2022
SUSTAINABILITY REPORT

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SUSTAINABILITY REPORT 2022

Nextensa Offices - *Belgium*

CONTENTS

VISION & MISSION 4

1. NEXTENSA'S SUSTAINABILITY GOVERNANCE 6
   - 1.1. Nextensa's Sustainability Governance structure
   - 1.2. Focus on the EU Taxonomy
   - 1.3. Nextensa's stakeholders
   - 1.4. Nextensa's Materiality Matrix: impact on ecosystems
   - 1.5. About this year's Sustainability Report

SUSTAINABILITY FIGURES 2022 17

2. DEVELOPING CLIMATE-ADAPTIVE BUILDINGS 18
   - 2.1. CO2 neutrality
   - 2.2. Circularity
   - 2.3. Water Management
   - 2.4. Healthy buildings

3. SUSTAINABLE SOCIETY 39
   - 3.1. Mixed neighbourhoods and biodiverse environments

4. INVESTING IN HUMAN CAPITAL 43
   - 4.1. Nextensa's people: our most valuable asset
   - 4.2. Partnerships and co-creation

5. SUSTAINABILITY APPENDIX 53

VISION & MISSION

The foundation of our Sustainability Vision & Mission is to make a substantial positive contribution to the following four Sustainable Development Goals (SDG's), without negatively impacting the others:

Nextensa's vision is best reflected in its tagline:

'Places You Prefer:
Excelling in sustainable urban real estate investments and developments by creating places our clients prefer to live, work, shop and relax in.'

Nextensa's sustainability mission is to create desirable locations by:

- **Developing climate-adaptive buildings:**

by designing projects through technological innovation for achieving the most efficient use of renewable energy and minimizing the natural resources needed during the total life cycle,

- **Creating sustainable societies:**

by creating healthy, inspiring & creative environments and sustainable neighbourhoods to live in, work in and enjoy for present and future generations,

- **Investing in human capital:**

by focusing on the needs of its direct and indirect communities, as well as social responsibility and fair business to generate opportunities, create valuable partnerships and maximize value for all.

Our sustainability strategy has as its epicentre the buildings that form our core business. These buildings fit into environments that in turn influence communities and the society, as well as the individuals operating in these areas. Based on this philosophy, Nextensa formulates actions to mitigate trade-offs (negative impacts), support other potential synergies and benefits (positive impacts) and fill identified gaps through close collaboration with stakeholders. In addition to longer-term actions, Nextensa focuses primarily on what can be done here and now.

As shown in the image, the method is iterative in the sense that sustainability is an ongoing process where our knowledge is always moving forwards and improving. Therefore, reassessment of cases in the light of new knowledge helps to improve outcomes.

1. NEXTENSA'S SUSTAINABILITY GOVERNANCE

1.1 Nextensa's Sustainability Governance structure

Since 2021, Nextensa has an ESG committee[1] responsible for advising management on environmental topics, translating the Sustainability strategy into actions and reporting the results.

In 2022, Nextensa's ESG committee consisted of the same five-member team as 2021, particularly representative of the organisation, both in terms of gender, age and their focus on the different activities within Nextensa. The ESG Committee reports directly to the Executive Committee of Nextensa and plays a key role in advising the Executive Committee and CEO on strategic decisions that involve key ESG priorities[2]. The five-member team is also in charge of translating and disseminating Nextensa's sustainability priorities into the business, further developing its strategy, setting objectives and KPIs and playing a central role in engaging all members of the organisation in these processes[3].

The ESG committee leads on educating and empowering the employees to foster cooperation and improve strategy based on experience in the field. The committee promotes dialogue to agree on where efforts should be put in and develops long-term partnerships with all stakeholders to increase the positive impact of the actions being implemented.[4]

[1] 2-9: b) Committees responsible for decision-making on economic, environmental and social topics.

[2] 2-9: b) Committees responsible for decision-making on economic, environmental and social topics.

[3] 2-12: a) Role of the highest governance body and senior executives in creating strategy, goals and elements linked to sustainable development.

[4] 2-12: b) Whether and how the highest governance body engages with stakeholders to support these processes.

Former Monteco construction site - *Belgium*

The mission of the ESG Committee, with the support of the Executive Committee, consists not only of ensuring the sustainability goals are met but also of promoting the adaptability, creativity and inclusiveness of a multidisciplinary approach to sustainability[5]. Michel Van Geyte, in his capacity as CEO, has ultimate responsibility for implementing and achieving sustainability matters across the organisation.[6] As of January 2022, the ESG committee reports on a bi-annual basis to the Executive Committee and the Board of Directors, feeding back on the achievements and challenges in meeting Nextensa's strategic objectives and implementation plans.[7]

In 2022, the ESG committee also organised various deep-dive information sessions on multiple ESG-related topics for the Executive Committee to ensure in-depth knowledge about the impact of sustainability across the executive level.[8]

In 2022, the new role of Energy Manager was created within Nextensa to assure focus on the implementation of reducing the CO2 footprint of all Nextensa assets[9]. Tim Van Dorpe, part of the ESG committee, has taken up this role to focus further on the collection of data and the implementation of action plans to decarbonise Nextensa's portfolio.

All Nextensa employees have been and will continue to be involved in developing and implementing this ambitious journey. The ESG committee encourages initiatives taken by colleagues to reduce our CO2 footprint or implement actions[10]. We don't want it to remain simply an abstract idea full of empty words, but aspire for it to become integral to our daily work and decision-making and, increasingly, to be part of the new DNA of the organisation.

[5] 2-12: a) Role of the highest governance body and senior executives in creating strategy, goals and elements linked to sustainable development.

[6] 2-13: a) Whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics. b) Whether post holders report directly to the highest governance body.

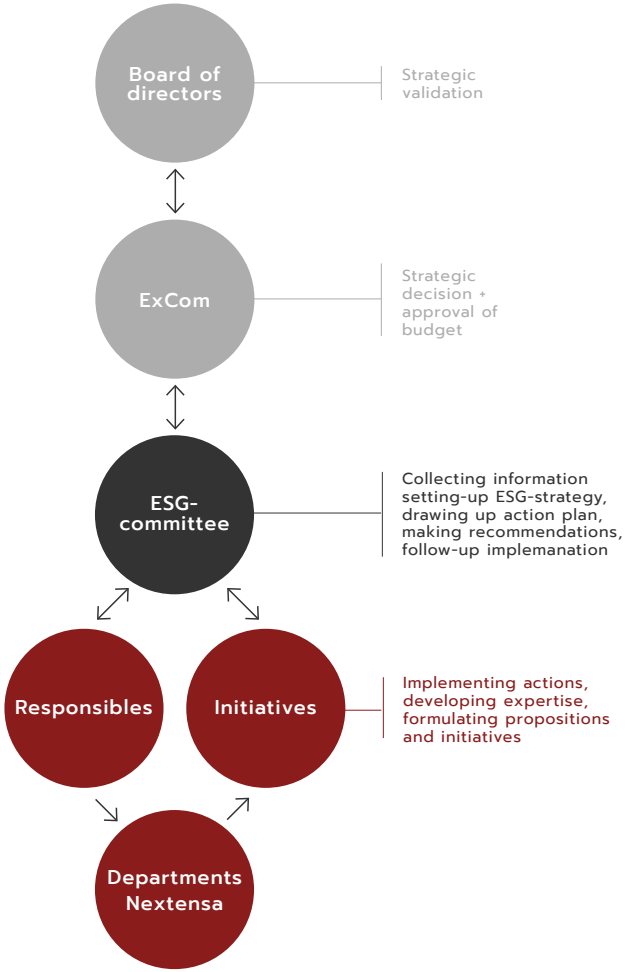
[7] 2-13: b) Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people. c) describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.

[8] 2-17 Collective knowledge of the highest governance body

[9] 2-13: a) Whether it has appointed any senior executives with responsibility for the management of impacts.

[10] 2-12: a) Role of the highest governance body and senior executives in creating strategy, goals and elements linked to sustainable development.

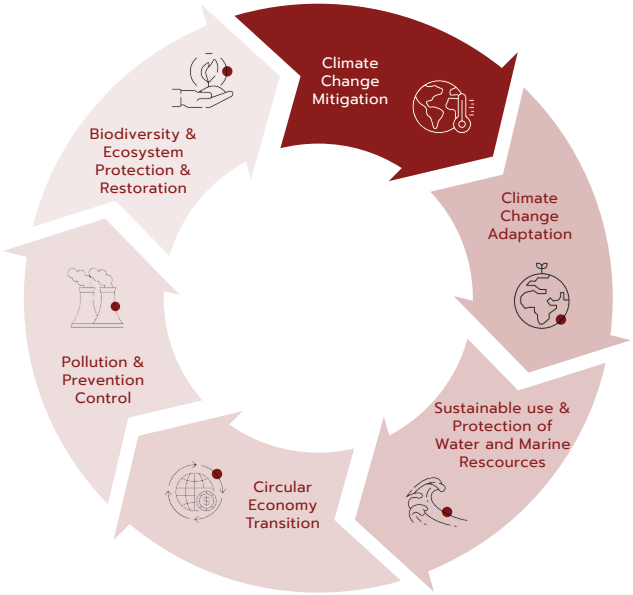
The sustainability governance structure at Nextensa is as follows[11]:



[11] 2-9: a) Describe its governance structure, including committees of the highest governance body.

1.2
Focus on the EU Taxonomy

The EU Taxonomy is an EU classification tool that aims to promote the transformation to an environmentally sustainable and resilient economy through generally accepted definitions and reporting methods to appoint 'green and sustainable' activities.

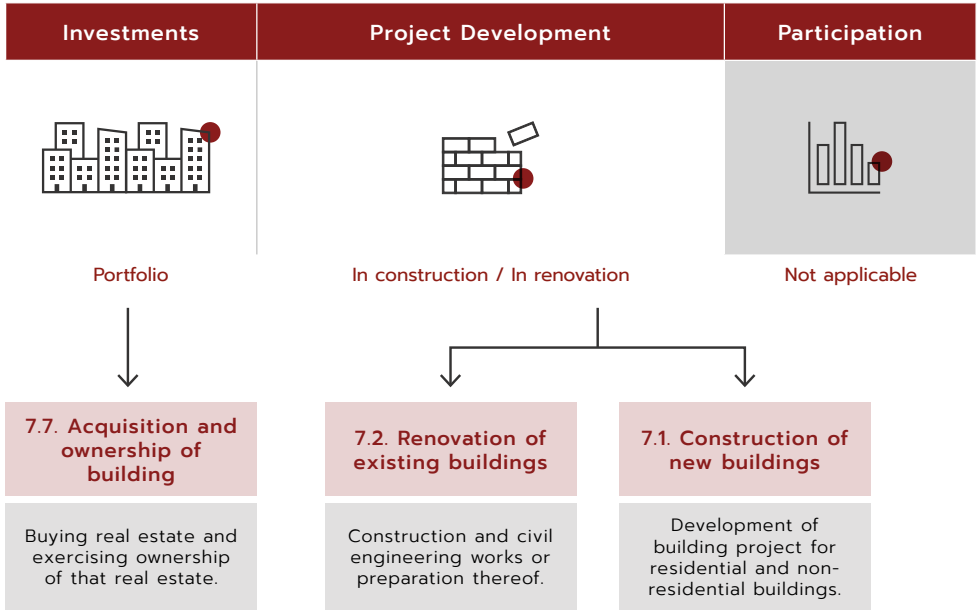


ENVIRONMENTAL OBJECTIVES OF THE EU-TAXONOMY

The EU Taxonomy is framed by the Taxonomy Regulation 2020/852, which defines an economic activity as "environmentally sustainable" if it fulfils the following conditions:

- Compliance with "Substantial Contribution" (SC) to one or more environmental objectives;
- Compliance with "Do No Significant Harm" (DNSH) criteria regarding any of the other environmental objectives;
- Compliance with "Minimum Safeguards" (MS).

