

# appendic to the ESG report



## Table of contents

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EPRA performance indicators	322
Dashboard	342
Link between topics of Cofinimmo and SDGs	346
GRI content index	348
Auditor report	352



► Nursing and care home - Cartagena (ES)

# EPRA performance indicators

Cofinimmo constantly strives to communicate clearly and transparently with its stakeholders. To this end, it applies the sustainability Best Practices Recommendations (sBPR), promulgated by EPRA.

## Organisational boundaries

The data is calculated based on information in the possession of Cofinimmo as landlord, and Cofinimmo Services and Superstone as managers of real estate portfolios. It also includes the data collected from the buildings' occupants. In this way, an



### EPRA sBPR Award

In September 2022, the European association of listed real estate companies EPRA granted Cofinimmo, among other leading European listed companies, an sBPR award for the eleventh consecutive year for the quality of its sustainability report.

operational control approach is adopted. Surface areas under operational control (directly managed or controlled by the owner) include Cofinimmo's head office, the operational multi-tenant leases, and medical office buildings (338,615/2,681,229 m<sup>2</sup>). Their 'GHG' emissions are considered as scope 1 and 2.

Cofinimmo has no operational control over consumption in buildings in the following segments: healthcare real estate with the exclusion of medical office buildings, property of distribution networks, PPP and other finance leases, and single-tenant office buildings, which together represent 87% of the portfolio. These buildings are indirectly managed (controlled by the tenant) and their GHG emissions are considered as scope 3.

For ESG indicators, it is important to note that all the buildings of the portfolio are included, without distinction between operational and financial leases.

## Coverage

Coverage is always expressed in m<sup>2</sup> per segment. The surface areas used match the surface area of the buildings as in the chapter 'Property report' (see pages 152-165). The surface area used for the calculation of the intensity of the different environmental performance indicators is listed in a table at the beginning of the environmental performance indicators (see pages 324-325).

For each absolute indicator, each row shows the coverage expressed as the number of buildings compared to the total number of buildings and as a percentage of surface areas compared to the total surface area.

For electricity and fuels, the directly managed portfolio coverage is approximately 100%, the coverage for waste is 92% and for water it is 85%.

## Consumption estimations

For all the meters, the consumption estimations are made using the same formula and based on the data mentioned on annual invoices. In order to obtain an annual consumption corresponding to a calendar year, an extrapolation of the consumption is made on the basis of the last recorded annual consumption for the missing period (for example: the consumption for the period going from June 2021 to May 2022 will be used as a basis for estimating the consumption for the period going from June 2022 to December 2022). For fuel, the formula takes into account degree-days. The method has been validated and this data is verified for a sample of sites during the third-party assurance.

Should the private consumption for multi-tenant buildings be incomplete because some tenants did not send the necessary information, the missing private consumption is estimated based on the known average private consumption for other floors in the same building.

For Cofinimmo's head office, no data has been estimated. For each absolute indicator, each row shows the proportion of estimated data expressed in percentage compared to the total.

## Third-party assurance

In accordance with ISAE 3000, all the environmental, social and governance performance indicators included on pages 324-341 have been subject to a third-party assurance by Deloitte Bedrijfsrevisoren/Réviseurs d'Entreprises BV/SRL (see the 'Statutory Auditor's report'). This report provides an external and objective perspective on the data and helps ensure that it accurately reflects reality. No observations were made. The monitored indicators correspond to the 28 performance indicators recommended by EPRA and represent 21 Global Reporting Initiative disclosures (GRI). They are considered to be material for the real estate sector.

## Limitations on consumption

Consumption data is provided directly by the tenant for a sample of surface areas (67% of portfolio indirectly managed), comprising a mix of operational and financial leases.

In total, 100% of the consumption data for the private spaces of multi-tenant buildings is obtained by the landlord's property manager (58%) or by the distribution network's manager with the formal agreement of the tenant (42%).

For multi-tenant office buildings, healthcare properties for which Cofinimmo Services and Superstone provide property management, or the head office (13% of the portfolio), Cofinimmo can only act on the consumption of the shared technical equipment of these assets.

## Normalisation

The normalisation is clearly indicated for each indicator. Fuel consumption is usually normalised to assess the rigours of the climate. The comparison is based on normalised consumption, based on degree-days (DD). The number of DDs rises as it gets colder. The average DD value for a location (established over the past 30 years) is called normal degree-days (NDD).

Normalised consumption = Recorded consumption x NDD / DD

The environmental intensity indicators are always expressed per unit of surface area.

## Analysis per segment

In addition to the distinction between buildings under or outside of operational control, a distinction is made according to the following segments: healthcare real estate, property of distribution networks, PPP and other finance leases, and offices. The impact of Cofinimmo's head office is transparently communicated on a separate line. Segmentation is therefore done in the same way as for the financial analysis. In addition, a distinction is made between investment properties and the consolidated portfolio.

Since environmental legislation as well as GHG emissions conversion factors differ from country to country, indicators are then analysed geographically without the operational control distinction.

## Cofinimmo's head office

In complete transparency, each indicator shows the head office measurements as well as the evolution of the measurements on a separate line. For the head office, no estimate has been made and the coverage is 100% for each indicator. Being part of Cofinimmo's portfolio, the head office is included in the consolidated results of the office segment.

The social indicators related to the employees cover all employees (161 persons as at 31.12.2022) in Belgium (133 persons), in France (4 persons), in the Netherlands (5 persons), in Germany (13 persons) and in Spain (6 persons). All the other indicators (energy, commuting, etc.) only cover the surface areas in Belgium (3,868 m<sup>2</sup>), since the surface areas occupied in France (93 m<sup>2</sup>), the Netherlands (35 m<sup>2</sup>), Germany (approximately 30 m<sup>2</sup>), and Spain (approximately 40 m<sup>2</sup>) are not material.

## Performance

The results relating to electricity, fuel, urban heat and water consumption, as well as waste, cover both the investment properties under Cofinimmo's operational control and those under the operational control of the tenants.

The findings on the environmental indicators below concern the 2021-2022 like-for-like analysis. On a like-for-like basis, there was a 12.2% decrease in emissions, with the following breakdown:

- a 10.3% decrease in scopes 1 and 2;
- a 12.8% decrease in scope 3.

This is consistent with the objective of reducing the energy intensity of the portfolio by 30% and is explained by the following factors (without priority and not exhaustive):

- energy crisis as a result of which all parties involved have become energy conscious,
- outdoor temperature as 2022 was an exceptionally warm year,
- portfolio turnover and renewal.

Water consumption per m<sup>2</sup> is five times higher in the healthcare real estate segment than in the office segment. With a like-for-like asset mix, an increase in water consumption of 0.1% is observed. An action plan is implemented for further monitoring in the directly managed portfolio.

With a like-for-like asset mix, the quantities of waste in tonnes decreased by 22.6% and 46% of the collected waste is recycled.

The evolution of water consumption and especially waste production continues to be impacted by the growth of activities in 2022. Higher usage within the portfolio coupled with a higher occupancy rate has led to a higher waste production.

The 20 buildings with BREEAM or BREEAM-equivalent certifications represent approximately 7% of the portfolio. In the context of ISO 14001 certification, the principles of BREEAM and/or BREEAM In-Use certification also apply to the overall portfolio. As with what is required for a BREEAM certification, the same approach is followed for property management, project management and development.

More details on performance by indicator are available on the following pages and in the notes at the end of the results for each indicator.

All the 2022 data were taken from the energy accounting system.

The material stakes relating to energy intensity and GHG emissions are included in the chapter 'Environment' of the ESG report on pages 138-139. The objectives relating to the coverage of energy intensity and GHG emissions are included in the 'Dashboard' (see pages 342-345).

The ratio of basic salary and remuneration for women and men is stable overall.

## Publication

The environmental and social indicators are published in full in this chapter (see pages 322-336).

The information relating to the governance indicators is published in the 'Corporate Governance Statement' chapter (see pages 198-216).

## Reporting period

The indicators cover the period from 01.01.2022 to 31.12.2022. A comparison is made with the 2021 figures. No adjustments were made to the 2021 historical data on an individual basis.



## Materiality

A comprehensive materiality analysis was carried out and is documented in the chapter 'Major trends and their impacts on the ESG strategy' (see pages 122-127).

This analysis showed that all the EPRA performance indicators are material and therefore listed on the following pages

## Portfolio coverage by indicator and segment (m<sup>2</sup>)

Healthcare real estate
Distribution networks
Single-tenant offices
<b>TOTAL indirectly managed</b>
Medical office buildings
Multi-tenant offices - shared
Private (purchase by landlord)
Private (purchase by tenant)
Head office
<b>TOTAL directly managed</b>
<b>TOTAL INVESTMENT PROPERTIES</b>
Assets held for sale
Healthcare real estate
Distribution networks
Single-tenant offices
<b>TOTAL indirectly managed</b>
Assets held for sale
Multi-tenant offices - shared
Private (purchase by landlord)
Private (purchase by tenant)
<b>TOTAL directly managed</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>
PPP under finance lease
Other finance leases
<b>TOTAL</b>
Healthcare real estate (BE)
Healthcare real estate (FR)
Healthcare real estate + Medical office buildings (NL)
Healthcare real estate (DE)
Healthcare real estate (Other)
<b>TOTAL Healthcare real estate</b>
<b>TOTAL Offices</b>
<b>TOTAL Healthcare real estate + Offices</b>

