

Appendices to the sustainability report

EPRA sBPR performance indicators

Cofinimmo constantly strives to communicate clearly and transparently with its stakeholders. To this end, Cofinimmo applies the sustainability Best Practices Recommendations (sBPR), promulgated by EPRA. The summary tables presented on the following pages have been adapted to take into account the EPRA sBPR Guidelines of April 2024, which provide for, among other things, an update to the reporting template. The method for calculating EPRA KPIs was also refined at the same time.

Organisational boundaries

The data is calculated based on information in the possession of Cofinimmo as landlord, and Cofinimmo Services and Superstone as property managers. It also includes the data collected from the buildings' occupants. In this way, an operational control approach is adopted. Surface areas under operational control (directly managed or controlled by the owner) include the operational multi-tenant leases (202,924/2,608,724 m²). Their GHG emissions are considered as scopes 1 and 2.

Cofinimmo has no operational control over consumption in buildings in the following segments: single-tenant healthcare real estate, single-tenant office buildings, property of distribution networks, PPP and other finance leases, which together represent 92% of the portfolio. These buildings are indirectly managed (controlled by the tenant) and their GHG emissions are considered as scope 3.

For sustainability indicators, it is important to note that 1,143 buildings of the portfolio are included, without distinction between operational and financial leases.

Coverage

Coverage per segment is always expressed in m². The surface areas used match the surface area of the buildings as in the chapter 'Property report' (see pages [125-133](#)).

For each indicator, coverage is expressed in terms of number of buildings and total surface area. The ten (parts of) buildings in the PPP segment correspond to six contracts. Data is missing for one contract relating to five (parts of) buildings, which represents less than 0.5% of coverage.

The portfolio is therefore 100% covered in terms of energy consumption for 1,138 of the 1,143 buildings. For water consumption, coverage is 81%. Coverage of waste data is 98% for the portfolio directly managed.

Consumption estimations

In this appendix, estimations refer to the filling in of missing annual data. The estimated consumption for all resources is established according to the same formula in the healthcare real estate and office segments. To obtain an annual consumption corresponding to a calendar year, an extrapolation of the consumption is carried out on the basis of the last recorded annual consumption for the missing period. The method has been validated and these data are verified for a sample of sites during external assurance.

Energy consumption in the property of distribution networks segment was estimated by extrapolation based on actual data available for 101 buildings regarding electricity and 96 buildings regarding fuels within this sector.

For Cofinimmo's head office in Brussels, no data was estimated. For head offices abroad, the estimated portion is not significant.

The proportion of estimated data, expressed as a percentage of total consumption, is presented by segment in the tables below.



► Nursing and care home – Raisio (FI)

Third-party assurance

In accordance with ISAE 3000, all the environmental, social and governance performance indicators, included on pages [282-301](#), have been subject to a third-party assurance by KPMG Bedrijfsrevisoren/Réviseurs d'Entreprises (see the 'Statutory auditor's report on information relating to sustainability'). This report provides an external and objective perspective on the data and helps ensure that it reflects the reality as closely as possible. No observations were made. The monitored indicators correspond to the 28 performance indicators recommended by EPRA. 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 (82% of the 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 (75%) or by the distribution network's operator with the formal agreement of the tenant (25%).

For multi-tenant office buildings and medical office buildings for which Cofinimmo Services and Superstone provide property management (8% of the portfolio), Cofinimmo can only act on the consumption of the shared technical equipment of these assets.

Normalisation

Normalisation is clearly indicated for each indicator. The environmental intensity indicators are always expressed per unit of surface area. The surface area used to calculate the intensity of the various environmental performance indicators is shown in each column concerned.

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, offices, property of distribution networks, PPP and other finance leases.

The impact of Cofinimmo's head offices is transparently communicated in a separate table. Segmentation is therefore done in the same way as for the financial analysis.

Cofinimmo's head offices

The results for each EPRA indicator, as well as the evolution of the results, are presented in a transparent manner in a separate table. With regard to the head offices, no estimate has been made for the headquarters located in Belgium, which accounts for the majority of emissions. For head offices located outside Belgium, estimates have been made for most categories, as it is more difficult for Cofinimmo, in its capacity as tenant, to obtain information.

The social performance indicators relating to the employees cover all employees (149 people as at 31.12.2025) in Belgium (115 people), in France (4 people), in the Netherlands (6 people), in Germany (14 people) and in Spain (10 people).

Environmental performance indicators cover the surface areas in Belgium (4,818 m²), and the surface areas occupied in France (90 m²), the Netherlands (200 m²), Germany (245 m²) and Spain (311 m²).

Performance

The results relating to electricity, district heating, fuels, 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. All 2025 data were extracted from the energy accounting.

The findings on the environmental indicators below concern the 2024-2025 analysis in absolute terms. For the total portfolio, there was a 2.6% decrease in scopes 1, 2 (location-based) and 3 emissions intensity, of which 5.7% in the intensity of scopes 1 and 2 (location-based). This decrease in carbon intensity is mainly linked to the decline in emission factors between 2024

and 2025. For electricity by country, the emission factors used are those of the IEA (International Energy Agency), and for fuels, those of DEFRA (Department for Environment, Food & Rural Affairs).

The average energy intensity of 139 kWh/m²/year 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):

- selective asset rotation within the portfolio;
- development projects and maintenance programme.

Water consumption per m² is three times higher in the healthcare real estate segment than in the office segment, which can be explained by the sanitary needs in this segment.

With a like-for-like asset mix, water consumption remains stable.

With a like-for-like asset mix, the quantities of waste in tonnes increased slightly by 3%, 57% of the collected waste is now recycled.

The buildings with BREEAM or BREEAM-equivalent certifications represent 13.2% of the portfolio. In the context of ISO 14001 certification, the principles of BREEAM New Construction 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.

The material stakes relating to energy intensity and GHG emissions are included on pages [103-114](#). The objectives relating to the coverage of energy intensity and GHG emissions are included in the 'Dashboard' (see pages [302-303](#)).

The ratio of basic salary and remuneration for women and men is stable. More details on the material issue related to employees can be found on the pages [115-121](#).

Total energy consumption amounts to 359,910 MWh, of which 54,078 MWh comes from renewable sources and 305,832 MWh from non-renewable sources.

Publication

The environmental and social indicators are published in full in this chapter (see pages [282-301](#)).

The qualitative information relating to the governance indicators is published in the 'Corporate governance statement' chapter (see pages [138-179](#)).

Reporting period

The indicators cover the period from 01.01.2025 to 31.12.2025. A comparison is made with the 2024 figures. No adjustments were made to the 2024 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 sustainability strategy' (see pages [91-96](#)).