The figure below shows the economic activities in the EU Taxonomy for which Nextensa is eligible under Climate Change Mitigation.



The EU taxonomy is a two-stage classification:

First, it is necessary to determine the proportion of turnover derived from Taxonomy activities and the proportion of their capital and operational expenditure associated with the Taxonomy to define the share of activities that is **ELIGIBLE**.

The second step is to define what percentage of this share is **ALIGNED**, or qualifies as 'green', by disclosing information concerning the technical screening criteria to prove the alignment of the activities with the Taxonomy.

Although Nextensa is not yet legally required to report on the EU taxonomy since the company is not within the scope of the NFRD (Non-Financial Reporting Directive), Nextensa has performed an eligibility assessment on the proportion of Taxonomy eligible or non-eligible activities.

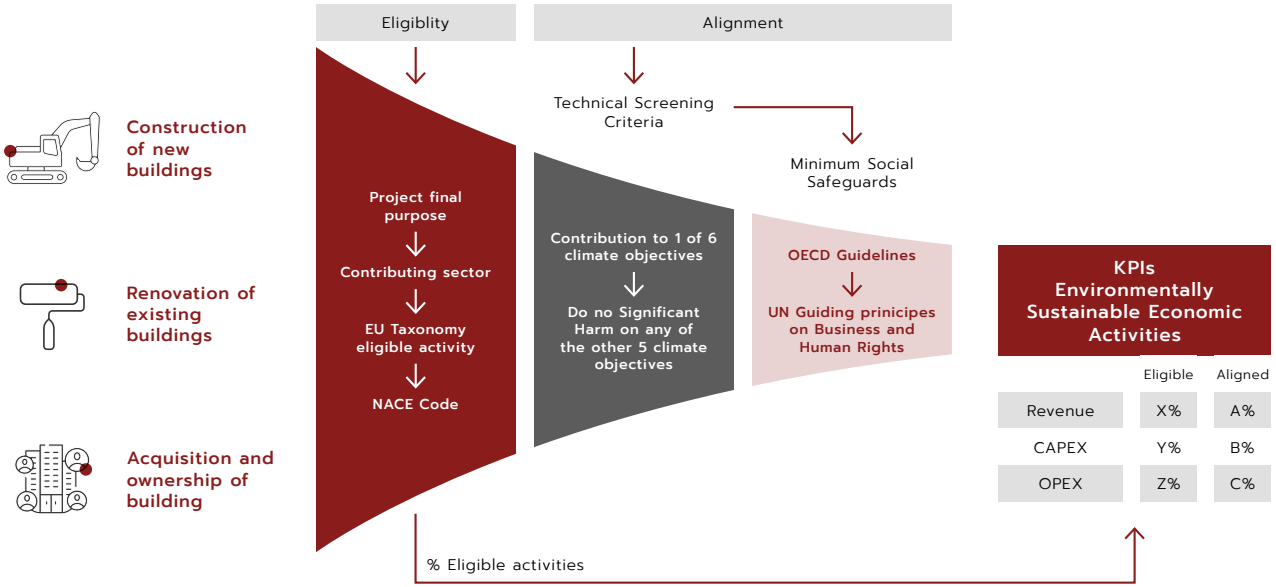
Nextensa's goal is to proactively invest in its sustainability journey, which is why the first steps in the alignment assessment were taken in 2022. This first assessment of two pilot projects determined within each activity aims to outline initial trends and identify the gaps to be filled as a priority in further improving our sustainability objectives for all activities.

STAGE 1: ELIGIBILITY

Nextensa adopted a conservative approach in its eligibility assessment: more than 97% of Nextensa's turnover and 99% of its CapEx are 'eligible' for the EU Taxonomy. These figures mainly concern real estate development activities and the letting of real estate in its portfolio.

STAGE 2: ALIGNMENT

The evaluation was made on the basis of the substantial contribution to climate mitigation for six material pilot projects, two for each activity. The methodology adopted is based on the identification of the criteria and their interpretation in relation to the legal framework available at the time of the evaluation.



To deep-dive into the different criteria of the assessment, the following pilots have been selected for each activity:

- Activity Construction of new buildings (7.1):
  Pilot projects are Monteco & Dayton (Park Lane phase 1)
- Activity Renovation of existing buildings (7.2):
  Pilot projects are Hôtel des Douanes & Moonar
- Activity Acquisition and ownership of buildings (7.7):
  Pilot projects are Gare Maritime & Depot Royal

The pilot projects represent 25 % of Nextensa's turnover in 2022.

The initial results made it possible to categorise the pilots using the traffic light principle: red, orange and green.

7.1. Construction of new buildings

Monteco

Park Lane Dayton

7.2. Renovation of existing buildings

Hôtel des Douanes

Moonar

7.7. Acquisition and ownership

Gare Maritime

Depot Royal

- pilots that require in-depth actions.
- pilots which present a high potential of alignment with the criteria.
- pilots that are aligned.

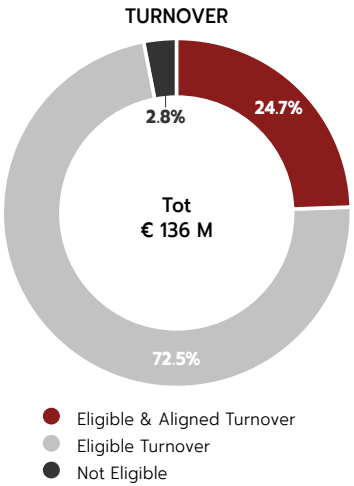
For **Park Lane**, compliance with the technical screening criteria of the "Construction of new building" activity has been demonstrated by assessing a limited number of apartments. This approach in the assessment of energy efficiency is possible since, for Brussels regulations, the EPC (Energy Performance Certificate) applies to each individual apartment. The assessment of the technical screening criteria has only been conducted for Dayton, one of the six residential buildings of Phase 1 of the Park Lane-project. In 2017, when the building permit was issued, the NZEB (nearly zero energy buildings) threshold for the Brussels Capital Region was a Primary Energy Demand (PED) of +/- 45 KWh/m². All the individual apartments in Park Lane phase 1 have their PED under this threshold, which is not always compliant with the requirement of doing '10% better'. However, at the level of apartment units, in some cases their PED does indeed comply with the '10% better' requirement regarding the NZEB limit. Only that part (43%) of the turnover is taken into account in the Taxonomy-aligned activity.

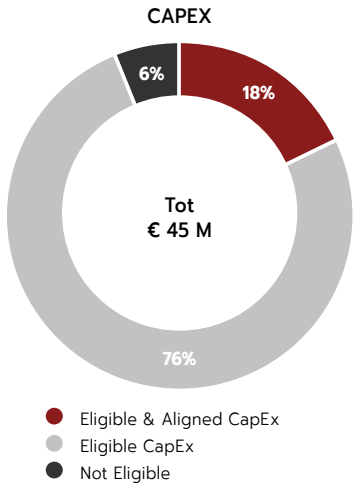
Moonar and **Hôtel Des Douanes** are still under construction, meaning that not all technical screening criteria could be checked during the assessment conducted in 2022. Potentially, these two buildings can also align.

For the **Depot Royal**, major works are in study to bring the building up to a higher sustainability level, where fossil fuels are no longer needed for heating and cooling.

Monteco is aligned, but for 2022 it did not contribute to the aligned green activities because it was only delivered at the end of 2022. This impact will become apparent as of the 2023 report.

Conclusion EU Taxonomy assessment of 2022:





24.7%

EU Taxonomy Aligned Turnover
(Climate Change Mitigation)

37%

EU Taxonomy Aligned CapEx

This EU Taxonomy assessment will be further developed on the basis of the future explanatory texts by the EU, as this legislation is new and still in development. The main challenge faced by the real estate sector, and in particular the activity related to real estate development, is the time lapse between planning the project, obtaining the permit and implementing the plans. These stages can take several years, during which the sustainability criteria are constantly evolving, and this while the legal framework in terms of urban planning is not very flexible. As a result, there can be a significant gap between the criteria set out in the permit and the new criteria defined by the EU Taxonomy.

Future Goal:

The criteria and objectives that must be achieved in terms of EU taxonomy as well as a checklist of the evidence that must be collected will be integrated into the sustainability tools made available to Nextensa's project and property managers.

The alignment assessment will be extended to all projects and the portfolio. Based on the results, a roadmap and an action plan will be drawn up to enable us to further improve the levels of sustainability of our different activities in the future.

1.3
Nextensa's stakeholders[12]

All Nextensa's stakeholders have important insights and opinions.

Nextensa strives to build strong relationships with its stakeholders and takes great interest in the needs and expectations of investors, tenants, residents, local communities and visitors, by actively involving them in shaping Nextensa's approach. Nextensa is committed to holding regular consultations with its stakeholders and to involving them directly or indirectly in the decision-making processes. The communication methods used for the different stakeholders can be found in the Appendix to this Sustainability Report.

Through these communication methods and different interactions with its stakeholders, Nextensa seeks to manage grievances and complaints (of local residents, tenants, partners, etc).[13] At the moment, the management of complaints is more of an 'ad hoc' strategy but Nextensa plans to create a process to approach it in a more consistent way and monitor the effectiveness of the solutions.

Nextensa's stakeholder engagement process will help in identifying partnership opportunities and in scaling sustainability-related issues. The stakeholder engagement process in 2023 will be led by the ESG Committee. Several hundred stakeholders are expected to be involved.

[12] 2-29 Approach to stakeholder engagement
[13] 2-25 d Processes to remediate negative impacts

1.4
Nextensa's Materiality Matrix: impact on ecosystems

Nextensa's Materiality Matrix was established in 2021 following the merger of the two companies (Leasinvest Real Estate and Extensa Group). The methodology used was largely explained in the previous report.[14] The Materiality Matrix identified 14 material topics[15] organized into three strategic priorities which are linked to the SDGs they contribute to.[16]

In 2021, two main questions were used to assess the priority of each material topic and to map them on the Materiality Matrix[17]:

- How important is this topic for Nextensa's stakeholders?[18]
- What impact does Nextensa have on the topic when it comes to associated risks, opportunities and thus business impact?

To ensure alignment and in preparation for the upcoming Corporate Sustainability Reporting Directive (CSRD), in 2022 Nextensa reconducted the materiality assessment through the double materiality perspective.

[14] This process is described in detail in Nextensa's 2021 Sustainability Report.
[15] 3-2 List of material topics.
[16] 3-1 a) Process to determine material topics
[17] 3-1: a.ii) Description of the process followed to determine material topics including how it has prioritised the impacts for reporting based on their significance
[18] 3-1: b) Specify the stakeholders and experts who informed the process of determining material topics.

Following the guidelines of the Global Reporting Initiative (GRI) and the European Financial Reporting Advisory Group (EFRAG), Nextensa has further assessed its impact on the ecosystem for each material topic in order to identify actual and potential negative and positive impacts on the economy, environment, and people, across Nextensa's activities. The analysis was carried out for each material topic based on sector-specific sustainability standards, such as SASB, MSCI, Sustainalytics, S&P Global and EPRA by looking at the real estate and property development sectors.[19]

It was assessed how significantly each material topic could contribute to Nextensa's sustainability impact, either positively or negatively. The final result is a weighted average, classifying the material topics into three eco-impact categories:

1) The topic is categorised as not particularly relevant to ESG-related matters (Nextensa has or could have a minor impact).