**70%**  
Electricity coverage

**64%**  
Fuel coverage

**53%**  
Water coverage

**20%**  
Waste coverage

**2,681,229 m<sup>2</sup>**  
Surface of portfolio

	Total surface area	Elec-Abs	Elec-Lfl	Fuels-Abs	Fuels-Lfl	DH&C-Abs	DH&C-Lfl	Indir-Abs	Indir-Lfl	Dir-Abs	Dir-Lfl	Water-Abs	Water-Lfl	Waste-Abs	Waste-Lfl
	1,642,774	1,262,209	791,481	1,087,293	723,371	49,214	39,997	1,262,209	791,481	0	0	982,694	600,843	0	0
	315,665	18,258	4,520	27,797	12,353	0	0	18,258	4,520	0	0	9,043	9,043	0	0
	146,167	107,563	94,240	110,763	97,440	0	0	107,563	94,240	0	0	83,759	64,312	120,873	68,774
	<b>2,104,606</b>	<b>1,388,029</b>	<b>890,241</b>	<b>1,225,853</b>	<b>833,164</b>	<b>49,214</b>	<b>39,997</b>	<b>1,388,029</b>	<b>890,241</b>	<b>0</b>	<b>0</b>	<b>1,075,496</b>	<b>674,198</b>	<b>120,873</b>	<b>68,774</b>
	50,902	49,582	49,582	49,582	49,582	0	0	49,582	49,582	49,582	49,582	50,902	32,121	28,312	26,458
	245,908	245,908	175,803	245,908	245,908	0	0	245,908	175,803	245,908	245,908	201,687	186,478	245,908	234,932
	146,182	146,182	146,182	0	0	0	0	146,182	146,182	0	0	0	0	0	0
	99,726	99,726	29,621	0	0	0	0	99,726	29,621	0	0	0	0	0	0
	3,868	3,868	3,868	3,868	3,868	0	0	3,868	3,868	3,868	3,868	3,868	3,868	3,868	3,868
	300,678	299,358	229,253	299,358	299,358	0	0	299,358	229,253	299,358	299,358	256,457	222,467	278,088	265,258
	<b>2,405,284</b>	<b>1,687,388</b>	<b>1,119,494</b>	<b>1,525,212</b>	<b>1,132,522</b>	<b>49,214</b>	<b>39,997</b>	<b>1,687,388</b>	<b>1,119,494</b>	<b>299,358</b>	<b>299,358</b>	<b>1,331,953</b>	<b>896,665</b>	<b>398,961</b>	<b>334,032</b>
	12,957	0	0	12,957	0	0	0	0	0	0	0	0	0	0	0
	14,538	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	16,062	0	0	0	0	0	0	0	0	0	0	0	0	16,062	0
	43,557	0	0	12,957	0	0	0	0	0	0	0	0	0	16,062	0
	37,937	37,937	28,271	37,937	37,937	0	0	37,937	28,271	37,937	37,937	28,271	28,271	37,937	37,937
	19,473	19,473	19,473	0	0	0	0	19,473	19,473	0	0	0	0	0	0
	18,464	18,464	8,798	0	0	0	0	18,464	8,798	0	0	0	0	0	0
	37,937	37,937	28,271	37,937	37,937	0	0	37,937	28,271	37,937	37,937	28,271	28,271	37,937	37,937
	<b>2,486,778</b>	<b>1,725,325</b>	<b>1,147,765</b>	<b>1,576,106</b>	<b>1,170,459</b>	<b>49,214</b>	<b>39,997</b>	<b>1,725,325</b>	<b>1,147,765</b>	<b>337,295</b>	<b>337,295</b>	<b>1,360,224</b>	<b>924,936</b>	<b>452,960</b>	<b>371,969</b>
	138,855	115,532	115,532	115,532	115,532	0	0	115,532	115,532	0	0	39,600	39,600	75,932	0
	55,596	48,871	39,602	14,243	14,243	0	0	48,871	39,602	0	0	9,269	0	0	0
	<b>2,681,229</b>	<b>1,889,728</b>	<b>1,302,900</b>	<b>1,705,881</b>	<b>1,300,234</b>	<b>49,214</b>	<b>39,997</b>	<b>1,889,728</b>	<b>1,302,900</b>	<b>337,295</b>	<b>337,295</b>	<b>1,409,093</b>	<b>964,536</b>	<b>528,892</b>	<b>371,969</b>
	Total surface area	Elec-Abs	Elec-Lfl	Fuels-Abs	Fuels-Lfl	DH&C-Abs	DH&C-Lfl	Indir-Abs	Indir-Lfl	Dir-Abs	Dir-Lfl	Water-Abs	Water-Lfl	Waste-Abs	Waste-Lfl
	607,753	458,179	226,832	395,305	231,326	0	0	458,179	226,832	0	0	338,929	171,781	0	0
	232,757	201,893	174,208	203,020	167,042	0	0	201,893	174,208	0	0	149,547	123,478	0	0
	193,167	186,169	151,651	163,245	143,224	0	0	186,169	151,651	49,582	49,582	179,070	134,752	28,312	26,458
	376,367	255,633	214,165	265,710	208,907	39,997	39,997	255,633	214,165	0	0	260,959	202,953	0	0
	296,589	209,917	74,207	122,552	22,454	9,217	0	209,917	74,207	0	0	105,091	0	0	0
	<b>1,706,633</b>	<b>1,311,791</b>	<b>841,063</b>	<b>1,149,832</b>	<b>772,953</b>	<b>49,214</b>	<b>39,997</b>	<b>1,311,791</b>	<b>841,063</b>	<b>49,582</b>	<b>49,582</b>	<b>1,033,596</b>	<b>632,964</b>	<b>28,312</b>	<b>26,458</b>
	449,942	395,276	302,182	398,476	385,153	0	0	395,276	302,182	283,845	283,845	317,585	282,929	424,648	345,511
	<b>2,156,575</b>	<b>1,707,067</b>	<b>1,143,245</b>	<b>1,548,308</b>	<b>1,158,106</b>	<b>49,214</b>	<b>39,997</b>	<b>1,707,067</b>	<b>1,143,245</b>	<b>333,427</b>	<b>333,427</b>	<b>1,351,181</b>	<b>915,893</b>	<b>452,960</b>	<b>371,969</b>

## Environmental performance indicators

### Energy intensity (kWh/m<sup>2</sup>/year)

Based on disclosures GRI 302-3 and CREI

Ratio between total energy consumed from all sources, i.e. electricity, fuel, urban heating and refrigeration, divided per surface unit. Total of energy consumed where the numerator corresponds to the sum of the three following indicators in absolute value: electricity, energy coming from urban heating and fuels.

	Elec-Int			DH&C-Int			Fuels-Int			Energy-Int			Energy-Int-Lfl		
	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ
Healthcare real estate	55	54	1.8%	90	97	-7.4%	94	105	-10.6%	153	161	-5.1%	139	158	-12.5%
Distribution networks	59	35	70.0%	0	0	0.0%	76	29	162.5%	135	64	112.0%	51	49	3.5%
Single-tenant offices	225	209	7.7%	0	0	0.0%	66	94	-29.3%	291	303	-3.8%	303	308	-1.8%
<b>TOTAL indirectly managed</b>	<b>68</b>	<b>69</b>	<b>-2.3%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>91</b>	<b>103</b>	<b>-11.4%</b>	<b>163</b>	<b>174</b>	<b>-6.3%</b>	<b>155</b>	<b>171</b>	<b>-9.5%</b>
Medical office buildings	77	84	-7.6%	0	0	0.0%	44	65	-32.5%	121	148	-18.5%	121	153	-21.1%
Multi-tenant offices	80	77	3.6%	0	0	0.0%	63	78	-18.7%	143	155	-7.6%	149	155	-3.9%
Head office	90	75	20.3%	0	0	0.0%	60	71	-16.6%	150	147	2.3%	150	147	2.3%
<b>TOTAL directly managed</b>	<b>80</b>	<b>78</b>	<b>1.7%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>60</b>	<b>76</b>	<b>-20.8%</b>	<b>140</b>	<b>154</b>	<b>-9.4%</b>	<b>144</b>	<b>155</b>	<b>-6.8%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>70</b>	<b>71</b>	<b>-1.8%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>85</b>	<b>96</b>	<b>-11.5%</b>	<b>158</b>	<b>168</b>	<b>-6.2%</b>	<b>151</b>	<b>167</b>	<b>-9.4%</b>
Assets held for sale															
Healthcare real estate	0	62	0.0%	0	0	0.0%	0	192	-100.0%	0	254	0.0%	0	0	0.0%
Distribution networks	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
Single-tenant offices	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
<b>TOTAL indirectly managed</b>	<b>0</b>	<b>62</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>192</b>	<b>-100.0%</b>	<b>0</b>	<b>254</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
Assets held for sale															
Multi-tenant offices - shared	66	62	6.9%	0	0	0.0%	63	79	-20.7%	129	141	-8.6%	124	143	-13.5%
<b>TOTAL directly managed</b>	<b>66</b>	<b>62</b>	<b>6.9%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>63</b>	<b>79</b>	<b>-20.7%</b>	<b>129</b>	<b>141</b>	<b>-8.6%</b>	<b>124</b>	<b>143</b>	<b>-13.5%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>70</b>	<b>71</b>	<b>-1.6%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>84</b>	<b>96</b>	<b>-12.5%</b>	<b>157</b>	<b>168</b>	<b>-6.7%</b>	<b>151</b>	<b>166</b>	<b>-9.5%</b>
PPP under finance lease	40	52	-23.4%	0	0	0.0%	138	91	51.6%	178	143	24.5%	178	166	7.1%
Other finance leases	82	0	0.0%	0	0	0.0%	31	0	0.0%	114	0	0.0%	118	0	0.0%
<b>TOTAL</b>	<b>68</b>	<b>69</b>	<b>-0.6%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>87</b>	<b>95</b>	<b>-8.6%</b>	<b>158</b>	<b>165</b>	<b>-4.1%</b>	<b>153</b>	<b>163</b>	<b>-6.3%</b>

- The values shown represent the total consumption for the building, without distinction between the private and shared areas.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- No information is available for the distribution networks in France and the Netherlands.
- For distribution networks, the significant increase in 2022 is due to the growth in activity after the COVID years.

	Elec-Int			DH&C-Int			Fuels-Int			Energy-Int			Energy-Int-Lfl		
	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ	2022	2021	Δ
Healthcare real estate (BE)	43	37	15.0%	0	0	0.0%	110	111	-1.0%	153	148	3.0%	129	151	-14.7%
Healthcare real estate (FR)	84	76	9.9%	0	0	0.0%	77	78	-2.1%	161	155	3.8%	160	161	-0.2%
Healthcare real estate + Medical office buildings (NL)	68	76	-11.2%	0	0	0.0%	90	92	-1.8%	158	168	-6.1%	150	170	-12.0%
Healthcare real estate (DE)	32	46	-31.2%	88	97	-8.9%	87	117	-25.5%	132	171	-22.5%	113	147	-23.1%
Healthcare real estate (Other)	74	56	33.1%	96	0	0.0%	62	113	-44.9%	144	169	-14.9%	160	213	-25.0%
<b>TOTAL Healthcare real estate</b>	<b>56</b>	<b>55</b>	<b>0.4%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>91</b>	<b>103</b>	<b>-12.1%</b>	<b>150</b>	<b>161</b>	<b>-6.4%</b>	<b>137</b>	<b>158</b>	<b>-12.9%</b>
<b>TOTAL Offices</b>	<b>118</b>	<b>116</b>	<b>2.2%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>64</b>	<b>82</b>	<b>-21.8%</b>	<b>182</b>	<b>198</b>	<b>-7.8%</b>	<b>194</b>	<b>202</b>	<b>-3.6%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>70</b>	<b>71</b>	<b>-2.1%</b>	<b>90</b>	<b>97</b>	<b>-7.4%</b>	<b>84</b>	<b>97</b>	<b>-13.0%</b>	<b>157</b>	<b>169</b>	<b>-7.1%</b>	<b>151</b>	<b>167</b>	<b>-9.5%</b>

- No information is available for healthcare real estate in Ireland.

## Total electricity consumption (MWh/year)

### Based on disclosures GRI 302-1 and 302-2

Total electricity consumed from indirect renewable and non-renewable sources (indirect means that the electricity is produced off-site and purchased from an electricity supplier).

	Number/ total of buildings	Coverage in m <sup>2</sup>	Elec-Abs		Elec-LfL		Electricity from renewable sources	Estimated electricity consumption	
			2022	2021	2022	2021			Δ
Healthcare real estate	218/282	77%	68,979	48,697	43,262	41,928	3.2%	4.3%	17.9%
Distribution networks	30/883	6%	1,077	560	140	100	39.2%	0.0%	29.2%
Single-tenant offices	12/18	74%	24,184	22,323	22,078	21,487	2.8%	1.0%	7.0%
<b>TOTAL indirectly managed</b>	<b>260/1,183</b>	<b>66%</b>	<b>94,241</b>	<b>71,579</b>	<b>65,480</b>	<b>63,515</b>	<b>3.1%</b>	<b>3.4%</b>	<b>15.2%</b>
Medical office buildings	16/17	97%	3,835	4,188	3,835	4,188	-8.4%	0.0%	0.0%
Multi-tenant offices - shared	30/30	100%	10,278	8,528	7,700	6,979	10.3%	0.0%	0.0%
Private (purchase by landlord)	14/14	100%	6,512	6,897	6,512	5,811	12.1%	0.0%	0.3%
Private (purchase by tenant)	16/16	100%	2,866	724	868	724	20.0%	0.0%	45.2%
Head office	1/1	100%	350	291	350	291	20.3%	1.5%	0.0%
<b>TOTAL directly managed</b>	<b>47/48</b>	<b>100%</b>	<b>23,841</b>	<b>20,628</b>	<b>19,265</b>	<b>17,993</b>	<b>7.1%</b>	<b>0.0%</b>	<b>5.5%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>307/1,231</b>	<b>70%</b>	<b>118,081</b>	<b>92,207</b>	<b>84,744</b>	<b>81,508</b>	<b>4.0%</b>	<b>2.7%</b>	<b>13.3%</b>
Assets held for sale									
Healthcare real estate	0/1	0%	0	154	0	0	0.0%	0.0%	0.0%
Distribution networks	0/56	0%	0	0	0	0	0.0%	0.0%	0.0%
Single-tenant offices	0/1	0%	0	0	0	0	0.0%	0.0%	0.0%
<b>TOTAL indirectly managed</b>	<b>0/58</b>	<b>0%</b>	<b>0</b>	<b>154</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Assets held for sale									
Multi-tenant offices - shared	7/7	100%	1,310	1,173	1,061	998	6.3%	0.0%	0.0%
Private (purchase by landlord)	4/4	100%	441	609	441	469	-6.0%	0.0%	0.0%
Private (purchase by tenant)	3/3	100%	755	220	215	220	-2.3%	0.0%	35.6%
<b>TOTAL directly managed</b>	<b>7/7</b>	<b>100%</b>	<b>2,507</b>	<b>2,002</b>	<b>1,717</b>	<b>1,687</b>	<b>1.8%</b>	<b>0.0%</b>	<b>10.7%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>314/1,296</b>	<b>69%</b>	<b>120,588</b>	<b>94,364</b>	<b>86,461</b>	<b>83,195</b>	<b>3.9%</b>	<b>2.7%</b>	<b>13.2%</b>
PPP under finance lease	5/6	83%	4,572	9,216	4,572	7,740	-40.9%	0.0%	32.3%
Other finance leases	8/9	88%	4,016	0	3,424	0	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>327/1,311</b>	<b>70%</b>	<b>129,176</b>	<b>103,580</b>	<b>94,457</b>	<b>90,934</b>	<b>3.9%</b>	<b>2.5%</b>	<b>13.5%</b>