This analysis has shown that the EPRA performance indicators relating to energy and GHG emissions, employees and governance are material. All the indicators are displayed on the following pages in order to remain vigilant about the indicators currently categorised as non-material.

100%

Electricity coverage

359,910 MWh

Total energy consumption

100%

Fuels coverage

11%

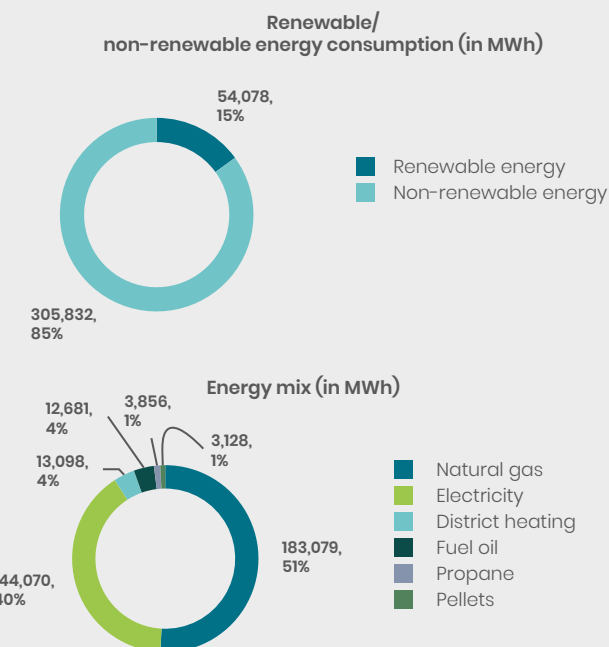
Waste coverage

81%

Water coverage

2,608,724 m²

Portfolio surface area



Environmental performance indicators

Energy consumption

Total portfolio and consolidated portfolio by segment

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Total portfolio										Performance by segment type											
EPRA Code	Units of measure	Indicator	Category		Absolute performance (Abs)		Like-for-Like performance (Lfl)					HEALTHCARE					OFFICES					DISTRIBUTION NETWORK				
					2024	2025	2024	2025	Δ	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)		
Elec-Abs, Elec-Lfl	MWh	Electricity	for landlord shared services	N/D	N/D	N/D	N/D	N/A	N/D	N/D	N/D	N/D	N/A	6,950	7,714	6,950	7,714	0	N/A	N/A	N/A	N/A	N/A			
			(sub)metered exclusively to tenants	N/D	N/D	N/D	N/D	N/A	N/D	N/D	N/D	N/D	N/A	6,966	7,067	6,966	7,067	1.5%	N/A	N/A	N/A	N/A	N/A			
			Total landlord-obtained electricity	17,965	17,419	16,616	17,315	4.2%	4,049	2,638	2,700	2,533	-6.2%	13,916	14,782	13,916	14,782	6.2%	N/A	N/A	N/A	N/A	N/A			
			Total tenant-obtained electricity	96,256	126,650	91,265	93,408	2.3%	80,747	92,357	77,287	77,852	0.7%	5,685	4,928	4,857	4,125	-15.1%	1,255	18,444	1,248	1,470	17.8%			
			Total electricity	114,220	144,070	107,880	110,723	2.6%	84,796	94,994	79,987	80,386	0.5%	19,601	19,709	18,773	18,906	0.7%	1,255	18,444	1,248	1,470	17.8%			
			Proportion of electricity from renewable sources	2%	25%				2%	16%				1%	82%				0%	3%						
			Quantity of electricity from renewable sources	2,596	37,853				2,078	16,030				147	16,441				0	487						
			%	Proportion of electricity by source	Solar photovoltaic	2%	5%			2%	7%				1%	1%				0%	1%					
					Other	98%	95%			98%	93%				99%	99%				100%	99%					
			MWh	Quantity of electricity by source	Solar photovoltaic	2,596	7,204			2,078	6,331				147	267				0	235					
Other	111,625	136,866					82,718	88,664				19,453	19,442				1,255	18,209								
No. applicable properties			Electricity disclosure coverage	351	1,138		328		278	304		259		25	25		22		35	795		35				
m² of applicable properties				2,108,356	2,597,106		2,009,093		1,645,61	1,862,6		1,571,791		255,25	255,25		233,623		29,021	288,50		29,021				
%			Proportion of electricity estimated	12%	21%	12%	7%		10%	11%	9%	5%		11%	15%	12%	16%		43%	86%	43%	26%				
DH&C-Abs, DH&C-Lfl	MWh	District heating and cooling	Total landlord-obtained district heating and cooling	650	433	143	433	202.2%	650	433	143	433	202.2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
			Total tenant-obtained district heating and cooling	6,376	12,665	6,253	7,106	13.6%	6,376	12,115	6,253	7,106	13.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
			Total district heating and cooling	7,026	13,098	6,396	7,538	17.9%	7,026	12,547	6,396	7,538	17.9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
			Proportion of district heating and cooling from renewable sources	100%	100%				100%	100%				N/A	N/A				N/A	N/A						
No. applicable properties			District heating and cooling disclosure coverage	25	29		22		25	28		22		N/A	N/A		N/A		N/A	N/A		N/A				
m² of applicable properties				95,265	155,101		85,273		95,265	145,832		85,273		N/A	N/A		N/A		N/A	N/A		N/A				
%			Proportion of district heating and cooling estimated	24%	69%	26%	57%		24%	68%	26%	57%		N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A				

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Total portfolio					Performance by segment type															
EPRA Code	Units of measure	Indicator	Category		Absolute performance (Abs)		Like-for-Like performance (Lfl)			HEALTHCARE			OFFICES			DISTRIBUTION NETWORK									
					2024	2025	2024	2025	Δ	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	
Fuels- Abs, Fuels-Lfl	MWh	Fuels	Total landlord-obtained fuels	11,638	12,091	11,514	12,091	5.0%	1,649	1,875	1,525	1,875	22.9%	9,989	10,216	9,989	10,216	2.3%	N/A	N/A	N/A	N/A	N/A		
			Total tenant-obtained fuels	153,668	190,651	142,215	146,567	3.1%	138,150	150,490	127,895	131,085	2.5%	4,287	3,313	3,804	2,955	-22.3%	2,171	25,258	2,145	1,937	-9.7%		
			Total fuels	165,306	202,743	153,729	158,659	3.2%	139,799	152,365	129,420	132,960	2.7%	14,276	13,529	13,793	13,172	-4.5%	2,171	25,258	2,145	1,937	-9.7%		
	%	Proportion of fuels by source	Proportion of fuels from renewable sources	1%	2%				2%	2%				0%	0%				0%	0%					
			Natural gas	91%	90%				91%	89%				92%	92%				100%	100%					
			Fuel oil	6%	6%				6%	8%				8%	8%				0%	0%					
			Bioenergy; wood pellets	1%	2%				2%	2%				0%	0%				0%	0%					
			Propane	2%	2%				1%	1%				0%	0%				0%	0%					
			MWh	Quantities of fuels by source	Natural gas	150,351	183,079				126,706	135,631				13,193	12,501				2,171	25,258			
					Fuel oil	9,856	12,681				8,774	11,653				1,082	1,028				0	0			
Bioenergy; wood pellets	2,428	3,128						2,428	3,128				0	0				0	0						
Propane	2,670	3,856						1,892	1,954				0	0				0	0						
No. applicable properties		Fuels disclosure coverage	309	1,082		282		244	254		222		23	22		21		30	794		30				
m ² of applicable properties			1,939,368	2,333,559		1,794,395		1,484,700	1,636,592		1,376,278		245,489	230,776		227,588		27,957	288,005		27,957				
%		Proportion of fuels estimated	23%	26%	23%	16%		22%	18%	22%	17%		13%	15%	11%	14%		54%	90%	54%	39%				
Energy- Int	kWh/m ² / year			138	139				143	140				135	130				120	151					
	kWh/ revenue in EUR/ year	Energy intensity	Energy	0.813	1.017				N/D	0.982				N/D	0.602				N/D	1.282					

