

DASHBOARD

Actions taken in 2020	Progress in 2020	Future actions	Deadline
Business ethics			
1. Maximise the transparency of the company's non-financial information.			
Scope: Cofinimmo group Measurement of objective: scores obtained in the different surveys			
<ul style="list-style-type: none"> Received an EPRA Sustainability sBPR Award for the ninth consecutive year. Prepared a sustainability report in line with GRI standards: Core option and received third-party assurance for it. Participated in the GRESB survey with a score which went from 45% to 67% in seven years. Reviewed the sustainable financing framework, confirmed by Vigeo Eiris Second Party Opinion. 'Prime' rating for the first time according to the ISS ESG rating methodology. Renewed participation in the Carbon Disclosure Project. 	<p>Gold Award</p> <p>Limited assurance on EPRA performance indicators, the GRI Content Index and the green and social portfolio</p> <p>67%</p> <p>Reasonable assurance (highest level of assurance)</p> <p>C (Prime)</p> <p>B (management band)</p>	<ul style="list-style-type: none"> Continually and actively participate in the GRESB, MSCI, Sustainalytics, ISS ESG and CDP surveys and ratings. Publish non-financial information in a combined annual financial report and obtain third-party assurance. Prepare the annual financial report based on risks and opportunities associated with climate change as recommended by TCFD. 	2021
2. ISO 14001 certification for the Environmental Management System.			
Scope: portfolio in Belgium Measurement of objective: certification renewal / extension			
<ul style="list-style-type: none"> Renewed ISO 14001:2015 certification for the fourth time. Published an ESG policy. 	100%	<ul style="list-style-type: none"> Extend the ISO 14001:2015 certification annually. Understand the European Green Deal and define Cofinimmo's contribution. 	2021
3. Annually review the materiality matrix for the company's sustainability topics.			
Scope: Cofinimmo group Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Survey polling major investors to understand their needs in terms of ESG. 	100%	<ul style="list-style-type: none"> New customer satisfaction survey for the healthcare segment. Stakeholders' contribution in the health real estate segment to challenge material issues. In-depth portfolio risk analysis of physical risks associated with climate change. 	2021
4. 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 sorting, etc.			
Scope: Cofinimmo group Measurement of objective: coverage in m ² of buildings			
<ul style="list-style-type: none"> Converted the green charter into a green clause as soon as the lease is signed with a new tenant. 63% 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). 	63%	<ul style="list-style-type: none"> 75% of surface areas in healthcare real estate covered by a sustainable collaboration agreement. 	2021
5. Include a separate clause in contracts and calls for tenders regarding the adoption of sustainability practices by subcontractors as a selection criterion.			
Scope: Cofinimmo group Measurement of objective: % of contracts			
<ul style="list-style-type: none"> ESG policy is included in any general contractor contract. Cofinimmo encourages its suppliers to adopt an environmentally friendly behaviour. Cofinimmo reiterated its commitment as a signatory to the UN Global Compact Charter, which encompasses ten principles of fundamental corporate responsibility in the fields of human rights, labour, environment, and the fight against corruption. 2019 sustainability report published as 'communication in progress' on the UN Global Compact Charter website. 	100%	<ul style="list-style-type: none"> Publish the 2020 annual financial report as 'communication in progress' on the UN Global Compact Charter website. Prepare a supplier policy addressing environmental and social aspects in the value chain. Prepare a tax compliance policy in line with OECD recommendations. 	2021



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6. Mobilise employees.			
Scope: Cofinimmo group Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Disclosed the results of the employee engagement survey. Donated smartphones to a local organisation for distribution through the Red Cross in order to bridge the digital divide. 	100 %	<ul style="list-style-type: none"> Implement the action plan following the results of the employee engagement survey. Define an overall ESG objective in the annual individual objectives of each employee. Implement an HR policy dealing with the training, diversity, safety, and well-being topics. 	2021
Profitability for investors and access to capital			
7. Develop a financial strategy that is consistent with ESG objectives.			
Scope: Cofinimmo group Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Reviewed the green and social financing framework to ensure eligible assets. 	100 %	<ul style="list-style-type: none"> Studies to integrate sustainability criteria in financial models during due diligence. 	2021
Innovation			
8. Develop a culture of innovation within the company.			
Scope: Cofinimmo group Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Defined an effective and sustainable data governance practice. Implemented the electronic signature of leases and any other digital document in general. The generalised telework system has been applied without any problems since the lockdown in March 2020. 	100 %	<ul style="list-style-type: none"> Launch an effective and sustainable data governance practice. Explore the use of innovative construction materials. 	2021
Aesthetics, respect for public spaces and diversity of districts			
9. Improve the aesthetics and public space when redeveloping existing buildings.			
Scope: overall portfolio Measurement of objective: number of projects			
<ul style="list-style-type: none"> Acceptance of the redevelopment works on the Quartz office building. 	100 %	<ul style="list-style-type: none"> Delivery of construction, renovation and extension works for 11% of the portfolio. Maximal target energy intensity of 50 kWh/m² for redevelopment projects. 	2025
10. Receive BREEAM and BREEAM In-Use certifications.			
Scope: overall portfolio Measurement of objective: number of buildings since 2010			
<ul style="list-style-type: none"> Extension of the BREEAM In-Use certification for Woluwe 58, Cofinimmo's head office. BREEAM In-Use certification received for a multi-tenant office building. 	28	<ul style="list-style-type: none"> Confirm the BREEAM certification for in-depth renovation projects, once completed: <ul style="list-style-type: none"> Quartz – BREEAM Excellent certification expected for February 2021. Initiate the procedure to receive a BREEAM certification for 5 healthcare real estate projects in Spain. Obtain a BREEAM In-Use Very good for at least 6 healthcare real estate properties in Belgium. 	2021
11. Improve the collection of water consumption data.			
Scope: overall portfolio Measurement of objective: % of data coverage			
<ul style="list-style-type: none"> 89 % of data collected on water consumption for the directly managed portfolio, 47 % in healthcare real estate, 75 % for PPPs and 93 % for single-tenant offices. Monitoring system installed for 13 healthcare real estate assets in the Netherlands, in collaboration with Smartvatten. 	52 %	<ul style="list-style-type: none"> Increase coverage to 75 % of building surface areas. 	2021