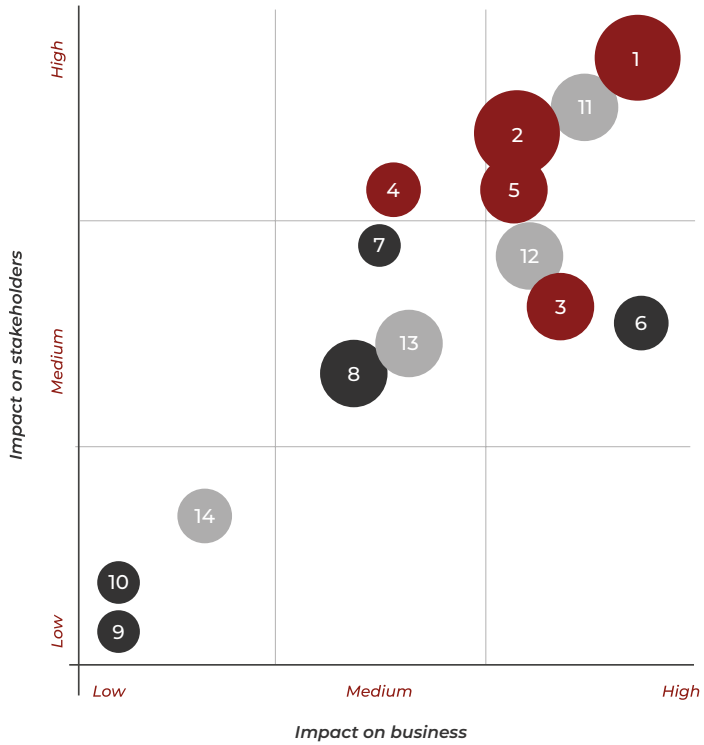
2) The topic is categorised as relevant to ESG-related matters (Nextensa has or could have a moderate impact)

3) The topic is categorised as key to ESG-related matter (Nextensa has or could have a major impact)

The outcome is visualised as a third dimension in the materiality matrix based on the size of the circle, which represents the magnitude of the impact on the ecosystem. This was used to support Nextensa's choice of priorities it had set itself in 2021.[20]

This updated Materiality Matrix of 2022 was discussed and approved during the meeting of the Board of Directors on 10 November 2022 and by the CEO and the Executive Committee on 8 December 2022[21].

In 2023, Nextensa will further refine and prioritise the 14 sustainability topics through a comprehensive internal and external stakeholder assessment, building on the latest comprehensive mapping exercise.



Graph legend

Impact on Nextensa's ecosystem

Climate-adaptive buildings
1 CO_2-neutrality
2 Water Management
3 Circularity
4 Using innovation & technology
5 Healthy Buildings

Sustainable Society
6 Mixed neighbourhoods and biodiverse environments
7 Smart and sustainable mobility
8 Limiting waste streams
9 Valuing art & culture
10 Supporting healthy food

Human Capital
11 Exemplary organisation
12 Nextensa's people
13 Partnerships and co-creation
14 Providing opportunities

[19] 3-1: a.i) Description of the process followed to determine material topics including how negative and positive impacts were identified.
[20] 3-1: a.ii) How it has prioritised the impacts for reporting based on their significance.
[21] 2-14 a) report whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation's material topics, and if so, describe the process for reviewing and approving the information.

1.5
About this year's Sustainability Report

This is Nextensa's second Sustainability Report and covers the calendar year 1 January - 31 December 2022[22].

Last year, on 31 March 2022, Nextensa published its 2021 Sustainability Report as a newly merged organisation originating from two important real estate actors, Leasinvest Real Estate & Extensa Group, each with their own core activities and different materialities.

In 2021, a common materiality process with 14 priority ESG-topics was defined. This year, to integrate the double materiality perspective, Nextensa identified its actual and potential, impacts on its ecosystem. Based on the sustainability standards and frameworks, specifically analysing the real estate sector, Nextensa's potential negative and positive impacts were assessed for the 14 material topics.

For 2022, the decision was taken to report mainly on those ESG topics deemed most urgent for the company to address[23] given their high impact, namely: 'CO2 neutrality', 'circularity', 'water management', 'healthy buildings', 'mixed neighbourhoods and biodiverse environments', 'Nextensa's people' and 'partnership and co-creation'.

In this Sustainability Report, the aim is to report on these topics for all Nextensa's (re)developments and investment activities (unless otherwise specified). This sustainability report details the activities conducted by Nextensa NV and its subsidiaries. It does not report on the activities of associates or joint ventures in which the group participates. The process of consolidating information and data collection for ESG monitoring, management and performance reporting for the coming years, in line with GRI Standards, was set up in 2022 within the new organisation. The goal is to increase the coverage rate for the various KPI's every year.[24]

Nextensa has also chosen to integrate the sustainability report into the 2022 annual report that will be published on 31 March 2023[25]. From now on, Nextensa will publish its Sustainability Report on a yearly basis, as part of the annual report[26].

Nextensa has reported in accordance with the GRI Standards. The Sustainability Report has not been externally verified[27].

Its transparent reporting for 2021 allowed Nextensa to improve its ESG score of Sustainalytics from 21.0 to 15.0 putting the organisation in the 'low risk' category. The lower the score, the better.

[22] 2-3: a) Reporting period and frequency of sustainability reporting.
[23] 3-1: a).ii How it has prioritised the impacts for reporting based on their significance
[24] 2-2: Entities included in the organisation's sustainability reporting
[25] 2-3 c) report the publication date of the report or reported information;
[26] 2-3: a) Reporting period and frequency of sustainability reporting.
[27] 2-5: External Assurance.

SUSTAINABILITY FIGURES 2022

24.7% of **Turnover** aligned with EU-Taxonomy

New offices for Nextensa, leading by example on energy performances and circularity:

17.70 tonnes **CO2eq reduced** for Scope 1&2

57% **less energy** use in offices Nextensa

52.3% of Nextensa's office **waste reused** as raw material

Creating a new urban neighbourhood:

4 **residential buildings** delivered (Park Lane) + start of construction of Park Lane Phase 2

Energy community sharing **200MWh**

New ponds on Tour & Taxis filled with **5,875,000 litre** **groundwater** from constructions site Park Lane Phase 2

2,310 **new trees planted** in the Tour & Taxis park

Other:

7,076 Mwh **solar energy** produced in 2022 (+235MWh)

8,261 kWp of **photovoltaic panels** (+303kWp in 2022)

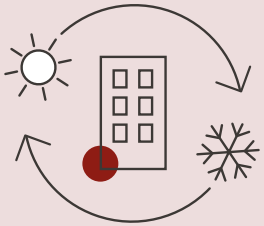
34 **Social initiatives** supported

141 **charging stations** installed across the portfolio with a loading capacity of 188MW

2 extra **awards** for Gare Maritime + **1** for Hangar 26/27

ESG Risk rating score of Sustainalytics: from 21.0 in 2021 to **15.0** in 2022

2. DEVELOPING CLIMATE-ADAPTIVE BUILDINGS



2.1 CO2 neutrality

Approach

Stakeholders in the real estate sector play an essential role in tackling climate change[28]. The buildings sector represents 40 percent of Europe's energy demand, 80 percent of which comes from fossil fuels. This makes the sector an area for immediate action, investment and policies to promote short and long-term energy security.

The decarbonisation of its portfolio towards net-zero by 2050 is Nextensa's ultimate goal. Developing climate-adaptive buildings is a strategic priority for Nextensa in order to reduce global emissions, improve the energy performance of buildings, reduce the carbon footprint of building materials, and increase commitments with its partners alongside actions and investments in energy efficiency.

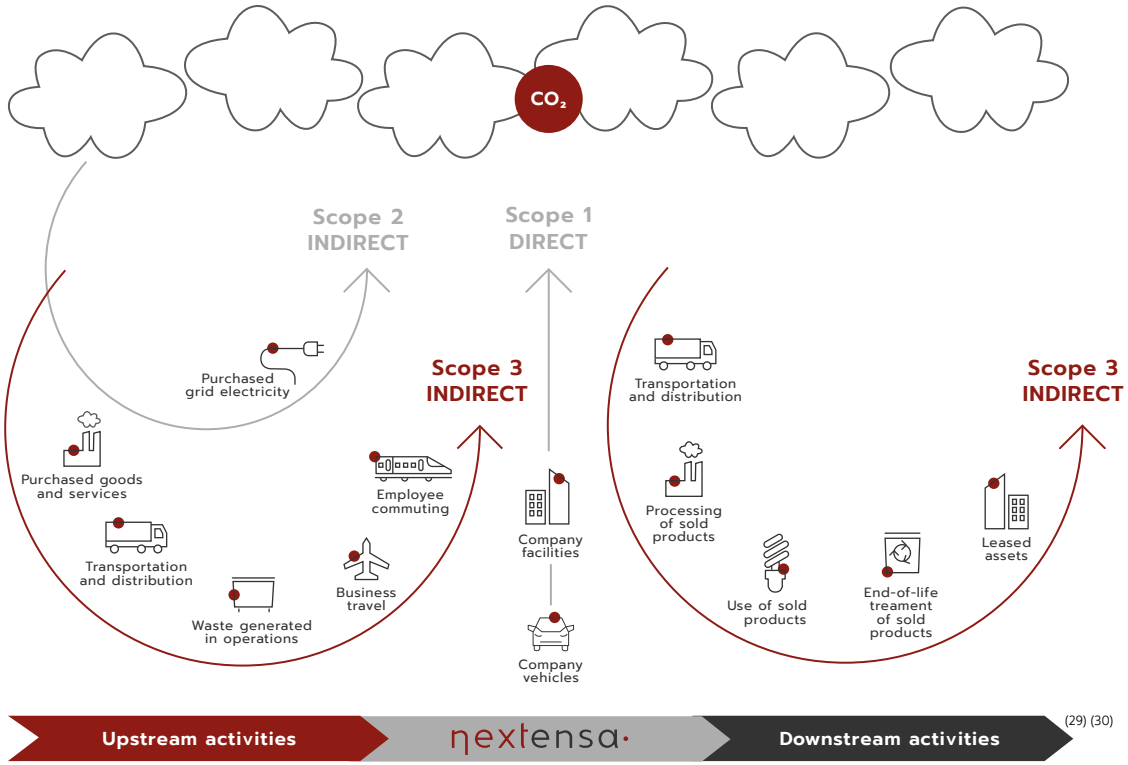
At the same time, Nextensa is also looking inwards and taking steps to reduce its own operational emissions.

For scope 1 and 2, Nextensa aims to be CO2-neutral by 2030, and for its scope 3 emissions by 2050.

[28] CO2 emissions from buildings and construction hit a new high, leaving the sector behind schedule to decarbonise by 2050: UN (unep.org)

Nextensa's emission sources are represented as follows:

	SCOPE 1, 2, 3	SCOPE 3	
SOURCE OF EMISSIONS	OWN OPERATION EMISSIONS	ASSETS EMISSIONS	
ROLE	OPERATIONAL	INVESTOR / OWNER	DEVELOPER
ACTIVITY	offices, employees, leased company cars, events, ...	aquisition & investments asset & property management	developments & project managament



(29) (30)

[29] 305-1: b) & 305-2: c) Gases included in the calculation; whether CO2, CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all of the above

[30] All emissions are converted into CO2 equivalent emissions to further define emission reduction targets for the entire value chain. The source of the emission factors and the GWP (Global Warning Potential) rates used can be found in the Sustainability Appendices.

SCOPE 1 & 2

Nextensa continues to report on scope 1 and scope 2 emissions in Belgium, the Grand duchy of Luxembourg and Austria.

Scope 1 accounted for 109.69 tons of CO2eq[31] (- 8.17 tCO2 compared to 2021[32]). These direct GHG (Greenhouse Gas) emissions were generated by fuel combustion of company owned cars (91.21 tCO2) and fuel consumption for heating the offices (18.48 tCO2)[33].