1. 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.

2. Since 2025, electricity from renewable sources represents the sum of electricity consumed under a green contract and electricity produced on site.

3. All electricity consumed in directly managed buildings is linked to green electricity contracts.

4. The values shown represent the total consumption of the buildings, without distinction between private and common areas, except for electricity in directly managed multi-tenant buildings, where a breakdown is made between the consumption of the buildings' common technical equipment and the private consumption purchased by the landlord and the tenant.

5. Direct consumption of nuclear energy, as well as the use of coal and lignite, is zero.

6. In 2025, total energy data coverage reached 100%, which explains the overall increase in energy consumption in absolute terms and the increase in the percentage of estimates.

7. Cofinimmo's buildings are not supplied with district cooling, the conversion factor used for district heating is 278 kWh/GJ.

8. The buildings in the healthcare real estate segment, supplied by an urban heat production system, are located in France, Germany, the Netherlands and Finland. No office buildings or property of distribution network buildings are supplied with district heating.

Portfolio in finance lease

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Performance by segment type								
EPRA Code	Units of measure	Indicator	Category		FIN			PPP					
					2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)
Elec-Abs, Elec-Lfl	MWh	Electricity	Total tenant-obtained electricity	2,774	3,618	2,774	2,657	-4.2%	5,795	7,303	5,099	7,303	43.2%
			Total electricity	2,774	3,618	2,774	2,657	-4.2%	5,795	7,303	5,099	7,303	43.2%
			Proportion of electricity from renewable sources	0%	56%				6%	56%			
			Quantity of electricity from renewable sources	0	614				370	4,281			
	%	Proportion of electricity by source	Solar photovoltaic	0%	0%				6%	5%			
			Other	100%	100%				94%	95%			
	MWh	Quantity of electricity by source	Solar photovoltaic	0	0				370	371			
			Other	2,774	3,618				5,425	6,932			
No. applicable properties			Electricity disclosure coverage	7	9	7			6	5	5		
m ² of applicable properties				39,602	55,596	39,602			138,855	135,055	135,055		
%			Proportion of electricity estimated	0%	14%	0%	2%		45%	0%	51%	0%	
DH&C-Abs, DH&C-Lfl	MWh	District heating and cooling	Total tenant-obtained district heating and cooling	N/A	550	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			Total district heating and cooling	N/A	550	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			Proportion of district heating and cooling from renewable sources	N/A	100%					N/A	N/A		
No. applicable properties			District heating and cooling disclosure coverage	0	1	0			0	0	0		
m ² of applicable properties				0	9,269	0			0	0	0		
%			Proportion of district heating and cooling estimated	N/A	100%	N/A	N/A		N/A	N/A	N/A	N/A	

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Performance by segment type								
EPRA Code	Units of measure	Indicator	Category		FIN			PPP					
					2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)
Fuels-Abs, Fuels-Lfl	MWh	Fuels	Total tenant-obtained fuels	2,529	3,735	2,136	2,733	28.0 %	6,531	7,856	6,235	7,856	26.0 %
			Total fuels	2,529	3,735	2,136	2,733	28.0 %	6,531	7,856	6,235	7,856	26.0 %
			Proportion of fuels from renewable sources	0%	0%				0%	0%			
	%	Proportion of fuel by source	Natural gas	69%	49%				100%	100%			
			Fuel oil	0%	0%				0%	0%			
			Bioenergy: wood pellets	0%	0%				0%	0%			
			Propane	31%	51%				0%	0%			
	MWh	Quantities of fuels by source	Natural gas	1,751	1,833				6,531	7,856			
			Fuel oil	0	0				0	0			
			Bioenergy: wood pellets	0	0				0	0			
Propane			778	1,902				0	0				
No. applicable properties		Fuels disclosure coverage	7	8		5		5	4		4		
m ² of applicable properties			39,602	46,327		30,712		135,659	131,859		131,859		
%		Proportion of fuels estimated	71%	16%	85%	4%		35%	0%	37%	0%		
Energy-Int	kWh/ m ² / year	Energy Intensity	Energy	140	142				90	112			
	kWh/ revenue (€)/year			N/A	N/A				N/A	N/A			

1. 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.
2. Since 2025, electricity from renewable sources represents the sum of electricity consumed under a green contract and electricity produced on site.
3. The values shown represent the total consumption of the buildings, without distinction between private and common areas.
4. Direct consumption of nuclear energy, as well as the use of coal and lignite, is zero.
5. In 2025, total energy data coverage reached 100%, which explains the overall increase in energy consumption in absolute terms and the increase in the percentage of estimates.
6. Cofinimmo's buildings are not supplied with district cooling, the conversion factor used for district heating is 278 kWh/GJ.
7. The building under other finance leases, supplied by an urban heat production system, is located in France. No PPP buildings are supplied with district heating.