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12. Ensure biodiversity.			
Scope: overall portfolio			
Measurement of objective: % of projects			
<ul style="list-style-type: none"> 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. 	100 %	<ul style="list-style-type: none"> Analyse projects carried out on undeveloped land in order to reduce environmental impact through the obtention of environmental certification. 	2021
Safety and well-being			
13. Gradually decontaminate buildings still containing traces of asbestos.			
Scope: overall portfolio			
Measurement of objective: coverage in m ² of buildings without asbestos			
<ul style="list-style-type: none"> 54 % of the portfolio no longer contains traces of asbestos. 	54 %	<ul style="list-style-type: none"> Improve the quality of data collected for the different segments. 	2021
14. Promote solidarity in order to maximise its social impact.			
Scope: Cofinimmo group			
Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Various measures in response to the COVID-19 pandemic in the countries where the group is active in order to guarantee the continuity of its activities. Targeted savings programme in order to allocate the amount collected to several initiatives related to the fight against this pandemic and its effects. 	100 %	<ul style="list-style-type: none"> Integrate social risk into the customer relationship for the healthcare segment by analysing and comparing existing audit tools for the qualification of health care. 	2021
Employee training			
15. Develop the necessary framework for employee development.			
Scope: Cofinimmo group			
Measurement of objective: average number of days per employee			
<ul style="list-style-type: none"> 3,857 hours of training were followed by 50 % of employees, representing an average of 3.5 days of training per employee. Cofinimmo encouraged its employees to follow trainings during the COVID-19 period. This could easily be done online. Offers from the following sites were consulted: Cevora/Cefora, Forem, ONEM/VDAB, Wallangues, Studytube, Coursera and Yale. 	50 %	<ul style="list-style-type: none"> Continued employee training. Define ESG training needs associated with performance appraisals. 	2021
Respect for differences and cultural diversity			
16. Ensure sufficient diversity at the different levels of the company's hierarchy.			
Scope: Cofinimmo group			
Measurement of objective: % of women / % of men at executive committee level			
<ul style="list-style-type: none"> Greater parity between men and women at staff level. 	72 %	<ul style="list-style-type: none"> Continued vigilance on a parity between men and women on the board of directors and the executive committee. 	2021
17. Audit and research potential improvements related to the accessibility of buildings to people with reduced mobility (PRM).			
Scope: overall portfolio			
Measurement of objective: % of multi-tenant offices			
<ul style="list-style-type: none"> 25 % of the buildings have been audited since 2013. 	25 %	<ul style="list-style-type: none"> Continued vigilance on accessibility within the framework of the construction sites. 	2021
Mobility			
18. Inform clients about the accessibility of buildings using alternative transport modes to the car.			
Scope: office portfolio			
Measurement of objective: % of office buildings			
<ul style="list-style-type: none"> Progressive set-up of multi-modal sheets for office buildings. 	66 %	<ul style="list-style-type: none"> Analyse parking spaces management tools. 	2021
19. Promote the use of alternative transport modes to the car by improving facilities.			
Scope: office portfolio			
Measurement of objective: % of bicycle parking spaces			
<ul style="list-style-type: none"> 2 % of parking spaces are equipped with charging stations in the office segment. 18 % of bicycle parking spaces are available in the office segment. 	18 %	<ul style="list-style-type: none"> Gradually improve infrastructure for cyclists by: <ul style="list-style-type: none"> - increasing bicycle parking spaces; - improving the type of bicycle parking spaces; - increasing the number of showers. 	2021