- The values shown represent the total consumption of the buildings, without distinction between the private and shared areas, except for the multi-tenant offices directly for which there is a breakdown of the consumption of the shared technical equipment of the buildings and the private consumption purchased by the landlord and by the tenant.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- No information available for the distribution networks in France and in the Netherlands.

	Number/ total of buildings	Coverage in m <sup>2</sup>	Elec-Abs		Elec-LfL		Electricity from renewable sources	Estimated electricity consumption	
			2022	2021	2022	2021			Δ
Healthcare real estate (BE)	64/90	75%	19,549	9,926	8,625	7,985	8.0%	12.9%	4.6%
Healthcare real estate (FR)	46/51	87%	16,961	14,457	15,182	13,430	13.0%	0.0%	42.8%
Healthcare real estate + Medical office buildings (NL)	45/49	96%	12,567	11,578	10,691	11,578	-7.7%	3.7%	4.5%
Healthcare real estate (DE)	40/56	68%	8,170	12,376	7,448	8,550	-12.9%	0.0%	41.9%
Healthcare real estate (Other)	39/54	71%	15,568	4,701	5,151	4,572	12.6%	0.0%	1.3%
<b>TOTAL Healthcare real estate</b>	<b>234/300</b>	<b>77%</b>	<b>72,814</b>	<b>53,039</b>	<b>47,097</b>	<b>46,115</b>	<b>2.1%</b>	<b>4.1%</b>	<b>17.0%</b>
<b>TOTAL Offices</b>	<b>50/57</b>	<b>88%</b>	<b>46,696</b>	<b>40,765</b>	<b>39,224</b>	<b>36,979</b>	<b>6.1%</b>	<b>0.5%</b>	<b>7.0%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>284/357</b>	<b>79%</b>	<b>119,510</b>	<b>93,804</b>	<b>86,321</b>	<b>83,094</b>	<b>3.9%</b>	<b>2.7%</b>	<b>13.1%</b>

- No information is available for healthcare real estate in Ireland.



## Total fuel consumption (MWh/year)

Based on disclosures GRI 302-1 and 302-2

The types of fuel used are gas, fuel and pellets.

	Number/total of buildings	Coverage in m <sup>2</sup>	Fuels-Abs		Fuels-Lfl		Δ	Estimated fuel consumption
			2022	2021	2022	2021		
Healthcare real estate	186/282	66%	102,411	92,174	57,213	74,919	-23.6%	18.8%
Distribution networks	31/883	9%	2,111	423	248	334	-25.8%	38.0%
Single-tenant offices	13/18	76%	7,351	10,329	6,658	7,806	-14.7%	3.8%
<b>TOTAL indirectly managed</b>	<b>230/1,183</b>	<b>58%</b>	<b>111,873</b>	<b>102,926</b>	<b>64,119</b>	<b>83,059</b>	<b>-22.8%</b>	<b>18.2%</b>
Medical office buildings	16/17	97%	2,163	3,235	2,163	3,235	-33.1%	7.4%
Multi-tenant offices	30/30	100%	15,575	21,739	15,575	19,267	-19.2%	5.2%
Head office	1/1	100%	230	276	230	276	-16.6%	0.0%
<b>TOTAL directly managed</b>	<b>47/48</b>	<b>100%</b>	<b>17,968</b>	<b>25,250</b>	<b>17,968</b>	<b>22,778</b>	<b>-21.1%</b>	<b>5.4%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>277/1,231</b>	<b>63%</b>	<b>129,841</b>	<b>128,176</b>	<b>82,087</b>	<b>105,837</b>	<b>-22.4%</b>	<b>16.4%</b>
Assets held for sale								
Healthcare real estate	1/1	100%	0	479	0	0	0.0%	0.0%
Distribution networks	0/56	0%	0	0	0	0	0.0%	0.0%
Single-tenant offices	0/1	0%	0	0	0	0	0.0%	0.0%
<b>TOTAL indirectly managed</b>	<b>1/58</b>	<b>30%</b>	<b>0</b>	<b>479</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>
Assets held for sale								
Multi-tenant offices – shared	7/7	100%	2,387	3,337	2,387	3,158	-24.4%	0.0%
<b>TOTAL directly managed</b>	<b>7/7</b>	<b>100%</b>	<b>2,387</b>	<b>3,337</b>	<b>2,387</b>	<b>3,158</b>	<b>-24.4%</b>	<b>0.0%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>285/1,296</b>	<b>63%</b>	<b>132,228</b>	<b>131,992</b>	<b>84,474</b>	<b>108,994</b>	<b>-22.5%</b>	<b>16.1%</b>
PPP under finance lease	5/6	83%	15,997	16,299	15,997	11,458	39.6%	72.5%
Other finance leases	2/9	26%	447	0	447	0	0.0%	85.5%
<b>TOTAL</b>	<b>292/1,311</b>	<b>64%</b>	<b>148,672</b>	<b>148,291</b>	<b>100,917</b>	<b>120,452</b>	<b>-16.2%</b>	<b>22.4%</b>

- The values of fuels used consist of 93.6% natural gas, 1.2% propane gas, 4.7% fuel and 0.5% pellets.
- The values shown represent the total consumption for the building, without distinction between the private and shared areas.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- The like-for-like analysis is based on the total consumption of the building, without distinction between the private and shared areas.
- No information available for the distribution networks in France and in the Netherlands.
- The types of fuel used come for 0.5% from renewable sources, corresponding to pellets.

	Number/total of buildings	Coverage in m <sup>2</sup>	Fuels-Abs		Fuels-Lfl		Δ	Estimated fuel consumption
			2022	2021	2022	2021		
Healthcare real estate (BE)	57/90	65%	43,497	29,225	20,943	26,719	-21.6%	5.0%
Healthcare real estate (FR)	44/51	87%	15,571	14,229	12,221	13,967	-12.5%	36.1%
Healthcare real estate + Medical office buildings (NL)	39/49	85%	14,743	13,420	11,342	13,420	-15.5%	19.3%
Healthcare real estate (DE)	40/56	71%	23,127	29,464	12,835	20,637	-37.8%	27.7%
Healthcare real estate (Other)	23/54	41%	7,636	9,549	2,035	3,410	-40.3%	30.3%
<b>TOTAL Healthcare real estate</b>	<b>203/300</b>	<b>67%</b>	<b>104,574</b>	<b>95,888</b>	<b>59,376</b>	<b>78,154</b>	<b>-24.0%</b>	<b>18.5%</b>
<b>TOTAL Offices</b>	<b>51/57</b>	<b>89%</b>	<b>25,543</b>	<b>35,682</b>	<b>24,850</b>	<b>30,507</b>	<b>-18.5%</b>	<b>4.2%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>254/357</b>	<b>72%</b>	<b>130,117</b>	<b>131,569</b>	<b>84,226</b>	<b>108,660</b>	<b>-22.5%</b>	<b>15.7%</b>

- No information is available for healthcare real estate in Ireland.
- The types of fuel used come for 0.5% from renewable sources, corresponding to pellets.

To assess the rigours of the climate, it is standard practice to compare the normalised consumption of fuels based on degree days (DD). The number of DD rises as it gets colder. The average DD value for a location (established over the past 30 years) is called normal degree days (NDD).

Normalised consumption = Recorded consumption x NDD / DD

### Total fuel consumption - comparison

	Number/total of buildings	Coverage in m <sup>2</sup>	Normalised consumption MWh		Normalised Like-for-Like consumption MWh			Normalised intensity kWh/m <sup>2</sup>		
			2022	2021	2022	2021	Δ	2022	2021	Δ
Healthcare real estate	186/282	66%	125,023	89,997	69,845	73,150	-4.5%	115	103	11.8%
Distribution networks	31/883	9%	2,577	413	302	326	-7.3%	93	28	228.2%
Single-tenant offices	13/18	76%	8,974	10,085	8,128	7,622	6.6%	81	92	-11.5%
<b>TOTAL indirectly managed</b>	<b>230/1,183</b>	<b>58%</b>	<b>136,574</b>	<b>100,495</b>	<b>78,276</b>	<b>81,098</b>	<b>-3.5%</b>	<b>111</b>	<b>101</b>	<b>10.8%</b>
Medical office buildings	16/17	97%	2,640	3,158	2,640	3,158	-16.4%	53	63	-15.7%
Multi-tenant offices	30/30	100%	19,014	21,225	19,014	18,812	1.1%	77	76	1.7%
Head office	1/1	100%	281	270	281	270	4.3%	73	70	4.3%
<b>TOTAL directly managed</b>	<b>47/48</b>	<b>100%</b>	<b>21,936</b>	<b>24,653</b>	<b>21,936</b>	<b>22,240</b>	<b>-1.4%</b>	<b>73</b>	<b>74</b>	<b>-1.0%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>277/1,231</b>	<b>63%</b>	<b>158,510</b>	<b>125,149</b>	<b>100,211</b>	<b>103,337</b>	<b>-3.0%</b>	<b>104</b>	<b>94</b>	<b>10.6%</b>
Assets held for sale										
Healthcare real estate	1/1	100%	0	468	0	0	0.0%	0	187	-100.0%
Distribution networks	0/56	0%	0	0	0	0	0.0%	0	0	0.0%
Single-tenant offices	0/1	0%	0	0	0	0	0.0%	0	0	0.0%
<b>TOTAL indirectly managed</b>	<b>1/58</b>	<b>30%</b>	<b>0</b>	<b>468</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>187</b>	<b>-100.0%</b>
Assets held for sale										
Multi-tenant offices - shared	7/7	100%	2,914	3,259	2,914	3,083	-5.5%	77	77	-0.8%
<b>TOTAL directly managed</b>	<b>7/7</b>	<b>100%</b>	<b>2,914</b>	<b>3,259</b>	<b>2,914</b>	<b>3,083</b>	<b>-5.5%</b>	<b>77</b>	<b>77</b>	<b>-0.8%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>285/1,296</b>	<b>63%</b>	<b>161,424</b>	<b>128,875</b>	<b>103,125</b>	<b>106,421</b>	<b>-3.1%</b>	<b>102</b>	<b>94</b>	<b>9.4%</b>
PPP under finance lease	5/6	83%	19,529	15,914	19,529	11,187	74.6%	169	89	89.5%
Other finance leases	2/9	26%	546	0	546	0	0.0%	38	0	0.0%
<b>TOTAL</b>	<b>292/1,311</b>	<b>64%</b>	<b>181,498</b>	<b>144,789</b>	<b>123,199</b>	<b>117,608</b>	<b>4.8%</b>	<b>106</b>	<b>93</b>	<b>14.3%</b>

1. The 15/15 DD in Uccle/Ukkel for 2021 was 1,948.

2. The 15/15 DD in Uccle/Ukkel for 2022 was 1,558.

3. The NDD in Uccle/Ukkel was 1,902 (base year 2015).

4. The decrease in the consolidated portfolio shows that although it was warmer in 2022, a decrease in fuel consumption in a constant climate was achieved.