Cofinimmo's head offices

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	HEADQUARTERS	
EPRA Code	Units of measure	Indicator	Category		2024 (Abs)	2025 (Abs)
Elec-Abs, Elec-LfL	MWh	Electricity	for landlord shared services	✓	54	234
			Total landlord-obtained electricity		226	364
			Total electricity		323	406
			Proportion of electricity from renewable sources		70%	90%
			Quantity of electricity from renewable sources		226	364
	%	Proportion of electricity by source	Solar photovoltaic		N/D	N/D
			Other		N/D	N/D
	MWh	Quantity of electricity by source	Solar photovoltaic		N/D	N/D
			Other		N/D	N/D
No. applicable properties				5	5	
m ² of applicable properties		Electricity disclosure coverage		5,664	5,664	
%		Proportion of electricity estimated		30%	10%	

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	HEADQUARTERS	
EPRA Code	Units of measure	Indicator	Category		2024 (Abs)	2025 (Abs)
Fuels-Abs, Fuels-LfL	MWh	Fuels	Total landlord-obtained fuels	✓	229	193
			Total fuels		229	193
			Proportion of fuels from renewable sources		N/A	N/A
	%	Proportion of fuel by source	Natural gas		100%	100%
No. applicable properties		Fuels disclosure coverage		4	4	
m ² of applicable properties				5,464	5,464	
%		Proportion of fuels estimated		26%	30%	
Energy-Int	kWh/m ² /year	Energy intensity	Energy	✓	101	106

- Electricity from renewable sources represents the sum of electricity consumed under a green contract and electricity generated on site.
- Cofinimmo has a green electricity supply contract for its directly managed portfolio, which includes its head office in Belgium.
- The energy mix of offices outside Belgium is unknown and is therefore considered non-renewable.
- Energy data for head offices on a like-for-like basis is not available due to the relocation of offices in Belgium in 2024.
- Direct consumption of nuclear energy, as well as the use of coal and lignite, is zero.
- Cofinimmo's head offices are not connected to a district heating or cooling network.
- The estimated proportion of electricity has decreased thanks to improved energy data quality for locations outside Belgium.
- The increase in electricity consumption in absolute terms is mainly due to the relocation of Cofinimmo's head office in Belgium from a single-tenant building to a multi-tenant building.
- The Breda head office in the Netherlands does not rely on any fossil fuels on site.

Total direct and indirect GHG emissions

Total portfolio and consolidated portfolio by segment

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Total portfolio		Performance by segment type					
EPRA Code	Units of measure	Indicator	Category		Absolute performance (Abs)		HEALTHCARE		OFFICES		DISTRIBUTION NETWORK	
					2024	2025	2024 (Abs)	2025 (Abs)	2024 (Abs)	2025 (Abs)	2024 (Abs)	2025 (Abs)
GHG-Dir-Abs	tCO ₂ e	Direct	Total direct scope 1		2,473	2,536	338	380	2,134	2,156	N/A	N/A
			Natural gas		2,163	2,243	338	380	1,825	1,863	N/A	N/A
			Fuel oil	✓	309	293	N/A	N/A	309	293	N/A	N/A
			Bioenergy: wood pellets		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			Bioenergy: biopropane		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GHG-Indir-Abs		Indirect (scope 2)	Total indirect scope 2 market-based		284	248	117	76	168	172	N/A	N/A
			Scope 2 electricity		168	172	0	0	168	172	N/A	N/A
			Local district heating		117	76	117	76	N/A	0	N/A	N/A
			Total indirect scope 2 location-based		3,226	2,794	1,160	694	2,066	2,100	N/A	N/A
			Scope 2 electricity		3,109	2,718	1,043	618	2,066	2,100	N/A	N/A
GHG-Indir-Abs		Indirect (scope 3)	Total indirect scope 3		50,113	60,940	44,545	47,632	1,723	1,372	631	7,967
			Electricity sub-metered to occupiers		17,164	19,597	14,798	14,582	844	700	186	2,847
			Natural gas		28,653	34,867	25,632	27,112	879	671	445	5,120
			Fuel oil	✓	2,503	3,324	2,503	3,324	N/A	N/A	N/A	N/A
			Wood pellets		27	36	27	36	N/A	N/A	N/A	N/A
			Propane		621	897	440	454	N/A	N/A	N/A	N/A
			District heating		1,145	2,220	1,145	2,124	N/A	N/A	N/A	N/A
Total			Scope 1 + scope 2 (location-based)		5,699	5,330	1,498	1,074	4,201	4,256	N/A	N/A
			Scope 1 + scope 2 (market-based)		2,757	2,784	455	456	2,302	2,328	N/A	N/A
			Scope 1 + scope 2 (location-based) + scope 3		55,812	66,270	46,043	48,706	5,924	5,628	631	7,967
			Scope 1 + scope 2 (market-based) + scope 3		52,870	63,724	45,000	48,088	4,025	3,700	631	7,967
			%		Proportion of scope 1 + scope 2 (market-based) estimated		N/D	12%	N/D	0%	N/D	14%
GHG-Int	kgCO ₂ e/m ² /year	GHG emissions intensity	Scope 1 and 2 emissions (location-based)		27.9	26.3	30.6	25.4	26.7	26.5	N/A	N/A
			kgCO ₂ e/revenue in EUR/year		N/D	0.13	N/D	0.14	N/D	0.13	N/A	N/A
			kgCO ₂ e/m ² /year		14.3	13.7	11.5	10.8	14.8	14.5	N/A	N/A
			kgCO ₂ e/revenue in EUR/year	✓	0.008	0.070	N/D	0.060	N/D	0.070	N/A	N/A
No. applicable properties			GHG disclosure coverage		351	1,138	278	304	25	25	35	795
m ² of applicable properties					2,108,356	2,597,106	1,645,618	1,862,693	255,259	255,259	29,021	288,503
%			Proportion of scope 1 + scope 2 (market-based) + scope 3 estimated		N/D	26%	N/D	18%	N/D	15%	N/D	88%

1. The CO₂ emission factor for electricity varies by country and is based on raw data from the IEA 2025 source.

2. The CO₂ emission factor is 2027 g CO₂e/kWh for natural gas, 232.58 g CO₂e/kWh for propane, 285.23 g CO₂e/kWh for fuel oil, 11.5 g CO₂e/kWh for pellets, and 175.29 g CO₂e/kWh for district heating (source: DEFRA 2025).

3. Taking into account market conversion coefficients, indirect emissions (scope 2) from the directly managed portfolio are reduced to zero following the green electricity contract signed by Cofinimmo Services and Superstone for all areas under operational control.

Portfolio in finance lease

EPRA Code	Units of measure	EPRA Sustainability Performance Measures (Environment)		Third-party assured?	Performance by segment type			
		Indicator	Category		FIN		PPP	
					2024 (Abs)	2025 (Abs)	2024 (Abs)	2025 (Abs)
GHG-Indir-Abs	tCO ₂ e	Indirect (scope 3)	Total indirect scope 3		1,015	1,340	2,199	2,630
			Electricity sub-metered to occupiers		475	429	861	1,038
			Natural gas		359	372	1,339	1,592
			Fuel oil		N/A	N/A	N/A	N/A
			Wood pellets		N/A	N/A	N/A	N/A
			Propane		181	442	N/A	N/A
			District heating	✓	N/A	96	N/A	N/A
Total			Scope 1 + scope 2 (location-based) + scope 3		1,015	1,340	2,199	2,630
			Scope 1 + scope 2 (market-based) + scope 3		1,015	1,340	2,199	2,630
			%		N/D	N/A	N/D	N/A
No. applicable properties			GHG disclosure coverage		7	9	6	5
m ² of applicable properties					39,602	55,596	138,855	135,055
%			Proportion of scope 1 + scope 2 (market-based) + scope 3 estimated		N/D	21%	N/D	0%

1. The PPP and other finance lease sectors do not impact scope 1 and 2 as they consist solely of indirectly managed properties.

