

# Dashboard

Actions taken in 2023	Progress in 2023	Future actions	Deadline
<b>ENERGY INTENSITY AND GHG EMISSIONS</b>			
<b>1. Reduce the energy intensity of buildings by 30% to reach the level of 130 kWh/m<sup>2</sup>/year by 2030.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> in kWh/m <sup>2</sup> /year			
<ul style="list-style-type: none"> <li>Decrease of 25% in energy intensity compared to 2017 by reaching 142 kWh/m<sup>2</sup>/year.</li> </ul>	142 kWh/m <sup>2</sup> /year	<ul style="list-style-type: none"> <li>Detailed inventory of energy performance to determine reduction goal by asset.</li> <li>Prioritise strategic assets according to material aspects like age, use, planned installations, etc.</li> <li>Make an economically viable list of all the measures that can reduce the energy performance of strategic buildings.</li> <li>Plan these measures and determine budget accordingly.</li> </ul>	2030
<b>2. Increase renewable energy production.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings with photovoltaic solar panels			
<ul style="list-style-type: none"> <li>Detailed inventory of the photovoltaic solar panels already installed in the healthcare segment during the annual visits of internal and external property managers.</li> </ul>	15%	<ul style="list-style-type: none"> <li>Prioritise installation of photovoltaic solar panels as investment during acquisition.</li> <li>Raise tenants' awareness to invest in renewable energy sources during construction/renovation/extension projects.</li> <li>Commitment to green energy supply for directly managed portfolio until 2030 and beyond.</li> </ul>	2030
<b>3. Improve the portfolio's energy performance with a building renovation programme.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> annual renovation rate according to the five-year portfolio renewal target			
<ul style="list-style-type: none"> <li>3.2% of the real estate portfolio underwent redevelopment or large-scale renovation, which improved the energy performance (including new constructions and acquisitions).</li> </ul>	3.2%	<ul style="list-style-type: none"> <li>From 2024 to 2028, Cofinimmo is planning to refurbish 5.0% of its portfolio (excluding new constructions and acquisitions).</li> </ul>	2028
<b>4. Smart monitoring of the energy intensity of buildings.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings with energy data collection			
<ul style="list-style-type: none"> <li>Consumption data has been collected for 81% of the healthcare real estate segment and 95% of the office segment.</li> <li>A monitoring system is installed for 66% of the healthcare real estate segment and 67% of the office segment.</li> </ul>	55%	<ul style="list-style-type: none"> <li>Increase the coverage to 85%, with a minimum of 75%, achieved through smart monitoring.</li> </ul>	2024
<b>5. Annual assessment of the head office's carbon footprint.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> emissions in tonnes CO <sub>2</sub> e per employee			
<ul style="list-style-type: none"> <li>Aim to reduce the carbon footprint by 50% by 2030 in line with the Science-Based Targets initiative (SBTi), through an advanced mobility policy.</li> </ul>	4.7 tonnes CO <sub>2</sub> e/FTE	<ul style="list-style-type: none"> <li>Consider long-term net-zero target through the predefined target options of SBTi available for SMEs.</li> </ul>	2025
<b>WATER MANAGEMENT</b>			
<b>6. Improve the collection of water consumption data.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings with water consumption data collection			
<ul style="list-style-type: none"> <li>69% of data collected on water consumption for the healthcare real estate segment and 83% for the office segment.</li> <li>A monitoring system is installed for 66% of the healthcare real estate segment and 67% of the office segment.</li> </ul>	61%	<ul style="list-style-type: none"> <li>Increase the coverage to 85%, with a minimum of 75%, achieved through smart monitoring.</li> </ul>	2024

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<b>MOBILITY</b>			
<b>7. Inform clients about the accessibility of buildings using alternative transport modes to the car.</b>			
<b>Scope:</b> healthcare and office portfolio <b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings with good accessibility			
<ul style="list-style-type: none"> <li>Assets accessibility has been quantified taking into account connectivity within a ten-minute walking distance (less than 800 metres) from at least one public transport (bus, underground, RER, train).</li> </ul>	90 %	<ul style="list-style-type: none"> <li>Continual follow-up of accessibility as investment criteria during acquisition.</li> </ul>	2024