### Total urban heating and refrigeration consumption (MWh/year)

Based on disclosure GRI 302-2

	Number/total of buildings	Coverage in m <sup>2</sup>	DH&C-Abs		DH&C-Lfl			Energy from renewable sources	Estimated energy consumption
			2022	2021	2022	2021	Δ		
Healthcare real estate	12/283	3%	4,408	4,512	3,525	3,695	-4.6%	100.0%	19.8%
<b>TOTAL indirectly managed</b>	<b>12/1,256</b>	<b>2%</b>	<b>4,408</b>	<b>4,512</b>	<b>3,525</b>	<b>3,695</b>	<b>-4.6%</b>	<b>100.0%</b>	<b>19.8%</b>

1. The conversion factor used is 278 kWh/GJ.

2. Cofinimmo's buildings are not supplied with urban refrigeration.

3. The buildings supplied by a district heating system are located in Germany and Finland.

## Total direct and indirect GHG emissions (tonnes of CO<sub>2</sub>e/year)

Based on disclosures GRI 305-1, 305-2 and 305-3

### Scope 1:

yearly amount of GHG emitted directly from on-site fuel use for directly managed buildings.

### Scope 2:

yearly amount of GHG emitted indirectly through the purchase of electricity for the directly managed buildings.

### Scope 3:

yearly amount of GHG emitted indirectly through on-site fuel use and through the purchase of electricity and urban heating for indirectly managed buildings.

Total: total direct and indirect GHG emissions.

	GHG-Indir-Abs		GHG-Dir-Abs		GHG-Abs		GHG-Abs-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate	34,442	28,962	0	0	34,442	28,962	20,168	23,805	-15.3%
Distribution networks	611	177	0	0	611	177	74	85	-12.7%
Single-tenant offices	5,497	5,711	0	0	5,497	5,711	5,007	5,060	-1.0%
<b>TOTAL indirectly managed</b>	<b>40,549</b>	<b>34,850</b>	<b>0</b>	<b>0</b>	<b>40,549</b>	<b>34,850</b>	<b>25,249</b>	<b>28,949</b>	<b>-12.8%</b>
Medical office buildings	1,161	1,286	443	663	1,604	1,949	1,604	1,949	-17.7%
Multi-tenant offices - shared	1,696	1,373	3,285	4,617	4,981	5,990	4,566	5,234	-13.0%
Private (purchase by landlord)	1,074	1,110	0	0	1,074	1,110	1,074	936	14.8%
Private (purchase by tenant)	473	117	0	0	473	117	143	117	22.9%
Head office	58	47	47	57	105	103	105	103	1.5%
<b>TOTAL directly managed</b>	<b>4,461</b>	<b>3,933</b>	<b>3,776</b>	<b>5,337</b>	<b>8,237</b>	<b>9,269</b>	<b>7,482</b>	<b>8,338</b>	<b>-10.3%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>45,010</b>	<b>38,783</b>	<b>3,776</b>	<b>5,337</b>	<b>48,786</b>	<b>44,119</b>	<b>32,731</b>	<b>37,287</b>	<b>-12.2%</b>
Assets held for sale									
Healthcare real estate	0	106	0	0	0	106	0	0	0.0%
Distribution networks	0	0	0	0	0	0	0	0	0.0%
Single-tenant offices	0	0	0	0	0	0	0	0	0.0%
<b>TOTAL indirectly managed</b>	<b>0</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
Assets held for sale									
Multi-tenant offices - shared	216	189	489	684	705	873	664	808	-17.8%
Private (purchase by landlord)	73	98	0	0	73	98	73	76	-3.7%
Private (purchase by tenant)	125	35	0	0	125	35	35	35	0.2%
<b>TOTAL directly managed</b>	<b>414</b>	<b>322</b>	<b>489</b>	<b>684</b>	<b>903</b>	<b>1,007</b>	<b>773</b>	<b>919</b>	<b>-15.9%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>45,424</b>	<b>39,211</b>	<b>4,265</b>	<b>6,021</b>	<b>49,689</b>	<b>45,232</b>	<b>33,503</b>	<b>38,206</b>	<b>-12.3%</b>
PPP under finance lease	4,034	4,799	0	0	4,034	4,799	4,034	3,569	13.0%
Other finance leases	650	0	0	0	650	0	619	0	0.0%
<b>TOTAL</b>	<b>50,107</b>	<b>44,010</b>	<b>4,265</b>	<b>6,021</b>	<b>54,372</b>	<b>50,031</b>	<b>38,156</b>	<b>41,775</b>	<b>-8.7%</b>

- The values shown represent the total emissions of buildings, without distinction between the private and shared areas, except for multi-tenant offices for which there is a breakdown of the consumption of the shared technical equipment of the buildings and the private consumption of the tenants.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- The CO<sub>2</sub>e emission factor for electricity varies per country (Source: IEA 2022). Belgium: 165.0 g CO<sub>2</sub>e / kWh / France: 51.4 g CO<sub>2</sub>e/kWh / Netherlands: 302.8 g CO<sub>2</sub>e/kWh / Germany: 312.6 g CO<sub>2</sub>e/kWh, Spain: 154.1 g CO<sub>2</sub>e/kWh / Finland: 72.9 g CO<sub>2</sub>e / kWh / Italy: 265.7 g CO<sub>2</sub>e/kWh / United Kingdom: 195.3 g CO<sub>2</sub>e/kWh.
- The CO<sub>2</sub>e emission factor for natural gas and propane gas is 205.0 g CO<sub>2</sub>e/kWh (Source: Bilan Carbone 8.8).
- No information is available for the distribution networks in France and the Netherlands and healthcare real estate in Ireland.
- The CO<sub>2</sub>e emission factor for fuel oil is 285.3 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The coverage and proportion of estimated emissions are associated with the coverage and proportion of estimated energy on pages 323-325.
- The CO<sub>2</sub>e emission factor for urban heating is 170.7 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub>e emission factor for pellets is 10.5 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).

	GHG-Indir-Abs		GHG-Dir-Abs		GHG-Abs		GHG-Abs-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate (BE)	12,215	7,675	0	0	12,215	7,675	5,789	6,849	-15.5%
Healthcare real estate (FR)	4,464	3,857	0	0	4,464	3,857	3,649	3,539	3.1%
Healthcare real estate + Medical office buildings (NL)	6,384	5,643	443	663	6,827	6,306	5,562	6,306	-11.8%
Healthcare real estate (DE)	7,806	10,719	0	0	7,806	10,719	5,561	7,619	-27.0%
Healthcare real estate (Other)	4,734	2,460	0	0	4,734	2,460	1,211	1,441	-16.0%
<b>TOTAL Healthcare real estate</b>	<b>35,603</b>	<b>30,353</b>	<b>443</b>	<b>663</b>	<b>36,046</b>	<b>31,017</b>	<b>21,772</b>	<b>25,754</b>	<b>-15.5%</b>
<b>TOTAL Offices</b>	<b>9,210</b>	<b>8,681</b>	<b>3,822</b>	<b>5,358</b>	<b>13,032</b>	<b>14,038</b>	<b>11,658</b>	<b>12,368</b>	<b>-5.7%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>44,813</b>	<b>39,034</b>	<b>4,265</b>	<b>6,021</b>	<b>49,078</b>	<b>45,055</b>	<b>33,430</b>	<b>38,122</b>	<b>-12.3%</b>

The conversion factors used above are based on location.

Taking into account the market conversion coefficients, the line 'TOTAL directly managed' (excluding private consumption of the offices) of indirect emissions becomes 0 following the green electricity contract that Cofinimmo Services and Superstone have signed for all the surfaces under operational control.

	GHG-Indir-Abs		GHG-Dir-Abs		GHG-Abs		GHG-Abs-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate	34,442	28,962	0	0	34,442	28,962	20,168	23,805	-15.3%
Distribution networks	611	177	0	0	611	177	74	85	-12.7%
Single-tenant offices	5,497	5,711	0	0	5,497	5,711	5,007	5,060	-1.0%
<b>TOTAL indirectly managed</b>	<b>40,549</b>	<b>34,850</b>	<b>0</b>	<b>0</b>	<b>40,549</b>	<b>34,850</b>	<b>25,249</b>	<b>28,949</b>	<b>-12.8%</b>
Medical office buildings	0	0	443	663	443	663	443	663	-33.1%
Multi-tenant offices - shared	0	0	3,285	4,617	3,285	4,617	3,285	4,110	-20.1%
Private (purchase by landlord)	0	0	0	0	0	0	0	0	0.0%
Private (purchase by tenant)	473	117	0	0	473	117	143	117	22.9%
Head office	0	0	47	57	47	57	47	57	-16.6%
<b>TOTAL directly managed</b>	<b>473</b>	<b>117</b>	<b>3,776</b>	<b>5,337</b>	<b>4,249</b>	<b>5,453</b>	<b>3,919</b>	<b>4,946</b>	<b>-20.8%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>41,021</b>	<b>34,967</b>	<b>3,776</b>	<b>5,337</b>	<b>44,797</b>	<b>40,303</b>	<b>29,168</b>	<b>33,896</b>	<b>-13.9%</b>
Assets held for sale									
Healthcare real estate	0	106	0	0	0	106	0	0	0.0%
Distribution networks	0	0	0	0	0	0	0	0	0.0%
Single-tenant offices	0	0	0	0	0	0	0	0	0.0%
<b>TOTAL indirectly managed</b>	<b>0</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
Assets held for sale									
Multi-tenant offices - shared	0	0	489	684	489	684	489	647	-24.4%
Private (purchase by landlord)	0	0	0	0	0	0	0	0	0.0%
Private (purchase by tenant)	125	35	0	0	125	35	35	35	0.2%
<b>TOTAL directly managed</b>	<b>125</b>	<b>35</b>	<b>489</b>	<b>684</b>	<b>614</b>	<b>720</b>	<b>525</b>	<b>683</b>	<b>-23.1%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>41,146</b>	<b>35,108</b>	<b>4,265</b>	<b>6,021</b>	<b>45,411</b>	<b>41,129</b>	<b>29,692</b>	<b>34,578</b>	<b>-14.1%</b>
PPP under finance lease	4,034	4,799	0	0	4,034	4,799	4,034	3,569	13.0%
Other finance leases	650	0	0	0	650	0	619	0	0.0%
<b>TOTAL</b>	<b>45,829</b>	<b>39,907</b>	<b>4,265</b>	<b>6,021</b>	<b>50,094</b>	<b>45,928</b>	<b>34,345</b>	<b>38,147</b>	<b>-10.0%</b>

- The values shown represent the total emissions of buildings, without distinction between the private and shared areas, except for multi-tenant offices for which there is a breakdown of the consumption of the shared technical equipment of the buildings and the private consumption of the tenants.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- The CO<sub>2</sub> emission factor for electricity varies per country (Source: IEA 2022). Belgium: 165.0 g CO<sub>2</sub>e / kWh / France: 51.4 g CO<sub>2</sub>e/kWh / Netherlands: 302.8 g CO<sub>2</sub>e/kWh / Germany: 312.6 g CO<sub>2</sub>e/kWh, Spain: 154.1 g CO<sub>2</sub>e/kWh / Finland: 72.9 g CO<sub>2</sub>e / kWh / Italy: 265.7 g CO<sub>2</sub>e/kWh / United Kingdom: 195.3 g CO<sub>2</sub>e/kWh.
- The CO<sub>2</sub> emission factor for natural gas and propane gas is 205.0 g CO<sub>2</sub>e/kWh (Source: Bilan Carbone 8.8).
- No information is available for the distribution networks in France and the Netherlands and healthcare real estate in Ireland.
- The CO<sub>2</sub> emission factor for fuel oil is 285.3 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The coverage and proportion of estimated emissions are associated with the coverage and proportion of estimated energy on pages 327-329.
- The CO<sub>2</sub> emission factor for urban heating is 170.7 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub> emission factor for pellets is 10.5 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).