2. The CO₂ emission factor for electricity varies by country and is based on raw data from the IEA 2025 source.

3. The CO₂ emission factor is 202.7 g CO₂e/kWh for natural gas, 232.58 g CO₂e/kWh for propane, 285.23 g CO₂e/kWh for fuel oil, 11.5 g CO₂e/kWh for pellets, and 175.29 g CO₂e/kWh for district heating (source: DEFRA 2025).

Cofinimmo's head offices

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	HEADQUARTER	
EPRA Code	Units of measure	Indicator	Category		2024 (Abs)	2025 (Abs)
GHG-Dir-Abs	tCO ₂ e	Direct	Total direct scope 1		275	212
			Natural gas	✓	47	39
			Bioenergy: wood pellets		N/A	N/A
GHG-Indir-Abs		Indirect (scope 2)	Total indirect scope 2 market-based		27	22
			Scope 2 electricity		27	22
			Local district heating		N/A	N/A
			Total indirect scope 2 location-based		59	73
			Scope 2 electricity		59	73
			Local district heating		N/A	N/A
GHG-Indir-Abs		Indirect (scope 3)	Total indirect scope 3	✓	456	389
Total			Scope 1 + scope 2 (location-based)		334	285
			Scope 1 + scope 2 (market-based)		302	234
			Scope 1 + scope 2 (location-based) + scope 3		790	673
			Scope 1 + scope 2 (market-based) + scope 3		758	623
			%	Proportion of scope 1 + scope 2 (market-based) estimated		40%
GHG-Int	kgCO ₂ e/m ² /year	GHG emissions intensity	Scope 1 and 2 emissions (location-based)		59.0	50.3
	kgCO ₂ e/m ² /year		Scope 1 and 2 emissions (market-based)		53.4	41.3
No. applicable properties			GHG disclosure coverage	✓	5	5
m ² of applicable properties					5,664	5,664
%			Proportion of scope 1 + scope 2 (market-based) + scope 3 estimated		N/D	27%

1. The CO₂ emission factor for electricity varies by country and is based on raw data from the IEA 2025 source.

2. The CO₂ emission factor is 202.7 gCO₂e/kWh for natural gas (source: DEFRA 2025).

3. Taking into account market conversion coefficients, indirect emissions (scope 2) from the head office in Belgium are now zero following the green electricity contract signed by Cofinimmo Services for all areas under its operational control.

Water consumption by supply source

The total volume of consumed water is used to supply the air-conditioning installations, the sanitary facilities and the kitchenettes. Consequently, no priority substances are found in the water discharge. The only water supply source is municipal water. The total water withdrawal is equal to 0.

According to the United Nations Environment Programme, the built environment accounts for 20% of water consumption. Aware of this impact, Cofinimmo is committed to ensuring sustainable water cycle management. The company has equipped its buildings with remotely readable water meters. These meters not only measure water consumption but also enable immediate action to be taken when a discrepancy is detected. Outdoor features such as green roofs and the limitation of impermeable surfaces also help to manage rainwater and thus reduce the risk of flooding.

Applied to water, the circular economy principle allows water to be recovered and reused for various purposes, thus offering a solution to water scarcity. This includes the treatment and reuse of black and grey water, creating a closed loop. Although rainwater harvesting is not yet viable everywhere, it is systematically considered for new buildings.

Total portfolio and consolidated portfolio by segment

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Total portfolio						Performance by segment type												
EPRA Code	Units of measure	Indicator	Category		Absolute performance (Abs)		Like-for-Like performance (Lfl)				HEALTHCARE			OFFICES			DISTRIBUTION NETWORK						
					2024	2025	2024	2025	Δ	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)
Water-Abs, Water-Lfl	m ³ /year	Water	Total landlord-obtained water	64,034	62,055	60,376	62,055	2.8%	12,803	11,195	9,145	11,195	22.4%	51,231	50,860	51,231	50,860	-0.7%	N/A	N/A	N/A	N/A	N/A
			Total tenant-obtained water	1,481,265	1,483,244	1,050,883	1,049,773	-0.1%	1,116,946	1,349,640	996,081	985,324	-11%	6,877	18,192	6,375	7,444	16.8%	103	198	103	198	92.2%
			Total water	1,545,299	1,545,299	1,111,259	1,111,828	0.1%	1,129,749	1,360,835	1,005,226	996,519	-0.9%	58,108	69,052	57,606	58,304	1.2%	103	198	103	198	92.2%
			Municipal water supplies or other public or private utilities	1,545,299	1,545,299	1,111,259	1,111,828	0.1%	1,129,749	1,360,835	1,005,226	996,519	-0.9%	58,108	69,052	57,606	58,304	1.2%	103	198	103	198	92.2%
Water-Int	m ³ /revenue in EUR/year	Water intensity	Water																				
				N/D	0.004				N/D	0.005				N/D	0.001				N/D	0.000			
	m ³ /m ² /year																						
				0.67	0.73				0.77	0.82			0.27	0.27					0.01	0.02			
No. applicable properties			Water disclosure coverage	288	322	248		252	282	222		22	25	20				1	1	1			
m ² of applicable properties				1,864,961	2,113,521	1,642,570		1,458,944	1,658,567	1,300,763		216,157	255,259	197,709				9,043	9,043	9,043			
%			Proportion of water estimated	20%	26%	23%	26%		22%	28%	24%	28%		16%	21%	15%	16%		9%	0%	9%	0%	

1. The values shown represent the total consumption of the building, without distinction between private and common areas.

2. Cofinimmo has no influence over tenants' private consumption in the buildings. It can only act on the consumption of the common technical equipment in the buildings it manages directly.