Scope 2 accounted for 6.46 tons of CO2eq[34] (- 8.17 tCO2 compared to 2021[35]). These indirect GHG emissions occurred from purchased electricity for the offices.

Gas and electricity are no longer the most significant forms of energy Nextensa consumes since the Belgian offices were moved to a single sustainable headquarters.

In order to facilitate the merger and reduce its own energy consumption, in April 2022, Nextensa moved its three Belgian offices to a new head office in the Gare Maritime (Brussels), powered by 100% green grid electricity, solar panels and geothermal heating and cooling. At the end of 2021, the former Leasinvest-office at the Schermersstraat (Antwerp) was closed, and in April 2022 the old Extensa offices in the Depot Royal (Brussels) on the 3rd floor and the Residential Info Office on the ground floor followed suit.

By reducing its office area from 2,738 sqm in 2021 to 2,194 sqm in 2022 and due to the fact that the new Belgian office is 100% powered by renewable energy, Nextensa managed to reduce its carbon footprint by 30.90 tCO2eq or 55% (from 55.84tCO2eq to 24.94tCO2eq). Purchased energy consumption was dropped by 296 MWh or 57% (from 520 MWh to 224 MWh)[36]. In Luxembourg, the offices of The Station were replaced by a renovated office in the High 5!-building. This increased the Luxembourg office area from 463 to 756 sqm. This switch nevertheless had a negative impact on Scope 2 as these offices are, unlike the other offices of Nextensa, not powered by green or geothermal energy. Nextensa will take action in 2023 to reduce its CO2-footprint in its Luxembourg offices.

Looking at the numbers, mobile combustion has become the most significant form of CO2-emission for Nextensa.

Although Nextensa has already taken action in order to reduce mobility-related GHG emissions with its work-from-home policy allowing employees to work from home two days a week, the emissions originating from vehicles (mobile combustion) increased in 2022. The figures published in 2021 have been corrected following an accounting error, however, they are not comparable because they were still impacted by COVID-19 measures. Therefore, although the fleet has been reduced by almost 12%, unsurprisingly, the number of kilometres travelled by company cars increased in 2022.

To reduce the impact of mobile combustion, as stated in the Sustainability Report 2021, a new mobility policy was implemented in 2022.
To contribute to a "net-zero" scenario, Nextensa seeks to encourage its employees to give up their company car for their journeys to work by offering attractive alternatives.

For the remaining company car fleet, Nextensa will replace fuel-powered cars by 2026.

[31] 305-1: a) Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
[32] 305-1: d) Base year for calculation including 305-1:d.ii) Emissions in the base year
[33] Gare Maritime (from April to December 2022), Knauf Pommerloch, Knauf Schmiede, High 5, Koninklijk Pakhuis (from January to March 2022), and RIO-residential sales office (from January to March 2022)
[34] Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent
[35] 305-1: d) Base year for calculation including 305-1:d.ii) Emissions in the base year
[36] 302-4 Reduction of energy consumption

SCOPE 3

Scope 3 of emissions related to Nextensa's activities represents the most significant share of associated impacts. It is also the most complex to measure. In order to identify the most relevant scope 3 categories, a complete mapping was carried out in 2022 on the 15 scope categories in order to prioritise actions. Besides the operational emissions generated by the company itself, the impact of the portfolio and the developments were also mapped out. The energy consumption of buildings and the impact of materials used (resources) are being examined to set baselines for an ambitious carbon-neutral roadmap in the coming years. In this second sustainability report, Nextensa only reports on the "high relevancy" categories[37].

OPERATIONAL EMISSIONS

The categories of high relevancy for the operational emissions are "purchased goods and services", "waste management" and "business travel".

In order to align scope 3 reporting with the accounting figures of the various group entities, harmonisation of the accounting systems proved necessary during the mapping assessment.

In addition, the integration of all the group's legal entities into a single accounting program will facilitate reporting on scope 3 operational GHG emissions in coming years.

As the office relocation has led to a substantial increase in the "purchased goods and services category" in 2022 the numbers are not representative for the coming years.

Moreover, Nextensa will integrate in 2023 a clear and sustainable purchasing policy throughout the entire business with the aim of making the purchase of products and services more sustainable.

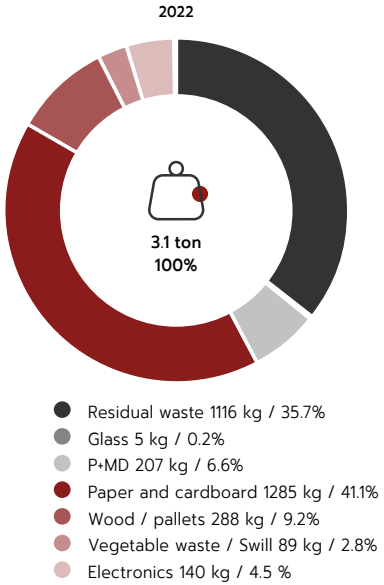
In terms of waste management, Nextensa has been able to map out its own operational office waste flows for the first year (from February to December 2022) for 1,438 sqm of its office area (offices in Gare Maritime) out of 2,194sqm (coverage extrapolated on the full year of 2022: 54%)[38].

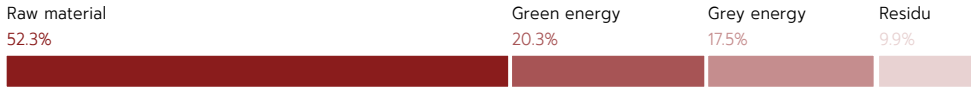
Since Nextensa moved its offices to the Gare Maritime, the company has benefited, in the same way as the other tenants, from a detailed Waste Management which was put in place for this asset.

Ecosmart is responsible for the separated collection of the different waste types and only invoices residual waste collection to the tenants. Other waste types, when correctly recycled, are collected for free. This encourages better waste sorting. All tenants have access to the Ecosmart platform to view their environmental impact.[39]

Although the absolute value of 3.1 tons is high this year[40] (representing 5.27 tCO2eq) as a result of the move to the new office, Nextensa has retained 52.3% of precious raw materials and avoided the emission[41] of 547 tCO2[42] thanks to its waste management system.

Nextensa's target is to increase monitoring coverage to 100% of its office area, to achieve 75% recycling of its waste and to reduce waste to less than 10kg/year/workplace by 2025.





[37] 305-3: d) Other indirect (Scope 3) GHG emissions categories and activities included in the calculation
[38] 306-1 a ii) whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain
[39] 306-2: Management of significant waste-related impacts
[40] 306-3: a) Total weight of waste generated in metric tons, and breakdown of waste generated.
[41] The CO2 savings have been determined by TNO in accordance with Van Gansewinkels' 'Waardevol Boekje' publication
[42] 305-5: a) GHG emissions reduced as a direct result of reduction initiatives in metric tons of CO2

INVESTMENT EMISSIONS

The energy source and performance of buildings play a key role in helping achieve Nextensa's ambitious CO2eq emission reduction targets for 2030 and 2050 for the energy consumption of leased assets.. Therefore, the organisation needs to measure and identify hotspots.

Key drivers to measure and improve the energy consumption of assets in the portfolio are: grid operators and energy suppliers, internal property managers, building occupants and, last but not least, remote consumption monitoring.

In its portfolio, Nextensa is gradually implementing smart monitoring and measurement systems to analyse the energy consumption of leased buildings. In 2021, all assets in the Belgian portfolio were fitted with digital monitoring systems (in collaboration with Nanogrid, a global Energy Monitoring Platform for multi-location companies) to track and measure all energy stream flows, namely: the usage of electricity, natural gas, fuel oil, district heating and cooling, and water consumption. This system was also implemented in other countries in 2022. This further implementation will help Nextensa to increase the coverage ratio as of next year's report.

In the meantime we can only note that tenants, who are not always as committed to climate risks and issues are slow to communicate their consumption data despite the awareness-raising efforts put in place, Nextensa therefore completes its data as it is received. Nevertheless the further implementation of smart monitoring will help Nextensa to increase the coverage ratio as of next year's reporting.

At the time of writing this report, data coverage represents 55% of the global portfolio, of which 94% of the portfolio in Belgium is covered.

The total CO2 emissions originating from Nextensa's Belgian portfolio is 1,376 tCO2[43]. This calculation includes the purchased green electricity (the self-produced energy is not included) for 188,210 sqm representing an intensity of 7.31 kgCO2-eq/sqm.[44]

The total energy consumption for the Belgian assets is 18,667 MWh[45] (or an energy-intensity of 99 kWh/sqm)[46] of which 7,288 MWh is gas consumption and 11,379 MWh purchased electricity.

This is a difference of –2,230 MWh[47] in comparison to 2021.

This difference should be qualified.
The Crescent, representing 15,600m2, is no longer accounted in the data coverage since it is no longer part of the portfolio. The energy consumption of this building is no longer included in the absolute figures.
Electricity consumption of the Belgian assets records a status quo in absolute numbers: 11,396 MWh in 2021 compared to 11,379 MWh in 2022 (a difference of 17 MWh). However, relatively this is an effective increase of 13%.

Unsurprisingly, the electricity consumption of Nextensa's portfolio have rebounded from the COVID 19 pandemic.

With regard to gas consumption, we notice a significant drop of 20% representing an absolute decrease of –2,213MWh (from 9,501Mwh in 2021 to 7,288 in 2022) thanks to the sale of the Crescent on the one hand, but on the other hand also the measures taken in the context of the energy crisis that we have been experiencing since the beginning of 2022. Nextensa managed the HVAC installations to reduce gas consumption. Finally, gas boilers have been replaced by heat pumps in Brixton Retail Park, reducing gas consumption but increasing electricity consumption.

However, the results of the Belgian portfolio are not representative for the entire Nextensa portfolio. Thanks to the implementation of the Nanogrid technology in Luxembourg and Austria, a more complete view can be given in the next year's report.

Nevertheless, thanks to the measurements carried out this year, Nextensa was able to identify the hotspots which will be integrated as priorities in the roadmap covering the short-, medium- and long-term actions for the buildings already covered by data. This roadmap will be conducted using the CRREM (Carbon Risk Real Estate Monitor) method for all the assets. This method accelerates the decarbonisation and climate change resilience of the real estate sector in the EU. The method aims to integrate carbon efficiency into investment decisions by clearly assessing the financial risks associated with poor energy performance and quantifying the financial costs.