	GHG-Indir-Abs		GHG-Dir-Abs		GHG-Abs		GHG-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate (BE)	12,215	7,675	0	0	12,215	7,675	5,789	6,849	-15.5%
Healthcare real estate (FR)	4,464	3,857	0	0	4,464	3,857	3,649	3,539	3.1%
Healthcare real estate + Medical office buildings (NL)	5,223	4,357	443	663	5,666	5,020	4,401	5,020	-12.3%
Healthcare real estate (DE)	7,806	10,719	0	0	7,806	10,719	5,561	7,619	-27.0%
Healthcare real estate (Other)	4,734	2,460	0	0	4,734	2,460	1,211	1,441	-16.0%
<b>TOTAL Healthcare real estate</b>	<b>34,442</b>	<b>29,068</b>	<b>443</b>	<b>663</b>	<b>34,885</b>	<b>29,731</b>	<b>20,611</b>	<b>24,468</b>	<b>-15.8%</b>
<b>TOTAL Offices</b>	<b>6,094</b>	<b>5,863</b>	<b>3,822</b>	<b>5,358</b>	<b>9,916</b>	<b>11,221</b>	<b>9,008</b>	<b>10,026</b>	<b>-10.2%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>40,536</b>	<b>34,931</b>	<b>4,265</b>	<b>6,021</b>	<b>44,801</b>	<b>40,952</b>	<b>29,619</b>	<b>34,494</b>	<b>-14.1%</b>

The above-mentioned emissions of the head office only reflect the emissions associated with energy consumption. The total carbon footprint of the head office is published in the chapter 'Energy intensity and GHG emissions'. The values below show the total emissions of the head office per scope.

	GHG-Indir-Abs		GHG-Dir-Abs		GHG-Abs		Δ
	2022	2021	2022	2021	2022	2021	
Infrastructure	0	0	42	50	42	50	-15.8%
Company cars	0	0	273	210	273	210	29.9%
<b>TOTAL Scopes 1 + 2</b>	<b>0</b>	<b>0</b>	<b>315</b>	<b>260</b>	<b>315</b>	<b>260</b>	<b>21.1%</b>
Cat. 1 - Paper purchase	1	1	0	0	1	1	20.0%
Cat. 2 - Equipments	182	188	0	0	182	188	-3.1%
Cat. 3 - Scopes 1 + 2 - upstream	102	64	0	0	102	64	58.8%
Cat. 5 - Waste	2	1	0	0	2	1	140.0%
Cat. 6 - Business trips	45	16	0	0	45	16	179.4%
Cat. 7 - Home-work commuting	39	7	0	0	39	7	460.0%
Cat. 9 - Visitors	3	0	0	0	3	0	0.0%
<b>TOTAL Scope 3</b>	<b>374</b>	<b>277</b>	<b>0</b>	<b>0</b>	<b>374</b>	<b>277</b>	<b>35.1%</b>
<b>TOTAL Head office</b>	<b>374</b>	<b>277</b>	<b>315</b>	<b>260</b>	<b>689</b>	<b>537</b>	<b>28.3%</b>

1. The values indicated are excluded from the external assurance carried out by Deloitte Réviseurs d'Entreprises/Bedrijfsrevisoren SRL/BV.

## GHG emissions intensity (kg CO<sub>2</sub>e/m<sup>2</sup>/year)

Based on disclosures GRI 305-4 and CRE3

Total amount of GHG emitted directly and indirectly per m<sup>2</sup> and per year.

	GHG-Indir-Int		GHG-Dir-Int		GHG-Int		GHG-Int-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate	27.3	31.9	0.0	0.0	27.3	31.9	25.5	30.1	-15.3%
Distribution networks	33.4	11.0	0.0	0.0	33.4	11.0	16.3	18.7	-12.7%
Single-tenant offices	51.1	53.4	0.0	0.0	51.1	53.4	53.1	53.7	-1.0%
<b>TOTAL indirectly managed</b>	<b>29.2</b>	<b>33.8</b>	<b>0.0</b>	<b>0.0</b>	<b>29.2</b>	<b>33.8</b>	<b>28.4</b>	<b>32.5</b>	<b>-12.8%</b>
Medical office buildings	23.3	25.7	8.9	13.3	32.4	39.0	32.4	39.3	-17.7%
Multi-tenant offices - shared	6.9	6.6	13.4	16.5	20.3	23.1	25.9	29.8	-13.0%
Private (purchase by landlord)	7.3	6.2	0.0	0.0	7.3	6.2	7.3	6.4	14.8%
Private (purchase by tenant)	4.7	3.9	0.0	0.0	4.7	3.9	4.8	3.9	22.9%
Head office	14.9	12.1	12.2	14.6	27.1	26.7	27.1	26.7	1.5%
<b>TOTAL directly managed</b>	<b>14.9</b>	<b>14.9</b>	<b>12.6</b>	<b>16.0</b>	<b>27.5</b>	<b>31.0</b>	<b>32.6</b>	<b>36.4</b>	<b>-10.3%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>26.7</b>	<b>30.0</b>	<b>2.5</b>	<b>4.0</b>	<b>29.2</b>	<b>34.0</b>	<b>29.2</b>	<b>33.3</b>	<b>-12.2%</b>
Assets held for sale									
Healthcare real estate	0.0	42.4	0.0	0.0	0.0	42.4	0.0	0.0	0.0%
Distribution networks	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Single-tenant offices	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
<b>TOTAL indirectly managed</b>	<b>0.0</b>	<b>42.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>42.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0%</b>
Assets held for sale									
Multi-tenant offices - shared	5.7	5.8	12.9	16.3	18.6	22.1	23.5	28.6	-17.8%
Private (purchase by landlord)	3.7	4.2	0.0	0.0	3.7	4.2	3.7	3.9	-3.7%
Private (purchase by tenant)	6.7	4.0	0.0	0.0	6.7	4.0	4.0	4.0	0.2%
<b>TOTAL directly managed</b>	<b>10.9</b>	<b>9.9</b>	<b>12.9</b>	<b>16.3</b>	<b>23.8</b>	<b>26.2</b>	<b>27.3</b>	<b>32.5</b>	<b>-15.9%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>26.3</b>	<b>29.5</b>	<b>2.7</b>	<b>4.4</b>	<b>29.0</b>	<b>33.9</b>	<b>29.2</b>	<b>33.3</b>	<b>-12.3%</b>
PPP under finance lease	34.9	26.9	0.0	0.0	34.9	26.9	34.9	30.9	13.0%
Other finance leases	13.3	0.0	0.0	0.0	13.3	0.0	15.6	0.0	0.0%
<b>TOTAL</b>	<b>26.5</b>	<b>29.2</b>	<b>2.5</b>	<b>3.9</b>	<b>29.0</b>	<b>33.1</b>	<b>29.3</b>	<b>32.1</b>	<b>-8.7%</b>

- The values shown represent the total emissions of buildings, without distinction between the private and shared areas, except for multi-tenant offices for which there is a breakdown of the consumption of the shared technical equipment of the buildings and the private consumption of the tenants.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- The CO<sub>2</sub> emission factor for electricity varies per country (Source: IEA 2022). Belgium: 165.0 g CO<sub>2</sub>e / kWh / France: 51.4 g CO<sub>2</sub>e/kWh / Netherlands: 302.8 g CO<sub>2</sub>e/kWh / Germany: 312.6 g CO<sub>2</sub>e/kWh, Spain: 154.1 g CO<sub>2</sub>e/kWh / Finland: 72.9 g CO<sub>2</sub>e / kWh / Italy: 265.7 g CO<sub>2</sub>e/kWh / United Kingdom: 195.3 g CO<sub>2</sub>e/kWh.
- The CO<sub>2</sub> emission factor for natural gas and propane gas is 205.0 g CO<sub>2</sub>e/kWh (Source: Bilan Carbone 8.8).
- No information is available for the distribution networks in France and the Netherlands and healthcare real estate in Ireland.
- The CO<sub>2</sub> emission factor for fuel oil is 285.3 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub> emission factor for urban heating is 170.7 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub> emission factor for pellets is 10.5 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).

	GHG-Indir-Int		GHG-Dir-Int		GHG-Int		GHG-Int-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate (BE)	26.7	28.7	0.0	0.0	26.7	28.7	25.5	30.2	-15.5%
Healthcare real estate (FR)	22.1	20.4	0.0	0.0	22.1	20.4	20.9	20.3	3.1%
Healthcare real estate + Medical office buildings (NL)	34.3	37.0	2.4	4.4	36.7	41.4	36.7	41.6	-11.8%
Healthcare real estate (DE)	30.5	40.2	0.0	0.0	30.5	40.2	26.0	35.6	-27.0%
Healthcare real estate (Other)	22.6	29.1	0.0	0.0	22.6	29.1	16.3	19.4	-16.0%
<b>TOTAL Healthcare real estate</b>	<b>27.1</b>	<b>31.6</b>	<b>0.3</b>	<b>0.7</b>	<b>27.5</b>	<b>32.3</b>	<b>25.9</b>	<b>30.6</b>	<b>-15.5%</b>
<b>TOTAL Offices</b>	<b>23.3</b>	<b>24.6</b>	<b>9.7</b>	<b>15.2</b>	<b>33.0</b>	<b>39.8</b>	<b>38.6</b>	<b>40.9</b>	<b>-5.7%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>26.3</b>	<b>29.7</b>	<b>2.5</b>	<b>4.6</b>	<b>28.8</b>	<b>34.3</b>	<b>29.2</b>	<b>33.3</b>	<b>-12.3%</b>

The conversion factors used above are based on location.

Taking into account the market conversion coefficients, the line 'TOTAL directly managed' (excluding private consumption of the offices) of indirect emissions becomes 0 following the green electricity contract that Cofinimmo Services and Superstone have signed for all the surfaces under operational control.