Portfolio in finance lease

EPRA Sustainability Performance Measures (Environment)					Third-party assured?	Performance by segment type								
EPRA Code	Units of measure	Indicator	Category	FIN			PPP							
				2024 (Abs)		2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)
Water-Abs	Water-Lfl	m ³ /year	Water	Total tenant-obtained water	33,630	58,407	N/A	N/A	N/A	48,954	56,807	48,324	56,807	17.6%
				Total water	33,630	58,407	N/A	N/A	N/A	48,954	56,807	48,324	56,807	17.6%
				Municipal water supplies or other public or private utilities	33,630	58,407	N/A	N/A	N/A	48,954	56,807	48,324	56,807	17.6%
Water-Int	m ³ /m ² /year	Water intensity	Water	N/D	105				0.35	0.42				
No. applicable properties			Water disclosure coverage	7	9	0			6	5		5		
m ² of applicable properties				39,602	55,596	0			138,855	135,055		135,055		
%			Proportion of water estimated	0%	14%	N/A	N/A		10%	0%	10%	0%		

1. The values shown represent the total consumption of the building, without distinction between private and common areas.

2. Cofinimmo has no influence over tenants' private consumption in the buildings. It can only act on the consumption of the common technical equipment in the buildings it manages directly.

Cofinimmo's head offices

Cofinimmo does not have separate water meters for its own water consumption at its headquarters.

Only water consumption at the headquarters in Belgium is monitored at building level, not at the level of the floors occupied specifically by Cofinimmo.

Waste by type and disposal route

Total portfolio and consolidated portfolio by segment

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	Total portfolio										Performance by segment type											
EPRA Code	Units of measure	Indicator	Category		Absolute performance (Abs)		Like-for-Like performance (Lfl)					HEALTHCARE					OFFICES					DISTRIBUTION NETWORK				
					2024	2025	2024	2025	Δ	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)	2024 (Abs)	2025 (Abs)	2024 (Lfl)	2025 (Lfl)	Δ (Lfl)		
Waste- Abs, Waste-Lfl	Tonnes	Total weight of waste generated	Hazardous waste	3,244	3,873	3,244	3,203	-13%	0	0	0	0	0.0%	3,244	3,343	3,244	3,203	-13%	0	N/A	N/A	N/A	N/A			
			Non-hazardous waste	955,246	1,147,067	812,258	834,938	2.8%	210,846	210,448	142,720	137,757	-3.5%	734,336	817,204	669,538	697,181	4.1%	5,687	N/A	N/A	N/A	N/A			
		Total weight of waste generated via disposal and diversion route	Recycled	554,685	657,368	470,829	501,377	6.5%	74,039	67,847	39,469	37,593	-4.8%	475,711	550,285	431,360	463,784	7.5%	2,955	N/A	N/A	N/A	N/A			
			Incinerated	403,805	493,572	344,673	336,764	-2.3%	136,807	142,601	103,251	100,164	-3.0%	261,869	270,262	241,422	236,600	-2.0%	2,732	N/A	N/A	N/A	N/A			
		Composition of total weight of waste generated	Paper	492,728	580,031	420,653	449,484	6.9%	73,885	67,800	39,469	37,593	-4.8%	416,863	477,262	381,184	411,891	8.1%	0	N/A	N/A	N/A	N/A			
			PMC	17,382	18,654	15,054	12,675	-15.8%	0	47	0	0	0.0%	16,907	17,975	15,054	12,675	-15.8%	475	N/A	N/A	N/A	N/A			
			Glass	13,121	16,542	8,951	9,175	2.5%	154	0	0	0	0.0%	12,967	13,374	8,951	9,175	2.5%	0	N/A	N/A	N/A	N/A			
			Mixed municipal	403,805	493,571	344,672	336,763	-2.3%	136,807	142,601	103,251	100,164	-3.0%	261,870	270,261	241,421	236,599	-2.0%	2,732	N/A	N/A	N/A	N/A			
			Food waste	24,776	34,525	19,495	23,738	21.8%	0	0	0	0	0.0%	22,296	34,525	19,495	23,738	21.8%	2,480	N/A	N/A	N/A	N/A			
			Other	6,679	7,038	6,679	6,303	-5.6%	0	1	0	0	0.0%	6,679	7,038	6,679	6,303	-5.6%	0	N/A	N/A	N/A	N/A			
			%	Proportion of total weight of waste generated	Hazardous waste	0%	0%	0%	0%	0.0%	0%	0%	0%	0%	0.0%	0%	0%	1%	1%	0.0%	0%	N/A	N/A	N/A	N/A	
	Non-hazardous waste	100%			100%	100%	100%		100%	100%	100%	100%		100%	100%	100%	100%		100%	N/A	N/A	N/A	N/A			
		Proportion of waste generated via disposal and diversion route		Recycled	58%	57%	58%	60%		35%	32%	28%	27%		64%	67%	64%	66%		52%	N/A	N/A	N/A	N/A		
				Incinerated	42%	43%	42%	40%		65%	68%	72%	73%		36%	33%	36%	34%		48%	N/A	N/A	N/A	N/A		
	Composition of total waste generated	Paper		51%	50%	52%	54%		35%	32%	28%	27%		57%	58%	57%	59%		0%	N/A	N/A	N/A	N/A			
		PMC		2%	2%	2%	2%		0%	0%	0%	0%		2%	2%	2%	2%		8%	N/A	N/A	N/A	N/A			
		Glass		1%	1%	1%	1%		0%	0%	0%	0%		2%	2%	1%	1%		0%	N/A	N/A	N/A	N/A			
		Mixed municipal		42%	43%	42%	40%		65%	68%	72%	73%		36%	33%	36%	34%		48%	N/A	N/A	N/A	N/A			
		Food waste		3%	3%	2%	3%		0%	0%	0%	0%		3%	4%	3%	3%		44%	N/A	N/A	N/A	N/A			
		Other		1%	1%	1%	1%		0%	0%	0%	0%		1%	1%	1%	1%		0%	N/A	N/A	N/A	N/A			
No. of applicable properties	Waste disclosure coverage			38	35	26			14	12	11			22	22	15			1	0	0					
m². of applicable properties				275,848	284,913	187,527			43,141	39,197	24,131			219,864	217,400	163,396			9,043	N/A	0					

1. Waste is collected at source according to type: mixed municipal waste, paper, cardboard, plastic, cans, glass, etc.
2. The breakdown of waste by disposal route varies based on the type of waste. The recycling and incineration of waste with energy recovery are the only disposal routes. No waste produced by Cofinimmo has been disposed to landfill.
3. The figures shown represent the total quantities for the buildings, without distinction between private and common areas.
4. Cofinimmo has no influence over the quantities produced by tenants in the buildings. It can only act on the quantities produced by the buildings it manages directly.
5. Waste classified as hazardous is handled directly by the tenants. However, part of the quantities shown in the table above remain the responsibility of Cofinimmo.
6. Conversion factor depending on type: mixed municipal waste 55 kg/m², paper/cardboard 110 kg/m², plastic/cans 7 kg/m², organic 360 kg/m³ and glass 320 kg/m³.

