ID	Commitments	Scope	Actions taken in 2019
	Business ethics		
1	Maximise the transparency of the company's non-financial information.	Cofinimmo Group	• Received an EPRA Sustainability sBPR Gold Award for the sixth year in a row. • Received third-party assurance for the key performance indicators recommended by EPRA and published on the Cofinimmo website. • Produced a sustainability report in line with GRI standards: Core option and received third-party assurance for it. • Participated in the GRESB survey and improved score from 57% to 70% in five years. • 'Second Party Opinion' of the Green & Social Bonds reviewed by Vigeo Eiris.
2	ISO 14001 certification for the Environmental Management System for the management of the global office portfolio, project management and development.	Offices	• Extended the ISO 14001:2015 certification. The certification includes all the property management, project management and development activities.
3	Annually review the materiality matrix for the company's sustainability topics.	Cofinimmo Group	• Continued the dialogue with external stakeholders through a customer satisfaction survey. In total, 432 customers received the survey and the response rate was 37.5%.
4	Promote the Green Charter, a collaboration agreement signed by Cofinimmo, Cofinimmo Services and the tenant in order to actively promote sustainability and encourage all parties to reduce the environmental impact of leased properties: sharing of consumption data, initiatives to reduce consumption, better waste sorting, etc.	Offices	• Promoted the Green Charter to new tenants at the time of lease signature. • 21% of office spaces covered by a Green Charter. • Implemented a Green Lease with environmental clauses.
5	Include a separate clause in contracts and calls for tenders regarding the adoption of sustainability practices by subcontractors as a selection criterion.	Global portfolio	• The environmental policy is attached to all general contracting agreements. Cofinimmo encourages its suppliers to adopt environmental-friendly behaviours. • Reiteration of Cofinimmo's commitment as a signatory of the UN Global Compact charter containing ten principles with regard to fundamental responsibilities in the areas of human rights, labour, the environment and the fight against corruption. • Publication of the 2018 Sustainability Report as a 'Communication on Progress' on the United Nations Global Compact website.
	Profitability for investors and access to capital		
6	Mobilise employees.	Cofinimmo Group	• Stronger integration of sustainability criteria during due diligence by the acquisition teams and in the communication of these acquisitions.
	Innovation		
7	Develop a culture of innovation within the company.	Cofinimmo Group	• Cofinimmo became member of the Prop Tech Lab in 2019.
	Aesthetics, respect for public spaces and diversity of districts		
8	Improve the aesthetics and public space when redeveloping existing buildings.	Global portfolio	• Redevelopment works on the Quartz building (formerly Arts/Kunst 19H).
9	Obtain BREEAM and BREEAM In-Use certificates.	Offices	• Received the BREEAM In-Use certificate for Woluwe 58, Cofinimmo's head office. • Extended the BREEAM In-Use certificate for seven multi-tenants office buildings.
10	Improve the collection of water consumption data.	Global portfolio	• 83% of collected data relating to water consumption in the directly managed portfolio, 39% in healthcare real estate, 20% for PPP and 90% for single-tenant office buildings.
	Safety and well-being		
11	Gradually decontaminate buildings still containing traces of asbestos.	Global portfolio	• Updated the inventory of buildings with remaining traces of asbestos.

	Measurement of objective	Progress in 2019	Future actions	Deadline
	Scores obtained for the different surveys	100%	• Continued participation of Cofinimmo in the GRESB survey. • Renew participation in the Carbon Disclosure Project. • Publish EPRA performance indicators. • Active participation in the MSCI and Sustainalytics ratings. • Produce the annual report for the Green & Social Bonds issued in December 2016, included in the 2020 Sustainability Report.	2020
	Certification renewal/ extension	100%	• Three-yearly renewal of the ISO 14001 certification.	2020
	Completion of the planned actions	100%	• New customer satisfaction survey for healthcare and office real estate segments. • Survey sent to investors in order to understand their needs in terms of ESG.	2020
	% surface area	21%	• Coverage of 30% of office spaces by a Green Charter. • Extension of the 'Green Charter' to 50% of the healthcare real estate surface areas.	2020
	% agreements	100%	• Publication of the 2019 Sustainability Report as 'Communication on Progress' on the United Nations Global Compact website.	2020
	Completion of the planned actions	100%	• Set an objective relating to the company's sustainability strategy in the individual annual objectives of each employee for 2020. • Review the framework of green and social financing to guarantee eligible assets.	2020
	Completion of the planned actions	100%	• Define and launch a governance practice for efficient and sustainable data. • Consider electronic signature of leases and digital inventory records. • Explore the use of innovative construction materials.	2020
	Number of projects	100%	• Delivery of construction, renovation and extension works for 10% of the portfolio.	2024
	Number of buildings	100%	• Confirm the BREEAM certificate for the large-scale renovation projects once completed: - Quartz (formerly Arts/Kunst 19H) - BREEAM Excellent certificate expected in 2020.	2020
	% of data coverage	44%	• Increase coverage to 75% of building surfaces.	2020
	Coverage in m² of buildings without traces of asbestos	57%	• Improve the quality of data collected for the various segments.	2020