<b>8. Promote the use of alternative transport modes to the car by improving facilities.</b>			
<b>Scope:</b> office portfolio <b>Measurement of objective:</b> % of bicycle parking space			
<ul style="list-style-type: none"> <li>14% of parking spaces are equipped with charging stations in the office segment.</li> <li>28% of bicycle parking spaces are available in the office segment.</li> <li>Progressive set-up of multi-modal access sheets for office buildings.</li> </ul>	28 %	<ul style="list-style-type: none"> <li>Gradually improve infrastructure for cyclists by:               <ul style="list-style-type: none"> <li>- increasing bicycle parking spaces;</li> <li>- improving the type of bicycle parking spaces;</li> <li>- increasing the number of showers.</li> </ul> </li> </ul>	2024
<b>9. Increase the rate of use of car parks by sharing them or through a conversion into car parks for semi-public or public use.</b>			
<b>Scope:</b> office portfolio <b>Measurement of objective:</b> coverage of shared or public car parking spaces			
<ul style="list-style-type: none"> <li>8% of the parking spaces available in the office portfolio are converted into shared and public parking spaces.</li> </ul>	8 %	<ul style="list-style-type: none"> <li>Assess the implementation of public parking spaces in the context of the renewal of the environmental permit of the parking spaces subject to COBRACE in Brussels.</li> </ul>	2024
<b>10. Implement a mobility plan.</b>			
<b>Scope:</b> Cofinimmo group <b>Measurement of objective:</b> total cycled distance			
<ul style="list-style-type: none"> <li>31,823 km cycled to head office.</li> <li>During the European Mobility Week Cofinimmo organised different events to encourage soft mobility, like a 'Bike in the city' training to make sure the collaborators drive safely to and from the office.</li> <li>In 2023, the average CO<sub>2</sub> emissions of the fleet dropped by 8% compared to 2022, the number of hybrid and electric vehicles - replacing fossil fuel cars - represents 34% of the fleet and the number of leased company bikes increased by 35 units thanks to the 'bike-for-all' programme.</li> </ul>	31,823 km	<ul style="list-style-type: none"> <li>Raise awareness among staff members of alternative means of transport by organising events to encourage soft mobility twice a year.</li> </ul>	2024
<b>USE OF SUSTAINABLE/RECYCLED MATERIALS</b>			
<b>11. Life cycle analysis of materials used in development projects.</b>			
<b>Scope:</b> overall portfolio <b>Measurement of objective:</b> number of projects since 2016			
<ul style="list-style-type: none"> <li>CO<sub>2</sub>-neutral Silver certification obtained for the Montoyer 10 low-carbon asset in Brussels.</li> </ul>	11	<ul style="list-style-type: none"> <li>Explore innovative tools when using recycled building materials.</li> </ul>	2024
<b>CONSTRUCTION WASTE</b>			
<b>12. Partially recycle materials during renovation projects.</b>			
<b>Scope:</b> overall portfolio <b>Measurement of objective:</b> number of projects			
<ul style="list-style-type: none"> <li>In 2023, the opportunity to recuperate materials prior to demolition did not occur in any of the redevelopment projects.</li> </ul>	n/a	<ul style="list-style-type: none"> <li>Consider material recovery for new renovation projects.</li> </ul>	2024
<b>IMPACT ON GREEN SPACES</b>			
<b>13. Ensure biodiversity.</b>			
<b>Scope:</b> overall portfolio <b>Measurement of objective:</b> completion of planned actions			
<ul style="list-style-type: none"> <li>The assessment in due diligence reviews is based on various factors. For the environment, the presence of green areas is one of the factors taken into account for each project.</li> <li>The environmental impact of projects on undeveloped land are being analysed as part of the BREEAM New Construction certification process or similar certification schemes.</li> </ul>	100 %	<ul style="list-style-type: none"> <li>The activities of Cofinimmo do not impact protected areas and take mainly place in the city. Cofinimmo remains vigilant as to whether actions are required.</li> </ul>	2024

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<b>OCCUPANCY-RELATED WASTE</b>			
<b>14. Improve waste sorting in multi-tenant office buildings by raising awareness among occupants.</b>			
<b>Scope:</b> office portfolio			
<b>Measurement of objective:</b> % of recycled waste compared to the 70% target			
<ul style="list-style-type: none"> <li>44.2% of collected waste are recycled thanks to business waste management and recycling plans.</li> <li>Waste increase from 2.58 tonnes/m<sup>2</sup> to 3.55 tonnes/m<sup>2</sup> following an increase of activities in 2023 and a higher occupancy rate.</li> </ul>	63%	<ul style="list-style-type: none"> <li>Improve waste sorting and reduce the overall weight of waste per m<sup>2</sup> by raising awareness among tenants in the portfolio under operational control.</li> </ul>	2024