Portfolio in finance lease

EPRA Code	Units of measure	EPRA Sustainability Performance Measures (Environment)		Third-party assured?	Performance by segment type		
		Indicator	Category		PPP		
					2024 (Abs)	2025 (Abs)	
Waste-Abs, Waste-Lfl	Tonnes	Total weight of waste generated	Hazardous waste		0	530	
			Non-hazardous waste		4,377	119,416	
		Total weight of waste generated via disposal and diversion route	Recycled		1,980	39,236	
			Incinerated		2,397	80,709	
			Landfill		N/D	N/D	
			Composting		N/D	N/D	
		Composition of total weight of waste generated	Paper		1,980	34,969	
			PMC		0	632	
			Glass		0	3,168	
			Mixed municipal		2,397	80,709	
			Food waste		0	0	
			Other		0	1	
		%	Proportion of total weight of waste generated	Hazardous waste		0%	0%
				Non-hazardous waste	✓	100%	100%
		%	Proportion of waste generated via disposal and diversion route	Recycled		45%	33%
				Incinerated		55%	67%
				Landfill		N/D	N/D
				Composting		N/D	N/D
		%	Composition of total waste generated	Paper		45%	29%
				PMC		0%	1%
Glass				0%	3%		
Mixed municipal				55%	68%		
Food waste				0%	0%		
Other				0%	0%		
No. of applicable properties		Waste disclosure coverage			1	1	
m ² . of applicable properties					3,800	28,316	

1. Waste is collected at the source by type: mixed municipal waste, paper, cardboard, plastic, cans, glass, etc.

2. The breakdown of waste by disposal route varies based on the type of waste. The recycling and incineration of waste with energy recovery are the only disposal routes. No waste produced by Cofinimmo has been disposed to landfill.

3. The values shown represent the total quantities for the buildings, without distinction between the private and common 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 handled directly by the tenants. However, part of the amount shown in the table above remains the responsibility of Cofinimmo.

6. Conversion factor depending on type: mixed municipal waste 55 kg/m³, paper/cardboard 110 kg/m³, plastic/cans 7 kg/m³, organic 360 kg/m³ and glass 320 kg/m³.

7. Waste data for PPP and other finance lease sectors on a like-for-like basis is not available due to a lack of data for 2024.

8. No information is available for other finance lease buildings.

Cofinimmo's head offices

EPRA Sustainability Performance Measures (Environment)				Third-party assured?	HEADQUARTERS	
EPRA Code	Units of measure	Indicator	Category		2024 (Abs)	2025 (Abs)
Waste- Abs, Waste- Lfl	Tonnes	Total weight of waste generated	Hazardous waste		0	0
			Non-hazardous waste		27	23
		Total weight of waste generated via disposal and diversion route	Recycled		17	14
			Incinerated		10	10
		Composition of total weight of waste generated	Paper		14	13
			PMC		3	0
			Glass		N/D	N/D
			Mixed municipal		10	10
			Food waste		N/D	N/D
			Other		N/D	N/D
			%			
		Proportion of total weight of waste generated	Hazardous waste		0%	0%
			Non-hazardous waste		100%	100%
		Proportion of waste generated via disposal and diversion route	Recycled		64%	58%
			Incinerated		36%	42%
		Composition of total waste generated	Paper		61%	57%
PMC			11%	1%		
Glass			N/D	N/D		
Mixed municipal			36%	42%		
Food waste			N/D	N/D		
Other			N/D	N/D		
No. of applicable properties				5	5	
m². of applicable properties		Waste disclosure coverage		5,664	5,664	

1. Waste is collected at the source by type: mixed municipal waste, paper, cardboard, plastic, cans, glass, etc.

2. The breakdown of waste by disposal route varies based on the type of waste. The recycling and incineration of waste with energy recovery are the only disposal routes. No waste produced by Cofinimmo has been disposed to landfill.

3. Conversion factor depending on type: mixed municipal waste 55 kg/m³, paper/cardboard 110 kg/m³, plastic/cans 7 kg/m³, organic 360 kg/m³ and glass 320 kg/m³.

4. No like-for-like indicators are available due to the relocation of Cofinimmo's Belgian head offices in mid-2024 from a single-tenant building to a multi-tenant building.

5. No individual waste tracking is available for offices leased outside Belgium.

Type and number of assets with certifications

Total portfolio

EPRA Code	Units of measure	EPRA Sustainability Performance Measures (Environment)		Third-party assured?	Total portfolio	
		Indicator	Category		Absolute performance (Abs)	
					2024	2025
Cert-Tot	%	Mandatory (Energy Performance Certificates)	% portfolio certified by fair value (in EUR)		85%	91%
			A/B		26%	28%
			C		15%	14%
			D		8%	8%
			E		5%	5%
			F		4%	4%
			G/H		1%	3%
		Voluntary (BREEAM or similar)	Percentage of rental income from BREEAM certified assets		12.2%	13.2%
			Outstanding		0.0%	0.3%
			Excellent		7.2%	7.7%
		Very Good		4.4%	4.6%	
		Good/Pass		0.5%	0.6%	

- EPC certification is regulated differently in each country and segment.
- For some EPC certifications, the score is 0 kWh/m²/year due to a lack of information. These certifications are excluded from the average.
- The balance of certified buildings is distributed as follows: 12% of certificates are labelled X in Belgium (Flemish region) due to a lack of data on the certificate, 8% have no label mentioned on the certificate and for 9% a certificate is not required under the applicable legislation.
- 27% of rents correspond to buildings with an EPC rating of B or higher.
- For property of distribution networks, no BREEAM nor BREEAM-equivalent certification is available. One certification of an asset in finance lease with level Excellent is HQE-certified.
- The BREEAM-certified buildings are located in Belgium, Spain, Finland and Germany. The HQE-certified asset is located in France.
- In the context of the ISO 14001 certification, the principles of BREEAM New Construction and/or BREEAM In-Use certification are also applicable to the entire portfolio.
- A copy of each BREEAM certification is available on the Group's website.

Social performance indicators

Consolidated portfolio under operational control

EPRA Code	Units of measure	EPRA Sustainability Performance Measures (Social)		Third-party assured?	Total consolidated portfolio		Performance by segment type			
		Indicator	Category		DIRECTLY MANAGED		HEALTHCARE		OFFICES	
					2024	2025	2024	2025	2024	2025
H&S-Asset	% of assets	Health and safety	Asset health and safety assessments		93%	94%	76%	73%	98%	100%
H&S-Comp	Total number of assets		Number of incidents	✓	0	0	0	0	0	0
Comty-Eng	% of assets	Community	Community engagement, impact assessments & development programmes		74%	79%	0%	0%	100%	100%

- The assessment is based on the annual monitoring of fire audits (96% of the directly managed portfolio) and asbestos monitoring (93% of the directly managed portfolio). In 2025, no infringements related to fire audits and asbestos monitoring with a penalty or health impact on the occupant were detected.
- In the indirectly managed portfolio, these assessments are carried out as part of the due diligence process at the time of acquisition. The annual monitoring is the responsibility of the tenants. During the monitoring visits, no violations with penalty or health impact were found.
- The Group has one The Lounge® by Cofinimmo site, where 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.