ID	Commitments	Scope	Actions taken in 2019
	Employee training		
12	Implement the framework necessary for the development of employees.	Cofinimmo Group	• 4,544 hours of training were followed by 54% of employees, representing an average of 4.6 days of training per employee.
	Respect for differences and cultural diversity		
13	Ensure sufficient diversity at all levels of the company.	Cofinimmo Group	• Parity between men and women at Board of Directors level: 50% women and 50% men.
14	Audit and research potential improvements related to the accessibility of buildings to people with reduced mobility (PRM)	Offices	• 30% of multi-tenant buildings have been audited since 2013.
	Mobility		
15	Inform clients about the accessibility of buildings using alternative transport modes to the car.	Offices	• Progressive set-up of multi-modal sheets for office buildings.
16	Promote the use of alternative transport modes to the car by improving facilities.	Offices	• 1% of parking spaces are equipped with charging stations in the office segment. • 13% of bicycle parking spaces are available in the office segment.
17	Increase the rate of use of parking spaces by sharing them or through a conversion into car parks for semi-public or public use.	Offices	• Assessed the implementation of public parking spaces in the context of the renewal of the environmental permit for three buildings. • 3% of the parking spaces available in the office portfolio are converted into shared and public parking spaces.
18	Implement a mobility plan.	Cofinimmo Group	• Raising awareness among staff members benefiting from a company car as to alternative transport modes.
	Energy intensity and GHG emissions		
19	Increase renewable energy production.	Global portfolio	• Renewal of the green electricity supply contract for the supply points directly managed by Cofinimmo Services, Cofinimmo and Superstone.
20	Improve the portfolio's energy performance with a building renovation programme.	Global portfolio	• 1.2% of the real estate portfolio underwent redevelopment or large-scale renovation, which improved the energy performance (excluding new constructions and acquisitions).
21	Better monitoring of the energy intensity of buildings.	Global portfolio	• Consumption data has been collected for 62% of the healthcare real estate segment and 95% of the office segment.
22	Reduce the energy intensity of buildings by 30% to reach the level of 130 kWh/m² by 2030.	Global portfolio	• Decrease the energy intensity by 0.6% compared to 2018 by reaching 178 kWh/m². • Identify one goal per asset in line with PLAGE and on a more global scale following the science-based targets methodology. • Assign a PLAGE coordinator.
23	Partially recycle materials during renovation projects.	Offices	• In 2019, the opportunity to recuperate materials prior to demolition did not occur in any of the redevelopment projects.
24	Receive electronic invoices from suppliers and send invoices to clients in digital format.	Cofinimmo Group	• In 2019, 28,734 invoices were received. In total, 67% of all invoices received in digital format were inserted directly by e-mail. The balance of the invoices, received on paper, were scanned. • Likewise, for 73% of tenants, all documents (rent bills, rental-related expenses breakdowns, etc.) were sent in digital format.
25	Improve waste sorting in multi-tenant office buildings by raising awareness among occupants.	Offices	• 43% of the collected waste is recycled. • Waste reduction from 3.05 tonnes/m² to 2.99 tonnes/m².
26	Head office's carbon footprint.	Cofinimmo Group	• Identify one goal following the science-based targets methodology. • Assess the impact of the application of the mobility policy implemented in 2017, which offers solutions in terms of mobility and allows to combine company car with soft mobility.

	Measurement of objective	Progress in 2019	Future actions	Deadline
	Average number of days per employee	92%	• Continued training for employees and managers.	2020
	% of women/% of men on the Board of Directors	100%	• Continued vigilance on a parity men/women on the Board of Directors and the Executive Committee.	2021
			• Continued vigilance on accessibility within the framework of the construction sites.	2020
	Number of buildings	100%	• Analyse the parking spaces management tools.	2020
	% bicycle parking spaces	13%	• Gradually improve infrastructure for cyclists by: - increasing bicycle parkings; - improving the type of bicycle parking; - increasing the number of showers.	2020
	Number of shared or public parking spaces	3%	• Study conducted for the gradual conversion of 1,500 parking spaces into public parking as permits are renewed.	2030
	Number of actions	100%	• Revision of the three-year mobility plan including the set-up of new objectives.	2020
	Number of buildings	100%	• Raise tenant awareness about investing in renewable energy sources during construction/ renovation/extension projects.	2020
	% surface area	100%	• Cofinimmo is planning to refurbish 8.5% of its portfolio between 2020 and 2024 (excluding new constructions and acquisitions).	2024
	% surface area	62%	• Increase the consumption data for the healthcare real estate segment to 75%.	2020
	% surface area	76%	• Programming of the actions identified in the energy cadastre. • Official validation by science-based targets of the global objective.	2020
			• Material recovery considered for new renovation projects	2020
	Number of invoices sent/received in digital format	67%	• 75% of invoices will be received in digital format. • 80% of tenants will receive their rent bills and rental-related expenses breakdowns in digital format.	2020
	% recycled waste compared to 70% objective	61%	• Improved waste sorting.	2020
			• New assessment of Cofinimmo's carbon footprint.	2020