[43] 305-3 Other indirect (Scope 3) GHG emissions
[44] 305-4 GHG emissions intensity
[45] 302-2 Energy consumption outside of the organisation
[46] 302-3 Energy intensity
[47] 302-5 Reductions in energy requirements of products and services

HIGHLIGHT:

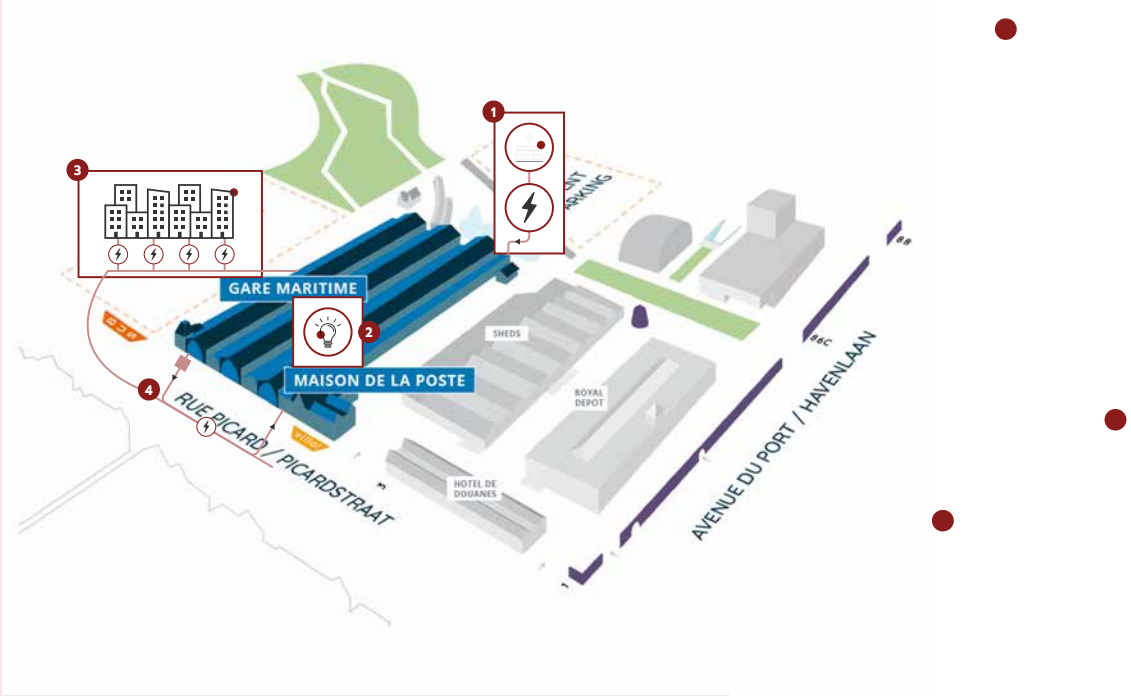
Nextensa in transition to renewables

"Investing in renewable energy installations and creating eco-systems"

Nextensa aims to facilitate the energy transition to tackle current high energy prices and long-term dependence on fossil fuels. However, regulatory barriers and needs should be identified and investment needs accounted to concretise the digital and green transition contributing to heightened resilience. Building ecosystems and exploring transition pathways must include a clear analysis of the different value chains (requirements of these value chains regarding infrastructure, skills, technologies and so on). The only way to do so is by exploring through trials and setting up pilot projects which are an integral part of Nextensa's innovation policy.

This is why Nextensa has engaged in various pilot projects aimed at contributing to the creation of ecosystems and exploring new opportunities through co-creation.

In 2022, Nextensa finalised its project to create an energy community on the Tour & Taxis site. The Community allows consumers to benefit, at an attractive rate, from the surplus production of the solar panels installed on neighbouring buildings. In doing so, the principle of collective self-consumption makes renewable energy accessible to all and makes a real contribution to the achievement of climate objectives by reducing CO2 emissions.[48]



The project is being carried out in close collaboration with Brugel, Sibelga and WeSmart, as well the residents of Park Lane. A resident of the Franklin building manages the association created for this purpose. The project is innovative, the first of its kind in Brussels, and has multiple particularities and objectives:

- **It is the first project in Brussels to involve different types of participants with a focus on people with low resources[49].**
- **It is the first project to share electricity from a photovoltaic installation of such magnitude (3 MWp).**
- **It identifies the impacts of electricity sharing on the management of the network or the organisation of the balance on the market.**
- **It is a test to understand the incentives and obstacles linked to the development of renewable energy and its sharing.**

This pilot project was authorised in 2022 by Brugel (the Brussels regulatory authority in the areas of electricity, gas and water price control) until April 2024. By creating this new economic model in the electricity market, centred on the interest of the consumer, Nextensa hopes to demonstrate that non-energy professionals can play an active role in the energy transition.

[48] 203-1 Infrastructure investments and services supported.
[49] 203-2 Significant indirect economic impacts

In 2022, the total electrical power installed on Nextensa's assets amounted to 8,261 kWp (+ 303 kWp i.c.w. 2021) with a total production of 7,076MWh (+236MWh i.c.w. 2021). This is equivalent to the annual electricity consumption of 2,022 households and corresponds to a reduction of 5,401 tons of CO2eq in 2022.[50]

In Belgium, 60% of the produced electrical power by the photovoltaic panels was used on site.

Next year, Nextensa foresees an installation of +1,000 kWp in total on both Knauf Shopping Centres in Luxembourg.

Besides switching to local and renewable energy, Nextensa aims to implement energy optimisation systems that control and adapt parameters of technical installations in advance based on weather forecasts.

Nextensa also wants to expand its charging station infrastructure for electric vehicles. The current electrical capacity of charging sessions in Belgium represents 187,760 kWh (equivalent CO2 reduction of 140.82 tons of CO2). The study into the maximum expansion capacity was started in 2022 for the car parkings of the Tour & Taxis site. In 2022, a charging park of 16 superchargers was built in partnership with Tesla on the Brixton Retail Park site which will open in February 2023. Also in 2022, the charging infrastructure in the Motstraat-building (Mechelen) was expanded from six to 17 charging points (+11 i.c.w. 2021), nine additional public charging points and two non-public charging points have completed the installation. The latest generation of charging stations work bidirectionally, making charging and discharging possible. With regard to grid balancing, Nextensa will analyse how the batteries of the cars can be used to absorb peak loads from the building.

[50] 305-5: a) GHG emissions reduced as a direct result of reduction initiatives in metric tons of CO2

Hôtel des Douanes - *Belgium*

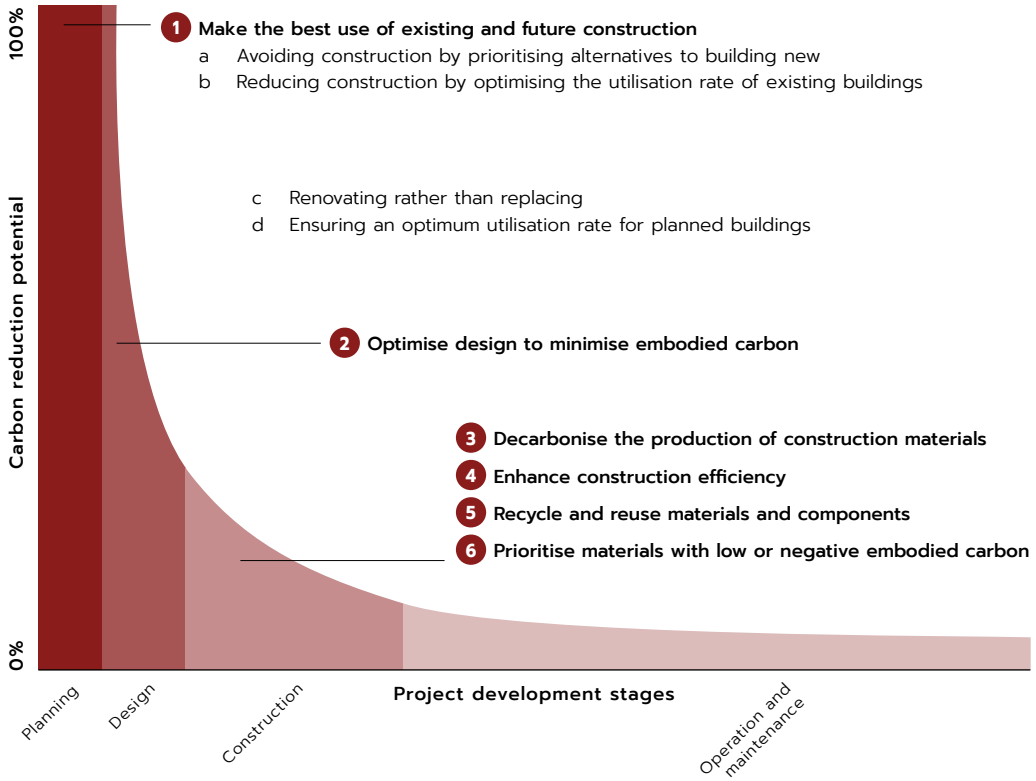
REAL ESTATE ACTIVITY EMISSIONS

Nextensa is aware that its (re)development activities are responsible for its biggest environmental impacts. In this real estate process, Nextensa is in the driving seat to make choices, from the very beginning, that influence the CO2 emissions for the whole life cycle of the buildings. As per the figure below, the earlier in the process these actions are taken, the higher their impact.

The GHG emissions for real estate activities (development and redevelopment projects) have a significant impact on three different categories:

- **Use of sold products:**

Energy consumption of future occupiers of buildings sold by Nextensa, over the whole lifetime of the building (indicative duration of 60 years).



Source: 'Embodied carbon reduction potential at different project development stages', Shifting Paradigms

- **Purchased goods and services:**

The raw materials and services purchased for construction (e.g. steel, cement, contractors, etc.).

- **End-of-life of sold products:**

End-of-life treatment activity (demolition, deconstruction, etc.) of decommissioned Nextensa buildings.

These three categories mean a double impact during the development:

- Guaranteeing minimal energy use for the buildings (reducing energy needs by performance of both skin and installations).

- Choosing materials with a low carbon footprint.

To reduce energy consumption, all new projects need an EPB certificate in accordance with regional legislation concerning passive or so called NZEB (nearly zero energy buildings) buildings, achieving a score of at least class A.

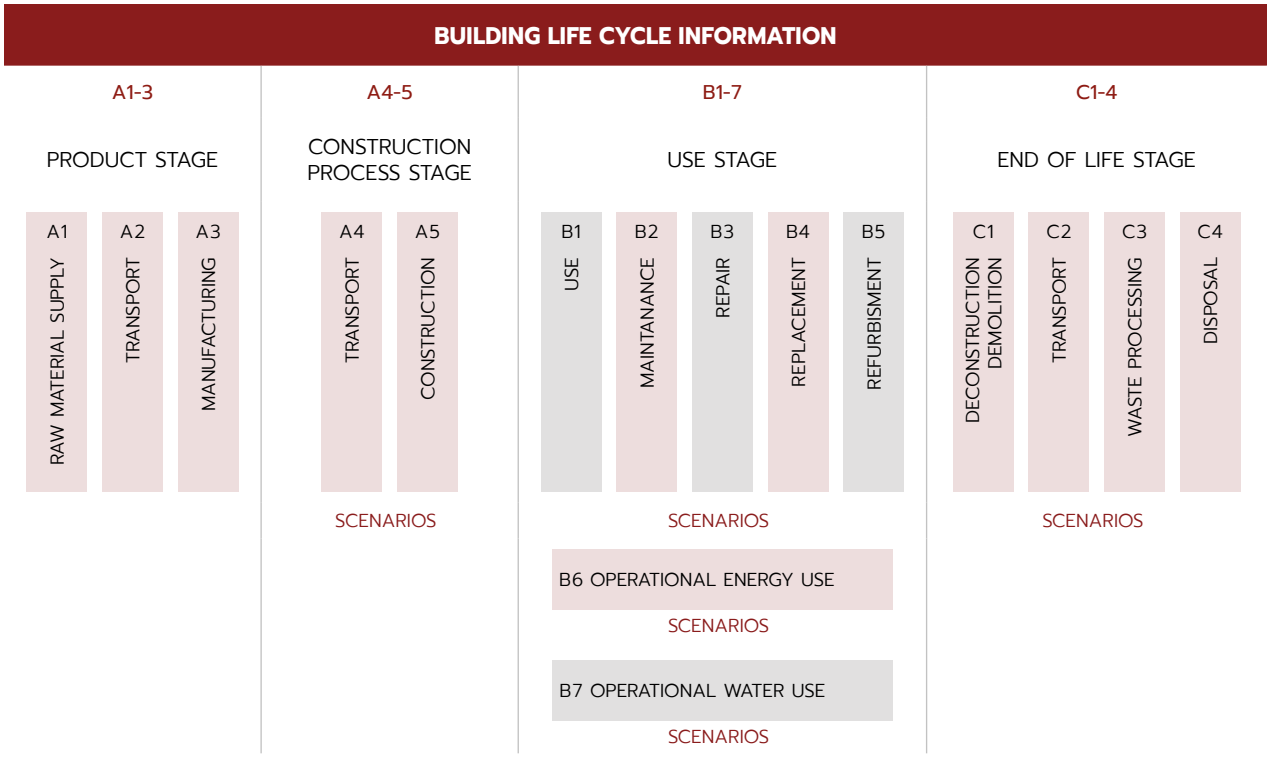
As of 2023, for projects submitted in building permit applications, Nextensa will be even more strict by following the criteria set by the EU taxonomy to do at least 10% better than the national (or regional) standards concerning the use of primary energy. An important part of this reduction is to abandon all fossil fuels and only make use of renewable energy sources.

