

# Dashboard

Actions taken in 2024	Progress in 2024	Future actions	Deadline
<b>Reducing energy intensity</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 27% in energy intensity compared to 2017 by reaching 138 kWh/m<sup>2</sup>/year.</li> </ul>	138 kWh/m <sup>2</sup> /year	<ul style="list-style-type: none"> <li>Energy intensity target of 150 kWh/m<sup>2</sup>/year by end 2025.</li> <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 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> <li>4,015 MWh estimated solar energy produced in 62 buildings.</li> </ul>	16%	<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>3.5% of the real estate portfolio underwent redevelopment or large-scale renovation, which improved the energy performance (excluding new constructions and acquisitions).</li> </ul>	3.5%	<ul style="list-style-type: none"> <li>From 2025 to 2029, Cofinimmo is planning to refurbish 6.0% of its portfolio (excluding new constructions and acquisitions).</li> </ul>	2029
<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 88% of the healthcare real estate segment and 100% of the office segment.</li> <li>A monitoring system is installed for 71% of the healthcare real estate segment and 75% of the office segment.</li> </ul>	80%	<ul style="list-style-type: none"> <li>Increase the coverage to 85%, with a minimum of 75%, achieved through smart monitoring.</li> </ul>	2025
<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>Relocating to The Gradient has a positive impact on the carbon footprint by reducing the head office's energy intensity.</li> <li>12% increase in the emission intensity compared to 2023 to reach 5.2 tonnes CO<sub>2</sub>e/FTE, mainly due to business trips and IT needs following the relocation of the head office.</li> </ul>	5.2 tonnes CO <sub>2</sub> e/FTE	<ul style="list-style-type: none"> <li>Consider long-term 'net-zero' target thanks to the SBTi methodology.</li> <li>Aim to reduce the carbon footprint by 50% by 2030, in line with the Science Based Targets initiative, thanks to a forward-looking sustainability policy.</li> </ul>	2030

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<b>Monitoring water usage</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>78% of data collected on water consumption for the healthcare real estate segment and 85% for the office segment.</li> <li>A monitoring system is installed for 71% of the healthcare real estate segment and 75% of the office segment.</li> </ul>	71%	<ul style="list-style-type: none"> <li>Increase the coverage to 85%, with a minimum of 75%, achieved through smart monitoring.</li> </ul>	2025
<b>Active and clean mobility</b>			
<b>7. Promote the use of alternative transport modes to fossil fuel cars by improving facilities.</b>			
<b>Scope:</b> healthcare and office portfolios <b>Measurement of objective:</b> % of charging stations			
<ul style="list-style-type: none"> <li>26% of parking spaces are equipped with charging stations in the office segment.</li> <li>35% 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>	35%	<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>	2025
<b>8. 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>28,292 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 2024, the average CO<sub>2</sub> emissions of the fleet dropped by 22% compared to September 2023. The number of hybrid and electric vehicles – replacing fossil fuel cars – represents 22% in the fleet and the number of leased company bikes increased to 38 units thanks to the 'bike-for-all' programme.</li> </ul>	28,292 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>	2025
<b>Use of sustainable/recycled materials</b>			
<b>9. 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			
Completion of the life cycle analysis for 12 projects in Spain and one project in the Netherlands.	24	Explore innovative tools when using recycled building materials. Consider reusing materials for new renovation projects	2025

Actions taken in 2024	Progress in 2024	Future actions	Deadline
<b>Impact on green spaces</b>			
<b>10. 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> <li>A high level biodiversity risk assessment of the standing offices and healthcare portfolio has been executed by an external consultant. The assessment considers factors such as the distance to nature protected areas, the number of red list species in the area and the surface area of the asset. Those factors are weighted to give each individual asset an individual risk score and help prioritise the sites for further actions.</li> </ul>	100%	<ul style="list-style-type: none"> <li>Make field visits to the sites with the highest biodiversity risk and propose concrete measures to mitigate the risks and improve the biodiversity aspects where possible.</li> <li>Cofinimmo is not engaged in any deforestation activities and commits to use FSC certified wood for all projects by integrating this requirement in tender specifications.</li> </ul>	2025
<b>Waste linked to occupation</b>			
<b>11. Improve waste sorting in directly managed buildings by raising awareness among occupants.</b>			
<b>Scope:</b> directly managed portfolio <b>Measurement of objective:</b> % of recycled waste compared to the 70% target			
<ul style="list-style-type: none"> <li>58% of collected waste is recycled thanks to business waste management and recycling plans.</li> <li>Waste increased from 3.55 tonnes/m<sup>2</sup> to 4.03 tonnes/m<sup>2</sup> following an increase in activities in 2024 and a higher occupancy rate in the office segment.</li> </ul>	83%	<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>	2025
<b>Safety of occupants</b>			
<b>12. 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>64% of the portfolio no longer contains traces of asbestos</li> </ul>	64%	<ul style="list-style-type: none"> <li>Improve the quality of data collected for the different segments.</li> </ul>	2025
<b>13. Establish a proactive dialogue with tenants through building visits.</b>			
<b>Scope:</b> healthcare and office portfolios <b>Measurement of objective:</b> number of control visits (in % of surface areas)			
<ul style="list-style-type: none"> <li>Integration of social risks in the customer relationship for the healthcare segment during the annual visits of internal and external property managers.</li> </ul>	100%	Plan a visit for 90% of the portfolio.	2025