	GHG-Indir-Int		GHG-Dir-Int		GHG-Int		GHG-Int-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate	27.3	31.9	0.0	0.0	27.3	31.9	25.5	30.1	-15.3%
Distribution networks	33.4	11.0	0.0	0.0	33.4	11.0	16.3	18.7	-12.7%
Single-tenant offices	51.1	53.4	0.0	0.0	51.1	53.4	53.1	53.7	-1.0%
<b>TOTAL indirectly managed</b>	<b>29.2</b>	<b>33.8</b>	<b>0.0</b>	<b>0.0</b>	<b>29.2</b>	<b>33.8</b>	<b>28.4</b>	<b>32.5</b>	<b>-12.8%</b>
Medical office buildings	0.0	0.0	8.9	13.3	8.9	13.3	8.9	13.4	-33.1%
Multi-tenant offices - shared	0.0	0.0	13.4	16.5	13.4	16.5	18.7	23.4	-20.1%
Private (purchase by landlord)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Private (purchase by tenant)	4.7	3.9	0.0	0.0	4.7	3.9	4.8	3.9	22.9%
Head office	0.0	0.0	12.2	14.6	12.2	14.6	12.2	14.6	-16.6%
<b>TOTAL directly managed</b>	<b>1.6</b>	<b>0.4</b>	<b>12.6</b>	<b>16.0</b>	<b>14.2</b>	<b>16.5</b>	<b>17.1</b>	<b>21.6</b>	<b>-20.8%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>24.3</b>	<b>27.0</b>	<b>2.5</b>	<b>4.0</b>	<b>26.8</b>	<b>31.0</b>	<b>26.1</b>	<b>30.3</b>	<b>-13.9%</b>
Assets held for sale									
Healthcare real estate	0.0	42.4	0.0	0.0	0.0	42.4	0.0	0.0	0.0%
Distribution networks	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Single-tenant offices	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
<b>TOTAL indirectly managed</b>	<b>0.0</b>	<b>42.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>42.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0%</b>
Assets held for sale									
Multi-tenant offices - shared	0.0	0.0	12.9	16.3	12.9	16.3	17.3	22.9	-24.4%
Private (purchase by landlord)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Private (purchase by tenant)	6.7	4.0	0.0	0.0	6.7	4.0	4.0	4.0	0.2%
<b>TOTAL directly managed</b>	<b>3.3</b>	<b>1.1</b>	<b>12.9</b>	<b>16.3</b>	<b>16.2</b>	<b>17.4</b>	<b>18.6</b>	<b>24.2</b>	<b>-23.1%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>23.8</b>	<b>26.4</b>	<b>2.7</b>	<b>4.4</b>	<b>26.6</b>	<b>30.8</b>	<b>25.9</b>	<b>30.1</b>	<b>-14.1%</b>
PPP under finance lease	34.9	26.9	0.0	0.0	34.9	26.9	34.9	30.9	13.0%
Other finance leases	13.3	0.0	0.0	0.0	13.3	0.0	15.6	0.0	0.0%
<b>TOTAL</b>	<b>24.3</b>	<b>26.5</b>	<b>2.5</b>	<b>3.9</b>	<b>26.8</b>	<b>30.4</b>	<b>26.4</b>	<b>29.3</b>	<b>-10.0%</b>

- The values shown represent the total emissions of buildings, without distinction between the private and shared areas, except for multi-tenant offices for which there is a breakdown of the consumption of the shared technical equipment of the buildings and the private consumption of the tenants.
- Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.
- The CO<sub>2</sub> emission factor for electricity varies per country (Source: IEA 2022). Belgium: 165.0 g CO<sub>2</sub>e / kWh / France: 51.4 g CO<sub>2</sub>e/kWh / Netherlands: 302.8 g CO<sub>2</sub>e/kWh / Germany: 312.6 g CO<sub>2</sub>e/kWh, Spain: 154.1 g CO<sub>2</sub>e/kWh / Finland: 72.9 g CO<sub>2</sub>e / kWh / Italy: 265.7 g CO<sub>2</sub>e/kWh / United Kingdom: 195.3 g CO<sub>2</sub>e/kWh.
- The CO<sub>2</sub> emission factor for natural gas and propane gas is 205.0 g CO<sub>2</sub>e/kWh (Source: Bilan Carbone 8.8).
- No information is available for the distribution networks in France and the Netherlands and healthcare real estate in Ireland.
- The CO<sub>2</sub> emission factor for fuel oil is 285.3 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub> emission factor for urban heating is 170.7 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).
- The CO<sub>2</sub> emission factor for pellets is 10.5 g CO<sub>2</sub>e/kWh (Source: DEFRA 2022).

	GHG-Indir-Int		GHG-Dir-Int		GHG-Int		GHG-Int-Lfl		Δ
	2022	2021	2022	2021	2022	2021	2022	2021	
Healthcare real estate (BE)	26.7	28.7	0.0	0.0	26.7	28.7	25.5	30.2	-15.5%
Healthcare real estate (FR)	22.1	20.4	0.0	0.0	22.1	20.4	20.9	20.3	3.1%
Healthcare real estate + Medical office buildings (NL)	28.1	28.6	2.4	4.4	30.4	33.0	29.0	33.1	-12.3%
Healthcare real estate (DE)	30.5	40.2	0.0	0.0	30.5	40.2	26.0	35.6	-27.0%
Healthcare real estate (Other)	22.6	29.1	0.0	0.0	22.6	29.1	16.3	19.4	-16.0%
<b>TOTAL Healthcare real estate</b>	<b>26.3</b>	<b>30.3</b>	<b>0.3</b>	<b>0.7</b>	<b>26.6</b>	<b>31.0</b>	<b>24.5</b>	<b>29.1</b>	<b>-15.8%</b>
<b>TOTAL Offices</b>	<b>15.4</b>	<b>16.6</b>	<b>9.7</b>	<b>15.2</b>	<b>25.1</b>	<b>31.8</b>	<b>29.8</b>	<b>33.2</b>	<b>-10.2%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>23.7</b>	<b>26.6</b>	<b>2.5</b>	<b>4.6</b>	<b>26.2</b>	<b>31.2</b>	<b>25.9</b>	<b>30.2</b>	<b>-14.1%</b>

1. The values indicated are excluded from the external assurance carried out by Deloitte Réviseurs d'Entreprises/Bedrijfsrevisoren SRL/BV.

The head office's GHG emissions intensity is expressed as a FTE to account for the relative impacts of mobility-related emissions.

<b>2009</b>	6.9 tCO <sub>2</sub> e/FTE (101)
<b>2014</b>	8.0 tCO <sub>2</sub> e/FTE (108)
<b>2017</b>	5.4 tCO <sub>2</sub> e/FTE (129)
<b>2019</b>	6.0 tCO <sub>2</sub> e/FTE (120)
<b>2020</b>	4.1 tCO <sub>2</sub> e/FTE (124)
<b>2021</b>	4.0 tCO <sub>2</sub> e/FTE (133)
<b>2022</b>	4.4 tCO <sub>2</sub> e/FTE (157)

1. The values indicated are excluded from the external assurance carried out by Deloitte Réviseurs d'Entreprises/Bedrijfsrevisoren SRL/BV.

## Total water consumption by supply source (m<sup>3</sup>/year)

### Based on disclosure GRI 303-5

The total volume of water consumed is used to supply the air-conditioning installations, the sanitary facilities and the kitchenettes. The only water supply source is municipal water.

	Number/ total of buildings	Coverage in m <sup>2</sup>	Water-Abs			Water-Lfl		Δ	Estimated water consumption
			2022	2021	2022	2021			
Healthcare real estate	174/282	60%	1,120,515	572,252	454,225	458,071	-0.8%	18.9%	
Distribution networks	1/883	3%	333	516	333	516	-35.4%	62.8%	
Single-tenant offices	11/18	57%	14,609	15,021	12,963	11,572	12.0%	3.6%	
<b>TOTAL indirectly managed</b>	<b>186/1,183</b>	<b>51%</b>	<b>1,135,457</b>	<b>587,788</b>	<b>467,521</b>	<b>470,159</b>	<b>-0.6%</b>	<b>18.8%</b>	
Medical office buildings	17/17	100%	9,821	7,509	6,648	7,509	-11.5%	2.2%	
Multi-tenant offices	26/30	82%	47,695	44,511	40,106	36,440	10.1%	16.6%	
Head office	1/1	100%	375	243	375	243	54.5%	0.0%	
<b>TOTAL directly managed</b>	<b>44/48</b>	<b>85%</b>	<b>57,891</b>	<b>52,262</b>	<b>47,129</b>	<b>44,191</b>	<b>6.6%</b>	<b>14.1%</b>	
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>230/1,231</b>	<b>55%</b>	<b>1,193,348</b>	<b>640,050</b>	<b>514,650</b>	<b>514,350</b>	<b>0.1%</b>	<b>18.5%</b>	
Assets held for sale									
Healthcare real estate	0/1	0%	0	3,343	0	0	0.0%	0.0%	
Distribution networks	0/56	0%	0	0	0	0	0.0%	0.0%	
Single-tenant offices	0/1	0%	0	0	0	0	0.0%	0.0%	
<b>TOTAL indirectly managed</b>	<b>0/58</b>	<b>0%</b>	<b>0</b>	<b>3,343</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	
Assets held for sale									
Multi-tenant offices - shared	6/7	75%	3,731	7,373	3,731	4,522	-17.5%	2.5%	
<b>TOTAL directly managed</b>	<b>6/7</b>	<b>75%</b>	<b>3,731</b>	<b>7,373</b>	<b>3,731</b>	<b>4,522</b>	<b>-17.5%</b>	<b>2.5%</b>	
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>236/1,296</b>	<b>55%</b>	<b>1,197,079</b>	<b>650,766</b>	<b>518,381</b>	<b>518,871</b>	<b>-0.1%</b>	<b>18.5%</b>	
PPP under finance lease	3/6	29%	49,169	51,796	49,169	51,796	-5.1%	0.0%	
Other finance leases	1/9	17%	5,639	0	0	0	0.0%	0.0%	
<b>TOTAL</b>	<b>240/1,311</b>	<b>53%</b>	<b>1,251,887</b>	<b>702,562</b>	<b>567,550</b>	<b>570,667</b>	<b>-0.5%</b>	<b>17.7%</b>	

1. The values shown are the total consumption for the building, without distinction between the private and shared areas.

2. Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.

3. No information is available for the distribution networks in France and the Netherlands.

	Number/ total of buildings	Coverage in m <sup>2</sup>	Water-Abs		Water-Lfl			Estimated water consumption
			2022	2021	2022	2021	Δ	
Healthcare real estate (BE)	51/90	56%	245,544	108,926	139,381	106,323	31.1%	4.8%
Healthcare real estate (FR)	34/51	64%	438,787	133,315	138,904	103,274	34.5%	37.2%
Healthcare real estate + Medical office buildings (NL)	44/49	93%	73,162	58,540	59,822	58,540	2.2%	6.8%
Healthcare real estate (DE)	40/56	69%	177,081	271,321	122,766	197,442	-37.8%	14.2%
Healthcare real estate (Other)	22/54	35%	195,762	11,000	0	0	0.0%	3.9%
<b>TOTAL Healthcare real estate</b>	<b>191/300</b>	<b>61%</b>	<b>1,130,336</b>	<b>583,104</b>	<b>460,873</b>	<b>465,579</b>	<b>-1.0%</b>	<b>18.8%</b>
<b>TOTAL Offices</b>	<b>44/57</b>	<b>71%</b>	<b>66,410</b>	<b>67,147</b>	<b>57,175</b>	<b>52,776</b>	<b>8.3%</b>	<b>12.8%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>235/357</b>	<b>63%</b>	<b>1,196,746</b>	<b>650,250</b>	<b>518,048</b>	<b>518,356</b>	<b>-0.1%</b>	<b>18.5%</b>

1. No information is available for healthcare real estate in Ireland.

## Water consumption per surface area (m<sup>3</sup>/m<sup>2</sup>/year)

### Based on disclosure GRI CRE2

Total volume of water per m<sup>2</sup> and per year.