<b>SAFETY OF OCCUPANTS</b>			
<b>15. Gradually decontaminate buildings still containing traces of asbestos.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings without asbestos			
<ul style="list-style-type: none"> <li>65% of the portfolio no longer contains traces of asbestos.</li> </ul>	65%	<ul style="list-style-type: none"> <li>Improve the quality of data collected for the different segments.</li> </ul>	2024
<b>16. Responsible relations with customers.</b>			
<b>Scope:</b> healthcare and office portfolio			
<b>Measurement of objective:</b> number of control visits (in % of surface)			
<ul style="list-style-type: none"> <li>Integration of social risks in the customer relationship for the health sector during the annual visits of internal and external property managers.</li> </ul>	74%	<ul style="list-style-type: none"> <li>Plan a visit for 90% of the portfolio.</li> </ul>	2024
<b>RELATIONSHIP WITH SUPPLIERS</b>			
<b>17. Include a separate clause in contracts and calls for tenders regarding the adoption of sustainability practices by subcontractors.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> % of contracts			
<ul style="list-style-type: none"> <li>ESG policy is included in any general contractor contract. Cofinimmo encourages its suppliers to adopt an environmentally friendly behaviour.</li> <li>Cofinimmo reiterated its commitment as a signatory to the UN Global Compact, which encompasses ten principles of fundamental corporate responsibility in the fields of human rights, labour, environment, and the fight against corruption.</li> <li>2022 ESG report published as 'communication on progress' on the UN Global Compact website.</li> <li>Publication on the group's website of the supplier code of conduct.</li> </ul>	84%	<ul style="list-style-type: none"> <li>Prepare for and submit the new 'communication on progress' 2023 questionnaire on the UN Global Compact website.</li> <li>Develop a sustainable procurement policy for the head office.</li> <li>Develop a policy in the framework of due diligence.</li> </ul>	2024
<b>HUMAN CAPITAL</b>			
<b>18. Develop the necessary framework for employee development.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> % of employees who attended one or more training courses			
<ul style="list-style-type: none"> <li>6,787 hours of training were followed by 100% of the employees, representing an average of 5 days of training per employee.</li> </ul>	100%	<ul style="list-style-type: none"> <li>Continued employee training.</li> <li>Definition of a training pathway for all and for specific functions.</li> </ul>	2024
<b>19. Ensure sufficient diversity at the different levels of the company's hierarchy.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> % of women / % of men at executive committee level			
<ul style="list-style-type: none"> <li>Greater parity between men and women at staff level.</li> </ul>	67%	<ul style="list-style-type: none"> <li>Continued vigilance on a parity between men and women on the board of directors and the executive committee.</li> </ul>	2024
<b>MIXED USE AND AESTHETICS OF HEALTHCARE SITES</b>			
<b>20. Improve the aesthetics and public space when redeveloping existing buildings.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> renovated/constructed surface in m <sup>2</sup>			
<ul style="list-style-type: none"> <li>Acceptance of the works of ten projects in six different countries.</li> </ul>	69,640 m <sup>2</sup>	<ul style="list-style-type: none"> <li>Delivery of construction, renovation and extension works for 14% of the portfolio.</li> </ul>	2028
<b>21. Receive BREEAM, BREEAM In-Use or similar certifications.</b>			
<b>Scope:</b> overall portfolio			
<b>Measurement of objective:</b> coverage of buildings (in m <sup>2</sup> ) with BREEAM or similar certification			
<ul style="list-style-type: none"> <li>Obtaining several BREEAM certificates for healthcare real estate in two countries.</li> </ul>	9%	<ul style="list-style-type: none"> <li>Initiate the procedure to receive a BREEAM certification for at least one healthcare real estate project.</li> <li>Obtain a BREEAM In-Use Very Good for at least two office buildings.</li> </ul>	2024

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<b>ACCESSIBILITY FOR PEOPLE WITH REDUCED MOBILITY</b>			
<b>22. Audit and research potential improvements related to the accessibility of buildings to people with reduced mobility (PRM).</b>			
<b>Scope:</b> healthcare and office portfolio			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of audited projects			