For embodied carbon emissions, awaiting national regulation, Nextensa has started the research of benchmarking the emissions derived from its developments and renovations[51].

In 2022, Nextensa initiated the use of the TOTEM tool[52] to calculate the carbon emissions of two pilot projects that were delivered in 2022: Monteco and Dayton.

In order to help the Belgian construction sector to objectify and reduce the environmental impact of buildings, the three Regions have developed the TOTEM tool (Tool to Optimise the Total Environmental impact of Materials). TOTEM's main values are objectivity and transparency, to enable the players in the Belgian construction sector (architects, design offices, contractors, owners, promoters, public authorities, etc.) to identify and limit the potential environmental impacts of buildings from the earliest stages of the design process. This tool will likely become a reference in Belgium for the construction sector.

The calculation generated by the tool includes the complete life cycle of the buildings:



Overview of the life cycle stages and system boundaries within the European standard EN 15978.2011 (CEN 2011).
The current version of TOTEM considers the modules coloured in red.

The TOTEM-tool also gives an environmental impact score. This year, as part of its development activities, Nextensa reports on these two pilot projects.

Monteco is an office development of 4,905 sqm GFA with a wooden structure, which remains in Nextensa's portfolio, whereas **Dayton** is a traditional residential building of 8,367 sqm GFA representing the residential development of Park Lane Phase 1 that was completely delivered in 2022 and sold to private customers. Dayton represents 33% of the Park Lane Phase 1 project delivered in 2022.

[51] 305-1: g) Standards, methodologies, assumptions, and/or calculation tools used.
[52] 305-1: g) Standards, methodologies, assumptions, and/or calculation tools used.

Dayton:

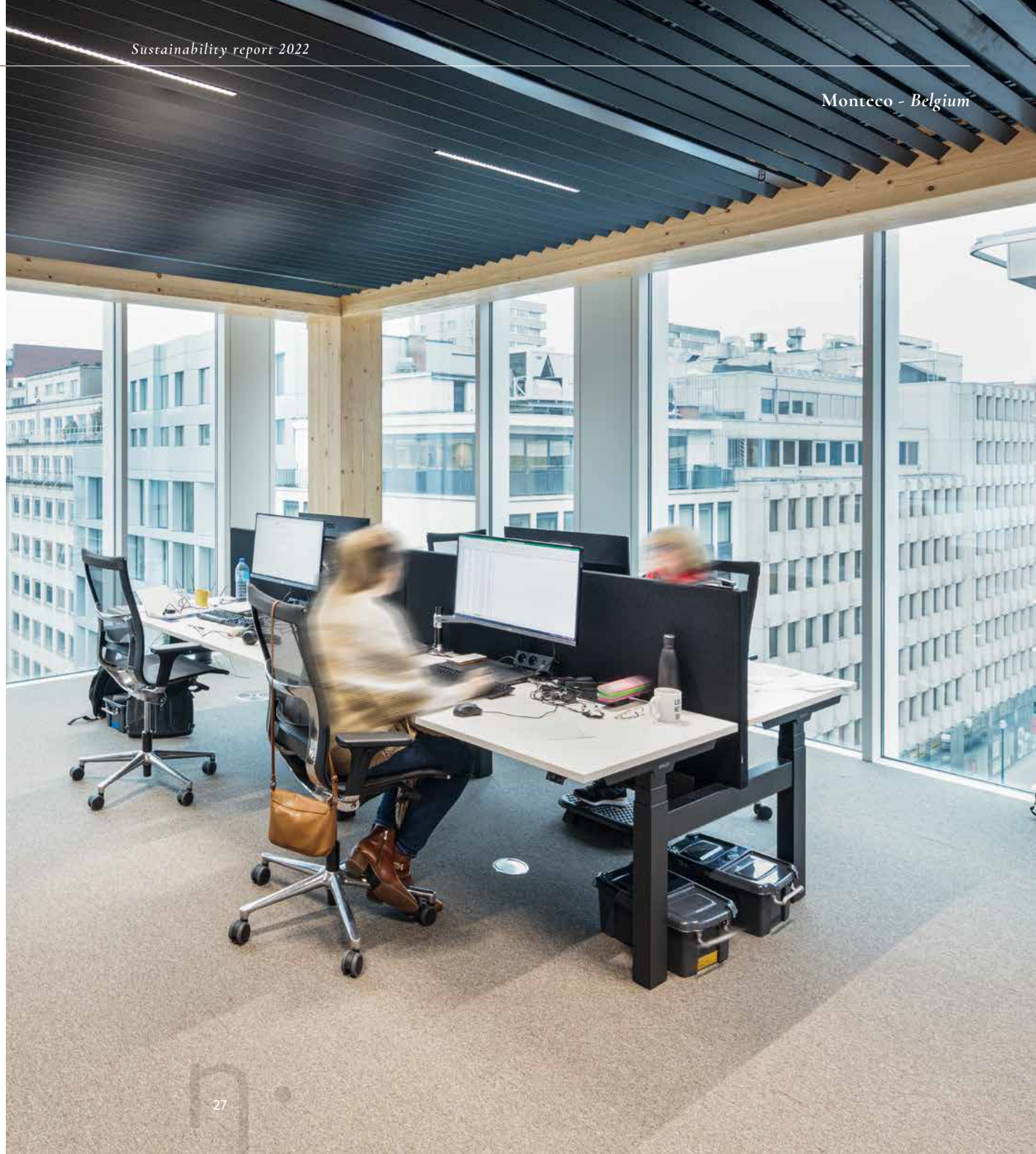
- Environmental impact score: 76mPt/sqm GFA or 635,892mPt.
- Carbon footprint total: 1,012kg CO2-eq./sqm GFA or 8,467 Ton CO2-eq.
- Carbon Footprint Stage A 'Purchased goods and services': 367 kgCO2-eq/sqm or 3,071 tCO2-eq.
- Carbon Footprint Stage B 'Use of sold products': 174 kgCO2-eq/sqm for maintenance and replacements and 432 kg CO2-eq/sqm for operational energy use, giving a total of 5,070 tCO2-eq.
- Carbon Footprint Stage C 'End of Life of sold products': 38.5 kgCO2-eq/sqm or 322 tCO2-eq.

Monteco:

- Environmental impact score: 68mPt/sqm GFA or 333,540mPt.
- Carbon footprint total: 884 kg CO2-eq./sqm GFA or 4,336 Ton CO2-eq.
- Carbon Footprint Stage A 'Purchased goods and services': 124 kgCO2-eq/sqm or 608 tCO^3-eq.
- Carbon Footprint Stage B 'Use of sold products': 140 kgCO2-eq/sqm for maintenance and replacements and 473 kg CO2-eq/sqm for operational energy use.
- Carbon Footprint Stage C 'End of Life of sold products': 148 kgCO2-eq/sqm.
- The carbon footprint of Stage B and C are not in scope for 2022 because the building is not sold by Nextensa.

The result shows a clear difference in the impact of the materials, which is in line with the expectations as Monteco was built with a wooden structure.

For future developments, Nextensa will benchmark more projects to set up a maximum carbon footprint for its projects. This baseline will guide the company towards net-zero developments in 2050.



Monteco - *Belgium*

High 5! - *Luxembourg*

Future goals

Nextensa has the ambition to become CO2-neutral with respect to scope 1 and 2 in 2030 and for scope 3 by 2050.

In order to achieve these long-term goals, short-term actions need to be taken.

For Scope 1 and 2:

The most important steps are to reduce the number of individuals commuting by car and increase the use of electric cars by implementing the new car policy.

For the offices in Luxembourg, Nextensa will take more action to rapidly reduce its CO2 footprint. In 2023, Nextensa will enter into a new energy contract for purchasing certified green electricity for the new office in the High 5!-building. Secondly, an action plan to switch the heating of the offices to renewable energy will be drawn up.

For Scope 3:

For operational emissions, Nextensa will continue to work on bringing all company entities together in one accounting package where more detailed data can be stored so that reporting on purchased goods can be done.

For investment activities, Nextensa plans to install +1,000 kWp of solar panels in Luxembourg.

In 2023, Nanogrid will be active in all assets, allowing easier reporting of energy consumption.

For the Depot Royal in Brussels, the replacement of the gas boiler with a geothermal installation is being further investigated.

A roadmap towards net-zero will be drawn up for all assets based on the CRREM (Carbon Risk Real Estate Monitor) allowing for concrete targets and planned actions for the coming years.

For new (re)developments, Nextensa will drastically reduce the use of fossil fuels and investigate options to integrate renewable energy for heating and cooling. Electricity will be generated as much as possible through solar panels, and green energy will be purchased to make up the difference. The embodied carbon for all new developments, and when possible for renovations, will be monitored by a TOTEM calculation, with the aim of integrating the principles of circularity as described in the next chapter. In this way, Nextensa can collect more data to set a good benchmark to help it meet its long-term target.

2.2 Circularity

Approach

Construction works and materials represent 11% of global carbon emissions. Construction materials and operational materials of buildings account for half of all extracted raw materials used in Europe. During a building's lifetime, there are substantial material flows, such as building waste, building materials, operational waste, interior design, furniture, decomposition materials, etc[53].

As most of these materials come from finite resources, we must move away from a linear approach of raw materials (extraction, production, consumption, waste) to the untapped potential of a circular approach.

Circular construction strives for efficient and effective use of resources. The aim is to create and maintain economic, social and ecological (added) value. During the building process, the existing legacy and future opportunities specific to the building sector are taken into account.

To achieve circular constructions, Nextensa aims to maintain existing materials in the loop as long as possible, to retain their value and avoid waste.

As demonstrated in the previous chapter, the majority of Nextensa's GHG emissions come from Scope 3. Besides energy, materials are the main source of emissions, leading to a significant carbon footprint for the organisation and its sector as a whole[54]. As a developer and real estate organisation, Nextensa can play a crucial role by choosing more sustainable materials for projects.

Integrating more circularity in all projects is thus important for Nextensa. To do this, the organisation is determined to integrate circularity principles in as many projects as possible. Therefore, last year Nextensa determined three principles leading to more circular buildings, with a focus on efficient and low-emission material use:[55,56]

Principle 1: The reusable building
Principle 2: A thoughtful use of materials
Principle 3: Enablers for circularity

[53] 306-1: a.i) Inputs, activities, and outputs that lead or could lead to waste generation and waste-related impacts.
[54] 306-1: a.i) Inputs, activities, and outputs that lead or could lead to waste generation and waste-related impacts.
[55] Nextensa's 2021 Sustainability Report p69 ff. for complete explanation of the three principles
[56] 306-2: a) Actions, including circularity measures taken to prevent waste generation, and to manage waste-related impacts.

Integrating circularity in the projects of 2022

A. Nextensa's offices – Leading by example[57]

Besides being in one of the most sustainable buildings in Brussels, the interior of Nextensa's office was also well thought-out in order to set an example with regard to material use.

All opaque inner walls (415sqm) and telephone booths came from the award-winning circular start-up JUUNOO. They designed a system with extendable modules that can be reused over and over again. When the system is no longer needed, the company buys it back to reuse it in other projects.

The glazed walls (200sqm) are a newly developed click system from Group Jansen. The glazed walls are easily mounted on steel clips with a bamboo frame that is clicked on. Bamboo is easy and quick to grow and is very strong, making it a useful renewable material for interiors.

