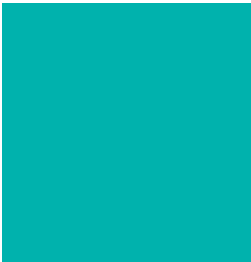


CORPORATE VALUES



CORPORATE VALUES

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I. INTRODUCTION

Cofinimmo is convinced that the corporate strategy must guide the actions of all its employees. Each employee, as an ambassador, must understand it and be able to explain it in a concise manner. They should feel inspired and motivated by it and understand what they can do, both individually and as a team, to help achieve

it. The term “employee” includes Cofinimmo employees, its managers and, more generally, persons who have been delegated authority to represent the company.

II. VALUES

Corporate culture is one of the pillars of the strategy. Cofinimmo has an inspiring mission. However, being truly effective and impactful depends on the behaviour of each individual. The corporate values serve as a guide for employees to achieve this mission.

Employees recognise the importance of these values, not only by updating them but also by integrating them as a compass guiding the interactions, decisions and ways of working of each individual on a daily basis.

Employees behave in accordance with these standards and values, considered to be unifying and which distinguishes Cofinimmo from other companies. Behaviour which is in line with these values is encouraged and rewarded, and behaviour which is incompatible with them is discussed and challenged.

Cofinimmo’s three values “We care, we connect, we commit” were developed based on an internal survey and thus reflect the convictions and motivations of its teams.

The company is convinced that having common values and respecting them is not only a reference framework for its actions and interactions, but also increases employee engagement, retention and performance. They avoid bias and stimulate diversity.

Together with its teams, Cofinimmo has translated its values into a guide illustrating specific behaviour in order to ensure a good understanding and integration of this culture within the company.

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We care

Cofinimmo cares about its employees, its customers and the planet. Qualitative solutions based on the long term are put in place and are preferred over short-term gains.

Cofinimmo’s employees are its most important asset. Without its teams, the company would not be what it is today. Cofinimmo respects its employees for what they do, no matter who they are. Well-being at work and respect for employees are fundamental points within the company. Employees are recognised and valued for their work. They operate in an environment where they are stimulated and encouraged to give their best and which allows them to grow.

Cofinimmo’s customers and the community are at the heart of everything the company undertakes. The company strives to proactively anticipate their needs (ideally, even before they are expressed) and to offer them appropriate solutions. Cofinimmo starts from the principle that the success of its clients defines its success as a company. This is why it integrates the needs of its customers at the heart of the solutions and services it offers.



There is only one habitable planet. Cofinimmo has always been a pioneer in ESG initiatives and continues to set new and ambitious environmental milestones and targets, ahead of legislation, to provide sustainable real estate solutions.

We connect

At Cofinimmo, everyone is connected to their colleagues, in a spirit of trust and enthusiasm. Together, they can achieve more than they could individually. This applies both internally and externally.

Everyone feels part of the team, because the company can only succeed thanks to all its talents. “We” is preferred over “me” and collaboration between complementary talents is valued. The different actions to be undertaken are aligned within the teams and everyone understands the value of their individual contribution. In a spirit of openness, knowledge, assessments and expectations are shared, in order to achieve common objectives together.

Cofinimmo encourages curiosity. An open mind about the world makes it possible to better understand new markets. This involves building, nurturing and maintaining professional networks, seeing things from different perspectives and encouraging the exchange of views within and outside the sector. In doing so, Cofinimmo draws on outstanding knowledge and expertise, which allows its employees to flourish.

III. MISCELLANEOUS

a. Notification and contact

This code is part of and relates to the ESG Policy.

Any question, violation or concern relating to this document can be sent to the compliance officer at the following email address: compliance@cofinimmo.be.

We commit

Cofinimmo works in an agile manner, is committed to value creation and is results-oriented. Cofinimmo is a trusted partner, recognised as an expert in its field.

Change is seen as an opportunity for the company, which is not afraid to step outside its comfort zone, challenge itself, challenge its employees and reinvent itself. In its constant search for added value, it explores opportunities both in reflection and in action.

Cofinimmo is solution-oriented and keeps its promises and commitments. The company says what it does and does what it says. It seizes opportunities and takes its responsibility to heart. With its positive vision and entrepreneurial attitude, it meets challenges head on. Integrity and ethics are very important to the company.

Proudly recognised as an expert in its field, Cofinimmo provides qualitative, sustainable solutions and aims to remain one of the market leaders. As a pioneer, it strives for excellence and applies extremely strict standards.

b. Compliance control process within Cofinimmo

Compliance with this document is monitored by the Executive Committee, to which the Head of Human Resources reports on a regular basis.