	Water-Int			Water-Int-Lfl		
	2022	2021	Δ	2022	2021	Δ
Healthcare real estate	1.14	0.84	36.3%	0.76	0.76	-0.8%
Distribution networks	0.04	0.06	-35.4%	0.04	0.06	-35.4%
Single-tenant offices	0.17	0.16	8.8%	0.20	0.18	12.0%
<b>TOTAL indirectly managed</b>	<b>1.06</b>	<b>0.75</b>	<b>41.3%</b>	<b>0.69</b>	<b>0.70</b>	<b>-0.6%</b>
Medical office buildings	0.19	0.23	-16.3%	0.21	0.23	-11.5%
Multi-tenant offices	0.24	0.17	40.2%	0.22	0.20	10.1%
Head office	0.10	0.06	54.5%	0.10	0.06	54.5%
<b>TOTAL directly managed</b>	<b>0.23</b>	<b>0.17</b>	<b>29.7%</b>	<b>0.21</b>	<b>0.20</b>	<b>6.6%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>0.90</b>	<b>0.59</b>	<b>52.2%</b>	<b>0.57</b>	<b>0.57</b>	<b>0.1%</b>
Assets held for sale						
Healthcare real estate	0.00	1.34	0.0%	0.00	0.00	0.0%
Distribution networks	0.00	0.00	0.0%	0.00	0.00	0.0%
Single-tenant offices	0.00	0.00	0.0%	0.00	0.00	0.0%
<b>TOTAL indirectly managed</b>	<b>0.00</b>	<b>1.34</b>	<b>0.0%</b>	<b>0.00</b>	<b>0.00</b>	<b>0.0%</b>
Assets held for sale						
Multi-tenant offices - shared	0.13	0.18	-24.7%	0.13	0.16	-17.5%
<b>TOTAL directly managed</b>	<b>0.13</b>	<b>0.18</b>	<b>-24.7%</b>	<b>0.13</b>	<b>0.16</b>	<b>-17.5%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>0.88</b>	<b>0.58</b>	<b>53.0%</b>	<b>0.56</b>	<b>0.56</b>	<b>-0.1%</b>
PPP under finance lease	1.24	1.31	-5.1%	1.24	1.31	-5.1%
Other finance leases	0.61	0.00	0.0%	0.00	0.00	0.0%
<b>TOTAL</b>	<b>0.89</b>	<b>0.60</b>	<b>48.1%</b>	<b>0.59</b>	<b>0.59</b>	<b>-0.5%</b>

1. The values shown are the total consumption for the building, without distinction between the private and shared areas.

2. Cofinimmo has no control over the private consumption of the tenants of the buildings. It can only influence the consumption of the shared technical equipment of the directly managed buildings.

3. No information is available for the distribution networks in France and the Netherlands.

	Water-Int			Water-Int-Lfl		
	2022	2021	Δ	2022	2021	Δ
Healthcare real estate (BE)	0.72	0.62	17.3%	0.81	0.62	31.1%
Healthcare real estate (FR)	2.93	0.87	238.3%	1.12	0.84	34.5%
Healthcare real estate + Medical office buildings (NL)	0.41	0.43	-5.8%	0.44	0.43	2.2%
Healthcare real estate (DE)	0.68	1.13	-40.0%	0.60	0.97	-37.8%
Healthcare real estate (Other)	1.86	0.79	136.6%	0.00	0.00	0.0%
<b>TOTAL Healthcare real estate</b>	<b>1.09</b>	<b>0.81</b>	<b>34.9%</b>	<b>0.73</b>	<b>0.74</b>	<b>-1.0%</b>
<b>TOTAL Offices</b>	<b>0.21</b>	<b>0.17</b>	<b>25.7%</b>	<b>0.20</b>	<b>0.19</b>	<b>8.3%</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>0.89</b>	<b>0.58</b>	<b>52.9%</b>	<b>0.57</b>	<b>0.57</b>	<b>-0.1%</b>

1. No information is available for healthcare real estate in Ireland.



## Total weight of waste by type and disposal route (tonnes/year)

Based on disclosures GRI 306-3 and 306-4

**Quantity of waste collected by disposal route:** reuse, recycling, composting, incineration, landfill, etc. The recycling (REC) and incineration (INC) of waste with energy recovery are the only disposal routes.

	Number/ total Coverage of buildings in m <sup>2</sup>		Waste-Abs 2022			Waste-Abs 2021			Waste-Lfl 2022			Waste-Lfl 2021			Δ
			REC	INC	Total	REC	INC	Total	REC	INC	Total	REC	INC	Total	
Distribution networks	0/883	0%	0	0	0	1	2	3	0	0	0	0	0	0	0.0%
Single-tenant offices	15/18	83%	128	128	256	97	92	189	61	92	154	36	70	106	44.2%
<b>TOTAL indirectly managed</b>	<b>15/1,183</b>	<b>6%</b>	<b>128</b>	<b>128</b>	<b>256</b>	<b>97</b>	<b>94</b>	<b>192</b>	<b>61</b>	<b>92</b>	<b>154</b>	<b>36</b>	<b>70</b>	<b>106</b>	<b>44.2%</b>
Medical office buildings	13/17	56%	49	120	169	43	101	144	47	107	155	43	101	144	7.5%
Multi-tenant offices	30/30	100%	337	353	690	296	324	620	325	343	668	258	286	544	22.7%
Head office	1/1	100%	8	5	13	7	5	12	8	5	13	7	5	12	7.0%
<b>TOTAL directly managed</b>	<b>44/48</b>	<b>92%</b>	<b>394</b>	<b>478</b>	<b>872</b>	<b>346</b>	<b>430</b>	<b>776</b>	<b>380</b>	<b>455</b>	<b>835</b>	<b>308</b>	<b>392</b>	<b>700</b>	<b>19.3%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>59/1,231</b>	<b>17%</b>	<b>522</b>	<b>606</b>	<b>1,128</b>	<b>444</b>	<b>524</b>	<b>968</b>	<b>442</b>	<b>547</b>	<b>989</b>	<b>344</b>	<b>463</b>	<b>807</b>	<b>22.6%</b>
Assets held for sale															
Healthcare real estate	0/1	0%	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Distribution networks	0/56	0%	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Single-tenant offices	1/1	100%	13	8	21	0	0	0	0	0	0	0	0	0	0.0%
<b>TOTAL indirectly managed</b>	<b>1/58</b>	<b>37%</b>	<b>13</b>	<b>8</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
Assets held for sale															
Multi-tenant offices - shared	7/7	100%	28	38	66	28	50	78	28	38	66	27	47	74	-10.7%
<b>TOTAL directly managed</b>	<b>7/7</b>	<b>100%</b>	<b>28</b>	<b>38</b>	<b>66</b>	<b>28</b>	<b>50</b>	<b>78</b>	<b>28</b>	<b>38</b>	<b>66</b>	<b>27</b>	<b>47</b>	<b>74</b>	<b>-10.7%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>67/1,296</b>	<b>18%</b>	<b>563</b>	<b>652</b>	<b>1,215</b>	<b>472</b>	<b>575</b>	<b>1,046</b>	<b>470</b>	<b>585</b>	<b>1,055</b>	<b>371</b>	<b>510</b>	<b>881</b>	<b>19.8%</b>
PPP under finance lease	2/6	55%	120	31	151	17	60	78	0	0	0	0	0	0	0.0%
Other finance leases	0/9	0%	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
<b>TOTAL</b>	<b>69/1,311</b>	<b>20%</b>	<b>683</b>	<b>682</b>	<b>1,366</b>	<b>489</b>	<b>635</b>	<b>1,124</b>	<b>470</b>	<b>585</b>	<b>1,055</b>	<b>371</b>	<b>510</b>	<b>881</b>	<b>19.8%</b>

1. Waste is collected at the source by type: general waste, paper, cardboard, plastic, cans, glass, etc.
2. The breakdown of waste by disposal route varies based on the type of waste.
3. The values shown represent the total quantities for the buildings, without distinction between the private and shared areas.
4. Cofinimmo has no control over the private quantities of building tenants. It can only influence the quantities of the directly managed buildings.
5. Waste classified as hazardous is processed directly by the tenants.
6. Conversion factor by type: general waste 60 kg/m<sup>3</sup>, paper/cardboard 50 kg/m<sup>3</sup>, plastic/cans 30 kg/m<sup>3</sup> and glass 320 kg/m<sup>3</sup>.
7. No information is available for indirectly managed healthcare real estate and distribution networks in France and the Netherlands.

Proportion of waste collected by disposal route: reuse, recycling, composting, incineration, landfill, etc.  
The recycling (REC) and incineration (INC) of waste with energy recovery are the only disposal routes.

#### Quantity of waste per m<sup>2</sup> and per year

	Waste-Abs recycled		Waste-Lfl recycled		Waste-Int 2022 tonnes/m <sup>2</sup>			Waste-Int 2021 tonnes/m <sup>2</sup>			Δ
	2022	2021	2022	2021	REC	INC	Total	REC	INC	Total	
Distribution networks	0%	30%	0%	0%	0.00	0.00	0.00	0.10	0.24	0.34	0.0%
Single-tenant offices	50%	51%	40%	34%	1.06	1.06	2.12	1.06	1.01	2.07	2.7%
<b>TOTAL indirectly managed</b>	<b>50%</b>	<b>51%</b>	<b>40%</b>	<b>34%</b>	<b>1.06</b>	<b>1.06</b>	<b>2.12</b>	<b>0.97</b>	<b>0.94</b>	<b>1.91</b>	<b>11.0%</b>
Medical office buildings	29%	30%	31%	30%	1.72	4.24	5.96	1.63	3.81	5.44	9.6%
Multi-tenant offices	49%	48%	49%	47%	1.37	1.43	2.81	1.10	1.21	2.31	21.5%
Head office	59%	59%	59%	59%	1.99	1.37	3.36	1.85	1.29	3.14	7.0%
<b>TOTAL directly managed</b>	<b>45%</b>	<b>45%</b>	<b>46%</b>	<b>44%</b>	<b>1.42</b>	<b>1.72</b>	<b>3.13</b>	<b>1.16</b>	<b>1.44</b>	<b>2.60</b>	<b>20.7%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>46%</b>	<b>46%</b>	<b>45%</b>	<b>43%</b>	<b>1.31</b>	<b>1.52</b>	<b>2.83</b>	<b>1.11</b>	<b>1.31</b>	<b>2.42</b>	<b>16.6%</b>
Assets held for sale											
Healthcare real estate	0%	0%	0%	0%	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Distribution networks	0%	0%	0%	0%	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
Single-tenant offices	62%	0%	0%	0%	0.81	0.49	1.30	0.00	0.00	0.00	0.0%
<b>TOTAL indirectly managed</b>	<b>62%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0.81</b>	<b>0.49</b>	<b>1.30</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.0%</b>
Assets held for sale											
Multi-tenant offices - shared	43%	36%	43%	36%	0.75	1.00	1.74	0.66	1.20	1.86	-6.4%
<b>TOTAL directly managed</b>	<b>43%</b>	<b>36%</b>	<b>43%</b>	<b>36%</b>	<b>0.75</b>	<b>1.00</b>	<b>1.74</b>	<b>0.66</b>	<b>1.20</b>	<b>1.86</b>	<b>-6.4%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>46%</b>	<b>45%</b>	<b>45%</b>	<b>42%</b>	<b>1.24</b>	<b>1.44</b>	<b>2.68</b>	<b>1.07</b>	<b>1.30</b>	<b>2.37</b>	<b>13.1%</b>
PPP under finance lease	80%	22%	0%	0%	1.58	0.40	1.98	0.60	2.13	2.74	-27.5%
Other finance leases	0%	0%	0%	0%	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
<b>TOTAL</b>	<b>50%</b>	<b>44%</b>	<b>45%</b>	<b>42%</b>	<b>1.29</b>	<b>1.29</b>	<b>2.58</b>	<b>1.04</b>	<b>1.35</b>	<b>2.39</b>	<b>7.9%</b>

1. Recycling and incineration with energy recovery are the only disposal routes applicable. The proportion of incineration with energy recovery is therefore the balance of the recycled proportion.

## Type and number of assets with certifications (kWh/m<sup>2</sup>)

### Based on disclosure GRI CRE8

Total number of buildings that have received a certification by type (Cert-Tot).

The table shows the number of buildings that have received at least one PEB certification.

The energy performance level shown is the weighted average of the scores by segment.