Nextensa offices

Most of the flooring is covered with an air cleaning carpet (660 sqm), which Nextensa had in stock from another project. For the new flooring materials, Nextensa chose cradle-to-cradle gold certified carpets with an eco-base produced from recycled yarns and certified vinyl flooring with a high level of recycled components.

The bespoke furniture was partly made from the old cupboards from Nextensa's former office and from MDF panels with 100% recovered pre-consumer wood from waste flows (from UNILIN). For the orangery, recycled steel was used for the frame and reclaimed glass for the infills. In the reconstructed train compartment, a nod to the historical use of the location, the original windows of a locomotive were used.

The new loose furniture was selected based on its share of natural and/or recycled materials: cork, recycled textile, recycled PVC, clay, etc.

In the old offices, an inventory of all furniture was made to see which objects would fit in the new layout. The furniture that was not reused in the new office got a second life at Maison de la Poste, a school in Wilrijk, Red Cross Belgium, and 'Berrefonds', a foundation that supports parents, grandparents, family and friends when the unthinkable happens to them: the loss of a child.

In the end, none of the existing furniture was thrown away. Even office supplies that were not reused in Nextensa's own office, were given to and reused by other organisations.

B. TOTEM + MADASTER - introducing new tools to foster circularity

To make further steps forward in calculating embodied carbon in its projects, Nextensa started the research for benchmarking the emissions in its developments and renovations.

In 2022, Nextensa started to use the TOTEM toolto calculate the carbon emissions of pilot projects. This calculation includes the complete life cycle of the buildings.Nextensa will integrate this tool into its processes.

Beside the TOTEM tool, Nextensa also became a Madaster Max partner. Madaster is a platform that provides users with a time-saving repository for building, materials, and product data, and facilitates circular management using the Madaster Circularity Indicator. The aim of the Madaster Circularity Indicator is to improve circularity-oriented building design and to increase the circular value of buildings. The platform also provides a material passport. The material passport specifies for each building the essential information on resource use, climate impact and the material cycle.

In this way, all necessary information should be provided to support the construction of "urban mines", the completion of circular renovations and new buildings, and circular demolition in the best possible way.

In the long term, the building passport lays the foundation for a consistent circular economy in the construction sector, in which all life-cycle phases from design to reuse or recycling are optimally aligned and connected. This requires full transparency about installed materials and components, their values and ownership. It is the basis for a new economy, new business models and a high-quality built environment. In 2023, Nextensa will start using the platform for pilot projects from the Lake Side development.

[57] 301-1 Materials used by weight or volume

C. Moonar – Start of the renovation project

Near Luxembourg airport, in Niederanven, planned renovation works of the 'Moonar' office park started at the end of May 2022. Moonar is a campus near the airport with a full range of services for tenants and an emphasis on outdoor meetings and landscaping. The office park consists of 5 buildings. The first building - "Building D" - will be fully renovated (windows and glazing, false ceilings, HVAC, plumbing, etc.) by February 2023. Buildings A and B will be completed by the middle of this year and the renovation of the remaining part of the site will be completed by the end of 2023.

D. Monteco – delivery of the first timber office building in the Leopold District (Brussels)

The construction of Monteco was delivered in 2022. This building is the first timber office building in the Leopold District in Brussels. The construction contains 850m³ of timber, avoiding the use of 2,000 tonnes of concrete for the structure.[58] The timber that is used comes from sustainable forestry and has an FSC label. Because trees absorb CO2 during their growth and keep it captured during the lifecycle of being a building material, the building has a low ecological footprint. Due to the lighter weight, fuels and transport can be kept to a minimum during the construction phase. In the meantime, newly planted trees replacing the old trees used for the construction of Monteco absorb CO2 from the atmosphere. Consequently, timber produces far lower CO2 emissions than a traditional concrete or steel building. Due to this natural and renewable material, harmful substances from synthetic materials are not present, which will have an impact on the air inside the building, making it a healthier environment. The result of the calculation of the CO2 emissions can be found in the previous chapter.

[58] 301-1 Materials used by weight or volume

Moonar

Monteco

E. Park Lane – a lasting residential neighbourhood

For the Park Lane project, a residential development on Tour & Taxis, the second part of construction started in 2022. These new buildings are designed to last. The development contains 19 apartment buildings with a very robust, timeless design, that fits in the rich architecture of Brussels with its brick facades. The quality of the used materials is high with their value being maintained over time. In the second phase of this project, even more attention is paid to the materials and their environmental impact. Bricks are no longer full and solid, but brick slips are used instead to reduce weight and thus save on materials, transport, suspensions and foundation. The blue stone that was quarried from the original Gare maritime, but was not recovered due to limited volumes, will now be processed into sills. Nextensa is aware that for its residential projects more improvements to a circular economy can be made, but the first steps have already been taken.

Park Lane

F. Hôtel Des Douanes – a new life for an eternal structure

In 2022, the renovation of Hôtel Des Douanes was ongoing. The biggest impact is of course the reuse of the valuable, original building structure, which is over 100 years old, and its art deco details. This historical building will be revitalised with geothermal energy and new materials have been chosen based on their high proportion of recycled and renewable components.

The temporary carpet that was used previously was recovered by the supplier and elements of it (rugs and yarns) were reused for the new carpet.

Hôtel des Douanes

G. Hangar 26/27

At the beginning of 2022, the old timber cladding of Hangar 26/27 was replaced. This former timber facade cladding was given a new life as facade cladding for the office building 'Kamp C' in the nearby city of Westerlo, becoming part of the first circular office in the Flemish region.[59]

Hangar 26-27

The new facade on Hangar 26/27 was awarded the prestigious Timber Award 2022 in the 'joinery and carpentry' category.

[59] 306-2 a) Management of significant waste related impacts including circularity measures; 306-4 Waste diverted from disposal

H. Lake Side

In the upcoming residential development on Tour & Taxis 'Lake Side', the ambition to introduce more principles of circularity is already extensive. Besides a great emphasis on prefabrication, the use of materials will be minimised while increasing the amount of recycled and bio-sourced materials. In the coming years, more details will be reported on this project.

I. The ponds of Tour&Taxis

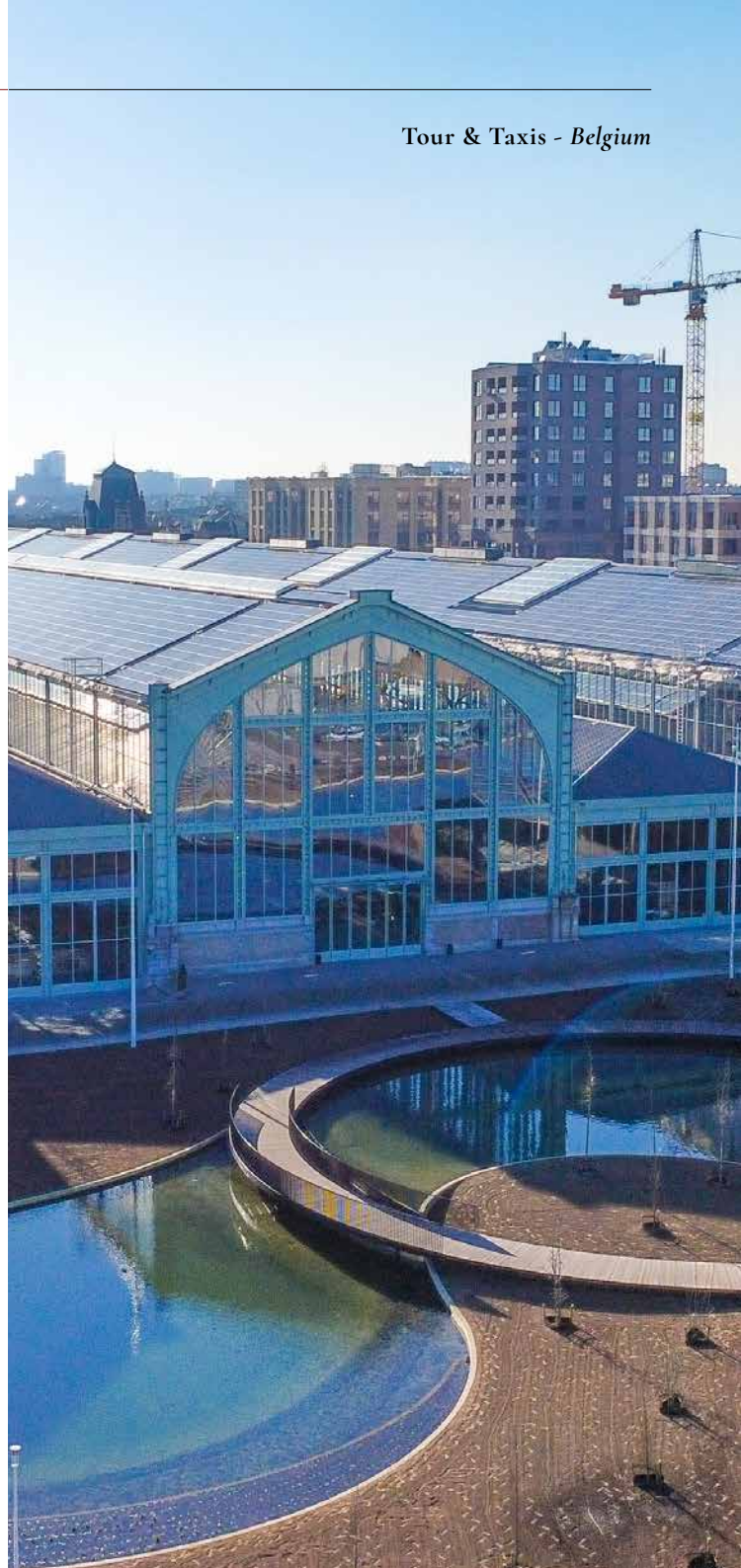
Nextensa has also integrated principles of circularity in the choice of materials for the pond of Tour & Taxis. Since EPDM or other sealing membranes of synthetic origin have a high ecological footprint, Nextensa searched for a product that is as natural as possible and that is also resistant to climate changes. The solution was found with Trisoplast. Trisoplast is an ecologically sustainable waterproofing that consists out of 99.5% natural material (sand and bentonite clay). Approximately 3,850 sqm of Trisoplast was used for the construction of the ponds. The high water retention capacity and the resistance to shrinkage ensure that Trisoplast does not lose its effectiveness due to cracking when it dries out, as can be the case with traditional clay seals. All this results in a durable, safe and simple seal that is quick to install.

Future Goals

Besides the integration of the circularity principles through Nextensa's internal sustainability tools, in the coming years Nextensa will collect more data to set up a reliable benchmark.

In last year's report, the goal was to have LCA (Life Cycle Analyses) calculations[60] for all new developments by 2030 for at least all building components, which together represent at least 70% of the construction costs. To accelerate this benchmark, Nextensa will implement the TOTEM tool for all new developments during the design phase as from 2023.

[60] 306-2: a) Actions, including circularity measures taken to prevent waste generation, and to manage waste-related impacts



Tour & Taxis - *Belgium*

2.3 Water Management

Approach

Nextensa is convinced that integrated water management offers an interesting approach in the search for solutions to combat the effects of climate change. Rainwater is no longer sent (directly) into the sewer and is now considered a resource rather than waste. It must be valued and used for the benefit of buildings, their occupants, the environment and to fight against urban heat islands.

Responsible water management is therefore considered of high priority for Nextensa given the significant water consumption of both operated buildings, and new buildings during construction and renovation activities. As such, the organisation has been optimising the water management of buildings and sites.