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20. Increase the rate of use of car parks by sharing them or through a conversion into car parks for semi-public or public use.			
Scope: office portfolio Measurement of objective: % of shared or public parking spaces			
<ul style="list-style-type: none"> Assessed the implementation of public parking spaces in the context of the renewal of the environmental permit for 15% of the parking spaces subject to COBRACE in Brussels. 4% of the parking spaces available in the office portfolio are converted into shared and public parking spaces. 	4%	<ul style="list-style-type: none"> Study conducted for the gradual conversion of 1,200 parking spaces into public parking as permits are renewed. 	2030
21. Implement a mobility plan.			
Scope: Cofinimmo group Measurement of objective: completion of planned actions			
<ul style="list-style-type: none"> Raise awareness among staff members as to alternative transport modes by implementing a new green mobility plan. 	100%	<ul style="list-style-type: none"> Revision of the three-year mobility plan including the set-up of new objectives, postponed to 2021 due to the health crisis. 	2021
Energy intensity and GHG emissions			
22. Increase renewable energy production.			
Scope: overall portfolio Measurement of objective: number of buildings			
<ul style="list-style-type: none"> Renewal of the green electricity supply contract for the supply points directly managed. Several tenants in healthcare real estate have taken steps to install photovoltaic panels in the indirectly managed portfolio. 	26%	<ul style="list-style-type: none"> Raise tenant awareness about investing in renewable energy sources during construction/renovation/extension projects. Commitment to the green electricity supply until 2030. 	2030
23. Improve the portfolio's energy performance with a building renovation programme.			
Scope: overall portfolio Measurement of objective: % surface area			
<ul style="list-style-type: none"> 3.6% of the real estate portfolio underwent redevelopment or large-scale renovation, which improved the energy performance (excluding new constructions and acquisitions). 	3.6%	<ul style="list-style-type: none"> Cofinimmo is planning to refurbish 8.8% of its portfolio between 2021 and 2025 (excluding new constructions and acquisitions). 	2025
24. Better monitoring of the energy intensity of buildings.			
Scope: overall portfolio Measurement of objective: % of surface areas			
<ul style="list-style-type: none"> Consumption data has been collected for 61% of the healthcare real estate segment and 99% of the office segment. 	63%	<ul style="list-style-type: none"> Increase the consumption data for the healthcare real estate segment to 75%. 	2021
25. Reduce the energy intensity of buildings by 30% to reach the level of 130 kWh/m² by 2030.			
Scope: overall portfolio Measurement of objective: in kWh/m ²			
<ul style="list-style-type: none"> Decreased the energy intensity by 8% compared to 2019 by reaching 163 kWh/m². Official validation of the global objective by the 'science based targets initiative'. Confirmed commitment to the Belgian alliance for climate action (BACA). 	163 kWh/m ²	<ul style="list-style-type: none"> Program the actions identified in the energy cadastre. Acquisition policy with a target average energy intensity of 85 kWh/m². Reduce the performance of the portfolio under operational control by 10%. 	2030
26. Partially recycle materials during renovation projects.			
Scope: office portfolio Measurement of objective: number of projects			
<ul style="list-style-type: none"> In 2020, the opportunity to recuperate materials prior to demolition did not occur in any of the redevelopment projects. 	n/a	<ul style="list-style-type: none"> Calculate the embedded carbon for at least one redevelopment project in each geographical area. Material recovery considered for new renovation projects. 	2021

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27. Receive electronic invoices from suppliers and send invoices to clients in digital format.			
Scope: Cofinimmo group			
Measurement of objective: number of invoices received/sent digitally			
<ul style="list-style-type: none"> In 2020, 28,521 invoices were received. In total, 89% of all invoices received in digital format were directly attached in an e-mail. The remaining invoices, received in paper format, were scanned. Likewise, for 82% of lease contracts, all documents (rent bills and rental-related expenses breakdowns, etc.) were sent in digital format. 	89%	<ul style="list-style-type: none"> 90% of invoices will be received in digital format. 85% of tenants will receive their rent bills and rental-related expenses breakdowns in digital format. 	2021
28. Improve waste sorting in multi-tenant office buildings by raising awareness among occupants.			
Scope: office portfolio			
Measurement of objective: % of recycled waste compared to the 70% target			
<ul style="list-style-type: none"> 44% of collected waste are recycled. Waste reduction from 2.99 tonnes/m² to 2.07 tonnes/m². 	63%	<ul style="list-style-type: none"> Improve waste sorting, and reduce the overall weight of waste per m² by raising awareness among tenants in the portfolio under operational control. 	2021
29. Annual assessment of the head office's carbon footprint.			
Scope: Cofinimmo group			
Measurement of objective: emissions in tonnes CO ₂ e per employee			
<ul style="list-style-type: none"> Aim to reduce the carbon footprint by 50% by 2030 in line with the science based targets initiative, through an advanced mobility policy. 	4.1 tonnes CO ₂ e/FTE	<ul style="list-style-type: none"> Assess the impact of the application of the mobility policy implemented in 2020, which offers a mobility budget to all the employees. 	2021



Quartz office building – Brussels CBD (BE)