<ul style="list-style-type: none"> <li>100 % of the ongoing projects have been audited in 2023.</li> </ul>	100 %	<ul style="list-style-type: none"> <li>Continued vigilance on accessibility regarding construction sites.</li> </ul>	2024
<b>PROFITABILITY FOR INVESTORS AND ACCESS TO CAPITAL</b>			
<b>23. Develop a financial strategy that is consistent with ESG objectives.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of EPC certified assets			
<ul style="list-style-type: none"> <li>The certification of assets according to the EPC certification scheme has been completed by 80%.</li> <li>The list of the green &amp; social assets allocated to sustainable financial instruments has been reviewed.</li> <li>23% of passing rent corresponds to buildings certified EPC label B or higher.</li> </ul>	80 %	<ul style="list-style-type: none"> <li>Develop the net zero roadmap within the portfolio.</li> </ul>	2030
<b>BUSINESS ETHICS</b>			
<b>24. Maximise the transparency of the company's ESG information.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> scores obtained in the different surveys			
<ul style="list-style-type: none"> <li>Received an EPRA Sustainability sBPR Award for the 12<sup>th</sup> consecutive year.</li> <li>Prepared an ESG report in line with GRI standards and received third-party assurance for it.</li> </ul>	<p>Gold Award</p> <p>Limited assurance on EPRA performance indicators, GRI Content Index and the green &amp; social portfolio</p>	<ul style="list-style-type: none"> <li>Continually and actively participate in the GRESB, MSCI, Sustainalytics, ISS ESG and CDP surveys and ratings.</li> <li>Publish ESG information in a combined annual financial report and obtain third-party assurance.</li> <li>Drawing up an annual eligibility and alignment report in accordance with the European Union taxonomy.</li> </ul>	2026
<ul style="list-style-type: none"> <li>Participated in the GRESB survey with a score which went from 45 % to 77 % in ten years.</li> <li>'Prime' rating according to the ISS ESG rating methodology.</li> <li>Renewed participation in the Carbon Disclosure Project.</li> <li>MSCI ESG rating improved from A in 2016 to AA in 2021 and remained stable in 2023.</li> </ul>	<p>77 %</p> <p>C (Prime)</p> <p>B (management)</p> <p>AA</p>		
<b>25. ISO 14001 certification for the environmental management system.</b>			
<b>Scope:</b> portfolio in Belgium			
<b>Measurement of objective:</b> certification renewal/extension			
<ul style="list-style-type: none"> <li>Renewed ISO 14001:2015 certification.</li> </ul>	100 %	<ul style="list-style-type: none"> <li>Tri-annual renewal of the ISO 14001:2015 certification.</li> </ul>	2026
<b>26. Annually review the materiality analysis for the company's sustainability topics.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> completion of planned actions			
<ul style="list-style-type: none"> <li>Engage healthcare real estate stakeholders to challenge the material topics during the annual visits of internal and external property managers.</li> </ul>	100 %	<ul style="list-style-type: none"> <li>Bi-annual satisfaction survey of the tenants.</li> </ul>	2025
<b>27. Promote the collaboration agreement signed by Cofinimmo and the tenant in order to actively promote sustainability and encourage all parties to reduce the environmental impact of leased property: sharing of consumption data, initiatives to reduce consumption, better waste recycling, etc.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> coverage in m <sup>2</sup> of buildings with a collaboration agreement			
<ul style="list-style-type: none"> <li>75 % of surface areas covered by a collaboration agreement in order to share consumption data (in the form of a green clause, a green charter, a proxy, or a simple email exchange).</li> </ul>	75 %	<ul style="list-style-type: none"> <li>85 % of surface areas in healthcare real estate covered by a sustainable collaboration agreement.</li> </ul>	2024
<b>28. Mobilise employees.</b>			
<b>Scope:</b> Cofinimmo group			
<b>Measurement of objective:</b> employees with an ESG objective			
<ul style="list-style-type: none"> <li>Publication of a two monthly internal newsletter including an ESG section.</li> <li>Renewed the Investors in People Gold certification following an extensive employee engagement survey.</li> <li>100 % of employees received a ESG target for 2023 linked to the performance review process.</li> </ul>	100 %	<ul style="list-style-type: none"> <li>Continued efforts to be worthy of the Investors in People Gold award.</li> <li>Define a global ESG objective in the annual individual objectives of each employee for 2024.</li> </ul>	2024