	Number/ total of buildings	Coverage in m <sup>2</sup>	Energy performance			Lfl energy performance		
			2022	2021	Δ	2022	2021	Δ
Healthcare real estate	209/282	68 %	186	224	-17.0 %	207	215	-3.5 %
Distribution networks	32/883	2 %	253	149	69.2 %	254	257	-1.0 %
Single-tenant offices	10/18	81 %	213	276	-22.9 %	276	276	-0.1 %
<b>TOTAL indirectly managed</b>	<b>251/1,183</b>	<b>59 %</b>	<b>189</b>	<b>223</b>	<b>-15.3 %</b>	<b>210</b>	<b>218</b>	<b>-3.3 %</b>
Medical office buildings	17/17	100 %	265	271	-2.1 %	272	273	-0.4 %
Multi-tenant offices	16/30	51 %	162	164	-1.1 %	159	142	12.3 %
Head office	1/1	100 %	216	238	-9.2 %	216	238	-9.2 %
<b>TOTAL directly managed</b>	<b>34/48</b>	<b>60 %</b>	<b>192</b>	<b>194</b>	<b>-0.9 %</b>	<b>194</b>	<b>183</b>	<b>6.0 %</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>285/1,231</b>	<b>62 %</b>	<b>189</b>	<b>218</b>	<b>-13.3 %</b>	<b>208</b>	<b>212</b>	<b>-2.0 %</b>
Assets held for sale								
Healthcare real estate	1/1	100 %	367	365	0.7 %	367	367	0.0 %
Distribution networks	48/56	81 %	159	159	0.0 %	159	159	0.0 %
Single-tenant offices	1/1	100 %	234	262	-10.7 %	234	262	-10.7 %
<b>TOTAL indirectly managed</b>	<b>50/58</b>	<b>94 %</b>	<b>254</b>	<b>273</b>	<b>-6.8 %</b>	<b>254</b>	<b>265</b>	<b>-4.1 %</b>
Assets held for sale								
Multi-tenant offices - shared	3/7	56 %	200	213	-6.1 %	200	206	-3.0 %
<b>TOTAL directly managed</b>	<b>3/7</b>	<b>56 %</b>	<b>200</b>	<b>213</b>	<b>-6.1 %</b>	<b>200</b>	<b>206</b>	<b>-3.0 %</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>338/1,296</b>	<b>62 %</b>	<b>191</b>	<b>220</b>	<b>-13.1 %</b>	<b>209</b>	<b>214</b>	<b>-2.1 %</b>
PPP under finance lease	1/6	3 %	281	267	4.9 %	281	281	-0.1 %
Other finance leases	8/9	88 %	257	0	0.0 %	263	263	0.0 %
<b>TOTAL</b>	<b>347/1,311</b>	<b>57 %</b>	<b>194</b>	<b>222</b>	<b>-12.8 %</b>	<b>211</b>	<b>216</b>	<b>-2.1 %</b>

1. PEB certification is regulated differently in each country and segment.

2. For some PEB certifications, the score is 0 kWh/m<sup>2</sup> due to a lack of information. These certifications are excluded from the average.

	Number/ total of buildings	Coverage in m <sup>2</sup>	Energy performance			Lfl energy performance		
			2022	2021	Δ	2022	2021	Δ
Healthcare real estate (BE)	26/90	26 %	198	201	-1.4 %	200	145	37.9 %
Healthcare real estate (FR)	51/51	99 %	260	359	-27.5 %	270	371	-27.2 %
Healthcare real estate + Medical office buildings (NL)	47/49	98 %	217	216	0.3 %	221	215	2.6 %
Healthcare real estate (DE)	50/56	86 %	113	125	-9.5 %	131	119	10.3 %
Healthcare real estate (Other)	53/54	94 %	205	265	-22.6 %	270	257	5.0 %
<b>TOTAL Healthcare real estate</b>	<b>227/300</b>	<b>69 %</b>	<b>192</b>	<b>229</b>	<b>-16.5 %</b>	<b>213</b>	<b>220</b>	<b>-3.2 %</b>
<b>TOTAL Offices</b>	<b>31/57</b>	<b>63 %</b>	<b>191</b>	<b>197</b>	<b>-3.4 %</b>	<b>193</b>	<b>186</b>	<b>3.7 %</b>
<b>TOTAL Healthcare real estate + Offices</b>	<b>258/357</b>	<b>71 %</b>	<b>191</b>	<b>223</b>	<b>-14.3 %</b>	<b>210</b>	<b>217</b>	<b>-3.4 %</b>

The table shows the number of buildings that have received at least one BREEAM or BREEAM-equivalent certification.

	Number/ total of buildings	Coverage in m <sup>2</sup>	BREEAM In-Use		BREEAM		
			Good	Very Good	Good	Very Good	Excellent
Healthcare real estate	12/283	5%	0.0%	2.9%	0.0%	0.3%	1.3%
Single-tenant offices	2/19	16%	0.0%	0.0%	0.0%	0.0%	16.0%
<b>TOTAL indirectly managed</b>	<b>14/1,241</b>	<b>5%</b>	<b>0.0%</b>	<b>2.2%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>2.2%</b>
Multi-tenant offices	2/30	12%	0.0%	0.0%	0.0%	4.2%	8.3%
Head office	1/1	100%	0.0%	100.0%	0.0%	0.0%	0.0%
<b>TOTAL directly managed</b>	<b>3/48</b>	<b>12%</b>	<b>0.0%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>3.5%</b>	<b>6.8%</b>
<b>TOTAL INVESTMENT PROPERTIES</b>	<b>17/1,289</b>	<b>6%</b>	<b>0.0%</b>	<b>2.1%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>2.8%</b>
Assets held for sale							
Multi-tenant offices - shared	1/7	16%	15.9%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL directly managed</b>	<b>1/7</b>	<b>16%</b>	<b>15.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>TOTAL CONSOLIDATED PORTFOLIO</b>	<b>18/1,296</b>	<b>6%</b>	<b>0.2%</b>	<b>2.1%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>2.8%</b>
PPP under finance lease	1/6	20%	0.0%	0.0%	20.4%	0.0%	0.0%
Other finance leases	1/9	17%	0.0%	0.0%	0.0%	0.0%	16.7%
<b>TOTAL</b>	<b>20/1,311</b>	<b>7%</b>	<b>0.2%</b>	<b>1.9%</b>	<b>1.1%</b>	<b>0.6%</b>	<b>2.9%</b>

- For property of distribution networks, no BREEAM nor BREEAM-equivalent certification is available. The certification of the asset under finance lease, namely Excellent is HQE.
- The BREEAM-certified buildings are located in Belgium, Spain and Germany. The HQE-certified asset is located in France.
- In the context of the ISO 14001 certification, the principles of BREEAM and/or BREEAM In-Use certification are also applicable to the entire portfolio.
- A rotation policy is applied for BREEAM certification favouring the certification of buildings not certified in the past, which goes beyond a simple extension of the certifications already obtained. The number of buildings that have thus obtained BREEAM certification at one time or another amounts to 34.

## Social performance indicators

The managerial approach to human capital is described on pages 145-148.

### Governance bodies and employee gender diversity (in %)

#### Based on disclosure GRI 405-1

Diversity-Emp	2022		2021		Δ	Δ
	Women	Men	Women	Men	With respect to 50% goal	Women
Board of directors (including non-independent members)	40%	60%	36%	64%	-20%	11.1%
Executive committee	40%	60%	40%	60%	-20%	0.0%
Managers	33%	67%	33%	67%	-34%	0.0%
Employees (including managers)	53%	47%	57%	43%	6%	-7.0%

1. In 2021, 10% of women and 1% of men worked part-time.

2. In 2022, 9% of women and 1% of men worked part-time.

### Gender salary and remuneration ratio (% women/men)

#### Based on disclosure GRI 405-2

Diversity-Pay	2022	2021	Δ
Board of directors	76%	77%	-1.3%
Executive committee	78%	78%	0.0%
Managers	91%	91%	0.0%
Employees	80%	83%	-3.6%

1. The chairman is male, which explains the difference at the Board level. Non-independent members are excluded from calculation, because they are included in the Executive Committee.

2. The CEO is male, which explains the difference at the Executive Committee level.

3. The difference at the manager level can be explained by the fact that there are more male operational managers.

4. At employee level, there is a difference because many women have an administrative assistant function.

### Employee training and development (number of hours)

#### Based on disclosure GRI 404-1

Emp-Training	Total			Average		
	2022	2021	Δ	2022	2021	Δ
Women	3,192	2,490	28.2%	37	31	19.4%
Men	2,307	1,798	28.3%	31	30	3.3%
Employees	5,500	4,289	28.2%	34	31	9.7%

1. The denominator for the average per employee is 161 people (= total number of employees).

2. Sector regulations require companies to provide an average of six days or 48 hours of training per employee over two years. The increase observed in 2022 is the result of the policy carried out by the HR department.

### Employee performance appraisals (in %)

#### Based on disclosure GRI 404-3

Emp-Dev	2022	2021	Δ
Employees	100%	100%	0.0%

### Recruitment of new employees and employee turnover

#### Based on disclosure GRI 401-1

Emp-Turnover	Departures			New hires		
	2022	2021	Δ	2022	2021	Δ
	Total	%	Total	%	Total	%
Employees	13	8.1%	17	12.1%	34	21.1%
					22	15.7%
						54.5%

1. The denominator is 161 people (= total number of employees).

2. Inter-group staff turnover is not taken into account.

## Employee health and safety

### Based on disclosure GRI 403-9

H&S-Empl	Numerator	2022	2021	Δ
Short-term absenteeism	2.3 days lost	1.2%	1.0%	16.0%
Long-term absenteeism	6.2 days lost	3.1%	6.3%	-51.4%
Hours lost due to occupational accidents / worked hours	0 day lost	0.0%	0.0%	0.0%
Number of accidents / worked hours	0 accident	0.0%	0.0%	0.0%

1. According to Belgian legislation, the denominator is the total number of working days including leave days.
2. Short-term absenteeism means less than 20 days while long-term absenteeism means 20 days or more.
3. The number of absenteeism days per employee amounts to 8.6 days.
4. The denominator for each indicator is 260,594 working hours.

## Asset health and safety assessments (% of buildings in m<sup>2</sup>)

### Based on disclosure GRI 416-1

H&S-Asset	2022	2021	Δ
Medical office buildings	93%	54%	72.2%
Multi-tenant offices	93%	93%	0.0%
Head office	100%	100%	0.0%
<b>TOTAL directly managed</b>	<b>93%</b>	<b>88%</b>	<b>5.7%</b>

1. The assessment is based on the annual monitoring of fire audits and asbestos monitoring.
2. In the indirectly managed portfolio, these assessments are carried out as part of the due diligence process at the time of acquisition. Annual monitoring is then the responsibility of the tenants.

## Asset health and safety compliance (number of accidents)

### Based on disclosure GRI 416-2

H&S-Comp	2022	2021	Δ
Medical office buildings	0	0	0.0%
Multi-tenant offices	0	0	0.0%
Head office	0	0	0.0%
<b>TOTAL directly managed</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>

1. In 2022, no infringements related to fire audits and asbestos monitoring with a financial or health impact on the occupant were detected.
2. In the indirectly managed portfolio, annual monitoring is the responsibility of the tenants. During the monitoring visits, no violations with financial or health impact were found.

## Community engagement, impact assessments and development programmes

### (% of buildings in m<sup>2</sup>)

### Based on disclosure GRI 413-1

Comty-Eng	2022	2021	Δ
Medical office buildings	0%	0%	0.0%
Multi-tenant offices	100%	100%	0.0%
Head office	100%	100%	0.0%
<b>TOTAL directly managed</b>	<b>85%</b>	<b>87%</b>	<b>-2.3%</b>

1. The group has two The Lounge® by Cofinimmo sites. The group provides its tenants and their visitors with modern, inspiring and pleasant shared spaces, equipped with catering, meeting, networking and relaxation areas. All spaces are managed on site by the community manager. This concept responds to the growing need for diversity in workplaces.

## Governance performance indicators

### Composition of the highest governance body

#### Based on disclosure GRI 2-9

### Nominating and selecting the highest governance body

#### Based on disclosure GRI 2-10

### Conflicts of interest

#### Based on disclosure GRI 2-15

The Gov-Board, Gov-Selec and Gov-Col indicators are described in the chapter 'Corporate governance statement' (see pages 198-216).