Cofinimmo's head offices

The managerial approach to human capital is described on pages [115](#) - [121](#).

EPRA Code	Units of measure	EPRA Sustainability Performance Measures (Social)		Third-party assured?	Corporate performance				
		Indicator	Category		COFINIMMO SA				
					2024		2025		
				Male	Female	Male	Female		
Diversity-Emp	%	Gender diversity	Proportion of male and female		47%	53%	48%	52%	
			Board of Directors	Gender by level		64%	36%	60%	40%
				Executive Committee		57%	43%	67%	33%
				Managers		68%	32%	69%	31%
				Employees		47%	53%	43%	57%
	Number and %	Number of governing bodies by age range	> 50 years old	✓	13		11		
			30 - 50 years old		1		1		
			< 30 years old		0		0		
			Proportion of employees including managers by age range	> 50 years old		35%		35%	
				30 - 50 years old		59%		59%	
Diversity-Pay	Ratio	Male and female remuneration by level	Board of Directors		N/D		29%		
			Executive Committee		N/D		26%		
			Managers		N/D		2%		
			Employees including managers		N/D		22%		

- In 2024, 13% of women and 1% of men worked part-time. In 2025, 19% of women and 3% of men worked part-time.
- The Chairman is male, which explains the difference in the pay gap at board level. Non-independent members are excluded from the calculation, as they are included in the Executive Committee.
- The CEO is male, which explains the difference in the pay gap at Executive Committee level.
- At employee level, the gender pay gap mainly reflects the gender distribution across different job categories, rather than unequal pay for comparable jobs within the same category.

EPRA Sustainability Performance Measures (Social)				Third-party assured?	Corporate performance				
EPRA Code	Units of measure	Indicator	Category		COFINIMMO SA				
					2024		2025		
				Male	Female	Male	Female		
Emp-Training	Number of hours	Average hours of training per employee	All employees		52	44	64	56	
		Average hours of training by level	Board of Directors		N/D	N/D	0	0	
			Executive Committee	✓	N/D	N/D	75	69	
			Managers		N/D	N/D	55	93	
			Employees including managers		N/D	N/D	66	52	
Emp-Dev	% of employees	Employees receiving performance appraisals	Total		100%		100%		
		Employees receiving performance appraisals by level	Board of Directors		0%	0%	0%	0%	
			Executive Committee	✓	100%	100%	100%	100%	
			Managers		100%	100%	100%	100%	
			Employees		100%	100%	100%	100%	
Emp-Turnover	Number of employees	Direct employees			N/D	N/D	71	78	
		Total number of new hires			N/D	N/D	2	7	
		Rate of new hires in %	Total number of employees including managers			N/D	N/D	2.8%	8.9%
		Total turnover (departures)				N/D	N/D	3	7
		Total rate of turnover (departures) in %				N/D	N/D	4.2%	8.9%
	Number of employees by level	Total				9	5	6	4
		Total number of new hires				N/D	N/D	0	1
		Rate of new hires in %	Board of Directors			N/D	N/D	0.0%	25.0%
		Total turnover (departures)				N/D	N/D	1	1
		Total rate of turnover (departures) in %				N/D	N/D	15.4%	25.0%
		Total				4	3	4	2
		Total number of new hires				N/D	N/D	0	0
		Rate of new hires in %	Executive Committee	✓		N/D	N/D	0.0%	0.0%
		Total turnover (departures)				N/D	N/D	0	1
		Total rate of turnover (departures) in %				N/D	N/D	0.0%	40.0%
		Total				17	8	18	8
		Total number of new hires				N/D	N/D	0	0
		Rate of new hires in %	Managers			N/D	N/D	0.0%	0.0%
		Total turnover (departures)				N/D	N/D	0	1
		Total rate of turnover (departures) in %				N/D	N/D	0.0%	12.5%
Total				N/D	N/D	53	70		
Total number of new hires				N/D	N/D	2	7		
Rate of new hires in %	Employees			N/D	N/D	3.7%	9.9%		
Total turnover (departures)				N/D	N/D	3	6		
Total rate of turnover (departures) in %				N/D	N/D	5.6%	8.5%		

See notes below the first table on the next page.

EPRA Code	EPRA Sustainability Performance Measures (Social)			Third-party assured?	Corporate performance	
	Units of measure	Indicator	Category		COFINIMMO SA	
					2024	2025
H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees		0	0
	Per 100,000 hours worked	Lost day rate	Direct employees		0	0
	%	Absentee rate	Direct employees	✓	16%	1.9%
	Total number	Fatalities	Direct employees		0	0
		Human rights	Direct employees		0	0

- Regulations for the sector require companies to provide three days of training per employee in 2025, four days from 01.01.2026, and five days from 01.01.2028.
- The denominator for turnover corresponds to the average number of employees on 01.01.2025 and 31.12.2025. On average, there were 149.5 employees (including managers) in 2025, with a turnover rate of 6.7%.
- Intergroup employees turnover is not taken into account.
- In 2025, no one was sanctioned or dismissed for non-compliance with the Anti-Corruption, Fraud and Money Laundering Policy.
- The number of KPIs not published for the year 2024 is due to the adaptation of the reporting table in line with the EPRA sBPR recommendations.
- According to the Belgian law, the denominator of the absenteeism rate is the total number of working days, including days off. This represents 37,846 days.
- The number of days of absenteeism per employee is 4.8 days.
- The absenteeism rate is expressed as the proportion of days lost due to incapacity for work, excluding authorised absences, in relation to the total number of working days scheduled for employees over the same period.

Governance performance indicators

Cofinimmo's head offices

EPRA Code	EPRA Sustainability Performance Measures (Governance)			Third-party assured?	Corporate performance			
	Units of measure	Indicator	Category		COFINIMMO SA			
					2024		2025	
				Male	Female	Male	Female	
Gov-Board	Total number	Board composition	Composition of highest governance body		14		12	
			Executive members		2	1	2	0
			Non-executive members		7	4	6	4
			Average tenure in years		6		6	
	%	Proportion of	Total non-executives with environmental and social competencies	✓	N/D		9	
				N/D		90%		
Gov-Selec	Narrative	Board selection						
Gov-COI	Narrative	Conflicts of interest						

Gov-Selec and Gov-COI indicators are detailed in the 'Corporate governance principles' section (see pages [139-146](#)).