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<b>Responsible supply chain relations</b>			
<b>14. 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>The sustainability 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>Publication of the 2023 ESG report as 'communication on progress' on the UN Global Compact website.</li> </ul>	37%	<ul style="list-style-type: none"> <li>Prepare for and submit the new 'communication on progress' 2024 questionnaire on the UN Global Compact website.</li> <li>Integrate sustainability criteria in the purchase guidelines.</li> <li>Develop a due diligence policy.</li> </ul>	2025
<b>Skilled and service-minded employees</b>			
<b>15. 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>8,430 hours of training were followed by 100 % of employees, representing an average of six 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>	2025
<b>16. 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>43% of women within the Executive Committee.</li> <li>Greater parity between men and women at staff level.</li> </ul>	75%	<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> <li>Measure and disclose progress towards gender equality using data by gender.</li> </ul>	2025
<b>Mixed use of healthcare sites</b>			
<b>17. Improve the aesthetics and public space when developing buildings.</b>			
<b>Scope:</b> Cofinimmo Group <b>Measurement of objective:</b> renovated/constructed surface area in m²			
<ul style="list-style-type: none"> <li>Acceptance of the (re)development works of 9 projects in five different countries.</li> </ul>	73,530 m²	<ul style="list-style-type: none"> <li>Delivery of construction, renovation and extension works for 12% of the portfolio.</li> </ul>	2029
<b>18. Receive BREEAM certifications or equivalent.</b>			
<b>Scope:</b> overall portfolio <b>Measurement of objective:</b> coverage of buildings (in m²) with BREEAM or similar certifications			
<ul style="list-style-type: none"> <li>Obtaining ten BREEAM certifications for healthcare real estate in three countries.</li> </ul>	11%	<ul style="list-style-type: none"> <li>Plan to obtain BREEAM or equivalent certification in order to maintain at least a stable level of certified coverage of the portfolio.</li> <li>BREEAM New Construction Excellent for new constructions and BREEAM In-Use Very Good for existing buildings.</li> </ul>	2025

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Accessibility for all			
19. Audit and research potential improvements related to the accessibility of buildings to people with reduced mobility (PRM).			
Scope: healthcare and office portfolios Measurement of objective: coverage in m² of audited projects			
• 89% of the ongoing projects have been audited in 2024.	89%	• Continued vigilance on accessibility regarding construction sites.	2025
Profitability for investors and access to capital			
20. Develop a financial strategy that is consistent with sustainability objectives.			
Scope: Cofinimmo Group Measurement of objective: coverage in m² of EPC-certified assets			
• The certification of assets according to the EPC certification scheme has been completed by 81%. • The list of the green & social assets allocated to sustainable financial instruments has been reviewed. • 23% of passing rent corresponds to buildings certified EPC label B or higher.	81%	• Target of 1.6 billion EUR of sustainable financing, excluding the commercial paper programme. • Target of 75% of building surface areas with EPB certification.	2025
Governing business with integrity			
21. Maximise the transparency of the company's sustainability information.			
Scope: Cofinimmo Group Measurement of objective: scores obtained in the different surveys			
• Received an EPRA Sustainability sBPR Award for the 13 <sup>th</sup> consecutive years. • Prepared an ESG report in line with GRI standards and received third-party assurance for it.	Gold Award Limited assurance on EPRA performance indicators, GRI Content Index and the green & social portfolio	• Continually and actively participate in the GRESB, MSCI, Sustainalytics, ISS ESG and CDP surveys and ratings. • Prepare a sustainability statement in a combined annual financial report and obtain third-party assurance. • Drawing up an annual eligibility and alignment report in accordance with the European Union taxonomy (subject to changes in the relevant legislation).	2026
• Participation since 2014 in the GRESB questionnaire with a rating that has risen to 70%.	70%		
• 'Prime' rating according to the ISS ESG rating methodology.	C+ (Prime)		
• Renewed participation in the Carbon Disclosure Project.	B (management band)		
• Obtained an MSCI ESG rating of A or higher since 2016.	A		
22. ISO 14001 certification for the environmental management system.			
Scope: portfolio Belgium Measurement of objective: certification renewal/extension			
• Renewed ISO 14001:2015 certification.	100%	• Tri-annual renewal of the ISO 14001:2015 certification.	2025
23. Annually review the materiality analysis for the company's sustainability topics.			
Scope: Cofinimmo Group Measurement of objective: completion of planned actions			
• Engaged healthcare real estate stakeholders to challenge the material topics during the annual visits of internal and external property managers.	100%	• Bi-annual (every two years) satisfaction survey in the healthcare healthcare segment.	2025

Actions taken in 2024	Progress in 2024	Future actions	Deadline
<b>24. Promote a collaboration agreement between Cofinimmo and the tenant in order to actively promote sustainability.</b>			
<b>Scope:</b> Cofinimmo Group <b>Measurement of objective:</b> coverage in m² of buildings with a collaboration agreement			
<ul style="list-style-type: none"> <li>80% 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>	80%	<ul style="list-style-type: none"> <li>85 % of surface areas in healthcare real estate covered by a sustainable collaboration agreement.</li> <li>Encourage all parties to reduce the environmental impact of the rented property: sharing consumption data, initiatives to reduce consumption, better waste sorting, etc.</li> </ul>	2025
<b>25. Mobilise employees.</b>			
<b>Scope:</b> Cofinimmo Group <b>Measurement of objective:</b> employees with a sustainability objective			
<ul style="list-style-type: none"> <li>Publication of a quarterly internal newsletter including a sustainability section.</li> <li>100% of employees received a sustainability objective for 2024 linked to the performance review process.</li> </ul>	100%	<ul style="list-style-type: none"> <li>Continued efforts to earn Great Place To Work recognition.</li> <li>Define a global sustainability objective in the annual individual objectives of each employee for 2025.</li> <li>Target 90% of employees who have completed the compliance training courses launched during the year.</li> <li>Target of 500 hours of volunteering by offering each employee the opportunity to plan a day of volunteering during working hours.</li> </ul>	2025