As part of its water management policy, Nextensa obviously relies on the guidelines provided by BREEAM certification and the "do-no-significant harm"[61] criteria of the EU taxonomy, while developing its own standards for future projects that aim to examine the additional actions that could be taken[62]. Each project will be analysed based on its own capabilities to maximise water recovery and rainwater collection[63].

Water consumption

For the Belgian portfolio, the organisation implemented monitoring systems to track and measure water consumption and identify potential leaks[64]. Since this was implemented in the course of 2021, data on water consumption are available for this reporting year 2022 for the Belgian assets. For Luxembourg and Austria, the monitoring system was implemented in 2022, with the first yearly results to be reported in the 2023 Sustainability Report.

[61] "For an activity pursuing one or more of the six objectives to qualify as sustainable it cannot cause significant harm to any of the other Taxonomy objectives. For each activity, the TSC lay out thresholds to define compliance with do no significant harm." S&p Global, 2021

[62] 303-2: a) Description of any minimum standards set for the quality of effluent discharge and how standards were determined; 303-2: a.ii) Any internally developed water quality standards or guidelines

[63] 303-1: c) Description of how water-related impacts are addressed, including engagement with stakeholders, suppliers, and costumers.

[64] 303-1: b) Description of approach used to identify water-related impacts, including scope, timeframe, tools and methodologies

TOTAL FROM ACTIVITY OWNERSHIP[65]		
	2021	**2022**
Water consumption in ML and m³	80,355ML or 80,355m³	**70,280 ML or 70,280 m³**
Coverage %	72%	**78%**
Tap water intensity	235 l/sqm	**199 l/sqm**

Nextensa is aware of the large amount of water required by water-softening installations. For future developments, Nextensa will prioritise focusing on the best-performing softening installation or switch to other techniques that require no water.

To further limit its water consumption, Nextensa will implement the water-related criteria set out in the EU taxonomy in all its developments and renovation projects.

Rainwater

One way of reducing the amount of tap water consumption is to reuse available rainwater.

This is high on the agenda for all redevelopment and development projects, but there is still a long way to go.

Of all Belgian assets, only 5 out of 9 have rainwater tanks, able to store a total of 1.324m³ or 1,324ML of rainwater (1,300m³ of which is accounted for by the Gare Maritime).

For Nextensa, good water management starts with discharging as little rainwater as possible into the sewer system. To achieve this, the following steps are followed[66]:

1) Create buffer volumes and reuse rainwater for the buildings;
2) Enhance direct infiltration of rainwater into the soil;
3) Create rainwater buffer tanks to delay evacuation to the sewers.

With these actions, Nextensa intends to address the two large-scale problems of excess water and soil drying. The organisation is striving to send less water to the sewers and capture more rainwater. Infiltration considerably reduces the risk of flooding and allows the soil to be cleaned, restoring its natural balance. In addition, infiltration areas are developed in pleasant places to improve biodiversity.

For the site of Motstraat (Mechelen), the redesign of the ponds began in 2022. The renovation will make it possible to provide buffering to cope with rainfall with an intensity of 150l/sec/ha for a duration of 20 minutes. All rainwater on site can be collected in the pond measuring 1,150sqm. The water level will rise about 12cm (or 138m3 of water buffering). Another 13m3 of water can be collected in the renewed natural infiltration zones. Therefore, no rainwater will be discharged into the public sewer system. The renovation will also convert the perimeter of the existing ponds from a transit area to an open public space, providing meeting and resting places, as well as more organic routes around the ponds, alternating materials and textures with simple and coherent elements. Platforms are placed over the ponds extending in undulating paths, offering a contrast with the straightness of the existing buildings.

The mentioned principles about rainwater are also taken into account in the new Lake Side development, where all three steps are implemented.

[65] 303-5: a) Total water consumption from all areas in megalitres
[66] 303-1: c) Description of how water-related impacts are addressed, including engagement with stakeholders, suppliers, and customers

Water withdrawal[67]

For Nextensa's activities, only groundwater is extracted, mainly originating from construction activities. Permanent pumping, during the construction of new buildings, might be needed to lower the water table[68]. However, this concerns a period that is limited to the construction of the basement, during which an enormous amount of non-potable but clean water is discharged into a public sewer and treatment plant[69]. Nextensa is actively seeking solutions to reduce and reuse the pumped water during the construction phase. For the construction site of Park Lane Phase 2, Nextensa, together with the contractor, put a strategy in place. One of the sources was used to fill the newly constructed ponds in front of the Gare Maritime during the dry summer of 2022. More than 5,875m³ or 5,875,000 litres was prevented from being discharged into the public sewer system.[70] A second source fills a container on the construction site of Park Lane Phase 2. In 2022, the contractor also reused 43.5m³ or 43,500 litres to clean the site and machines. In total, 61ML of water withdrawal took place for the construction of Park Lane Phase 2 in 2022[71].

With a water surface of 3,500 sqm, this lake project will also be an important cooling down spot on the site.

Nextensa furthermore applies the principle of geothermal heating, which involves using the energy naturally present in the water table (stable temperature of around 10°C). This system pumps out the water present in the aquifer directly, then restores it after the heat exchange. Strictly speaking, no water extraction therefore takes place. In summer, on the other hand, the same system makes it possible to cool the spaces. A geothermal system therefore consists of at least two wells: one for the supply and one for the discharge of water[72]. The latest installation was carried out in the Hôtel Des Douanes and studies are underway to equip the Depot Royal on the Tour & Taxis site.

Also, for the new Lake Side development on Tour & Taxis, the first studies and tests have been conducted with a view to fitting this 130,000m² development with a geothermal installation.

Future Goals

Nextensa strives to a complete monitored water consumption for all assets next year. This will support the organisation to enhance efficient water management by minimising water use. With the introduction of a high-performance water management system for all buildings, Nextensa aims to minimise tap water usage by 20% by 2030 and 50% by 2050, in comparison with 2022[73].

For new developments or mayor renovations, as little rainwater as possible will be discharged into the sewer system and as much rainwater as possible will be reused by 2030. Therefore, management systems for rainwater need to be introduced or optimised.

Furthermore, Nextensa will purify greywater where possible and reuse it to reduce the amount of tap water used. Lastly, research on reuse of groundwater during the construction phase will continue.

For the Lake Side development, as much rainwater as possible will be purified and reused with no discharge into the sewer system. We will continue the research into reusing greywater in the project.

[67] Disclosure 303-3: Water withdrawal

[68] "The water table is the boundary between the unsaturated zone and the saturated zone underground. Below the water table, groundwater fills any spaces between sediments and within rock." National Geographic

[69] 303-4 Water discharge

[70] 303-2 Management of water discharge-related impacts

[71] 303-3: Total Water withdrawal in ML

[72] 303-1: c) Description of how water-related impacts are addressed, including engagement with stakeholders, suppliers, and costumers

[73] 303-1: b) Description of approach used to identify water-related impacts, including scope, timeframe, tools and methodologies

2.4 Healthy buildings

Approach

Besides paying attention to the energy-efficiency and the CO2 impact of the buildings, Nextensa attaches great importance to the "well-being" of its buildings and to providing a safe and healthy place for employees, residents and visitors.

Nextensa carried out various licensed assessments to verify and ensure healthy buildings.

The independent assessments include a BREEAM[74] certification, the world's leading sustainability assessment method for buildings. This analysis considers energy and water consumption, the maintenance of materials, pollution minimisation, the impact of buildings on landscapes, the guarantee of health and well-being and the general management of the infrastructure.

It is Nextensa's explicit ambition to certify all commercial (office and retail) buildings in the portfolio in compliance with the BREEAM certification standards, both for operational office and retail buildings (with a BREEAM In-Use Part 1 and 2) and those under construction or renovation (with a BREEAM New construction or BREEAM Refurbishment).

The certifications will guide the organisation in improving buildings' sustainability performance.

For all new constructions in the Belgium portfolio, a BREEAM Certification has been completed or is ongoing.

For the renovation projects, two out of three projects have done or are doing an assessment.

For the assets, only one BREEAM In-Use assessment is ongoing. Three assessments were aborted in 2022 and four more are planned in 2023 and 2024.

[74] The BRE Environmental Assessment Method (BREEAM) is a global standard and rating system for buildings

	CERTIFICATES	ONGOING CERTIFICATIONS	TOTAL
BREEAM New Construction: 6 projects	**33%:** Montoyer 63: Excellent Treesquare: Excellent	**67%:** Monteco Gare Maritime (new modules) 2 ongoing Lake Side developments	**100%**
BREEAM Refurbishment: 3 projects	**33%:** Gare Maritime (Shell): Outstanding	**33%:** Hôtel Des Douanes	**67%**
BREEAM-In Use Part 1 and 2: 8 assets	**0%**	**13%:** Motstraat	**13%**

For the Luxembourg and Austrian portfolio, only the BREEAM-In Use assessment can be conducted. In 2022, three assessment were initiated in Luxemburg. In 2023 and 2024 the assessments for the remaining portfolio will be started.

Besides BREEAM, there are also other certification assessments ongoing. A Well certification assessment is in preparation for the renovation of Hôtel des Douanes and the two new office buildings in the new Lake Side development on Tour & Taxis, and a DGNB assessment is ongoing for Hôtel des Douanes and one of the two new office buildings in Lake Side. The highest possible scores are being targeted.

Future goals

By 2024, Nextensa aims to have all office and retail buildings under its own property management certified by a BREEAM-In-use to start the Portfolio Maintenance Approach from 2025.

For all new construction or renovation projects, a BREEAM certification (or other well-known certification) is mandatory. In the coming years, Nextensa commits to opt for a healthy indoor environment and therefore, has integrated various requirements for renovations and developments into its internal sustainability tools:

- the instalment of large, operable windows, allowing generous daylight but avoiding overheating;
- the creation of green areas, in, on and around the buildings as a climate buffer, useful for regulating relative humidity and bringing nature closer to the working environment while contributing to cleaner air;
- a careful choice of the materials (preferably natural materials) that contain no or hardly any VOCs (Volatile Organic Compounds), in compliance with the requirements of the Pollution criteria from the EU Taxonomy.

Polestar's office - Gare Maritime - *Belgium*

3. SUSTAINABLE SOCIETY

3.1 Mixed neighbourhoods and biodiverse environments

Approach

Every building is part of an environment. Nextensa's vision is to create attractive, inspiring and multipurpose environments that offer the optimal balance between working, living, shopping and relaxing.

Nextensa commits to investing in a sustainable society and recognises the role of green, inclusive and accessible neighbourhoods. As a real estate (re)developer, the impact on society is a key element which is considered from the start for each (re)development project and continuously improved for the buildings and sites it owns.

For the development of its neighbourhoods, Nextensa strongly focuses on creating multipurpose, inspiring and lively environments mitigating its impact by minimising space use and preserving the local biodiversity[75] through designing and creating healthy and green outdoor spaces where soft mobility is favoured, providing shared services and installations.[76]

To create healthy environments, Nextensa strives to build strong relationships with local communities and takes into consideration the needs and expectations of tenants, occupants, residents and visitors, by actively involving them in shaping Nextensa's approach.[77] Through dialogue, this inclusive and healthy environment can be built and will contribute to the creation of a sustainable society. This dialogue is described in detail in Chapter 4.2 'Partnerships, dialogues and co-creation'.

[75] Disclosure 304-2: a.i) Significant impacts of activities, products, and services on biodiversity with reference to construction

[76] Disclosure 203-1: Infrastructure investments and services supported. 203-1 c) Whether these investments and services are commercial, in-kind, or pro bono engagements: the investments Nextensa makes are a mix of commercial, in-kind and pro-bono engagements

[77] Disclosure 413-1: Percentage of operations with implemented local community engagement

15-minute neighbourhoods

The 15-minute city is an urban concept in which most daily needs and services, such as working, living, shopping, education, health, and leisure, are located within an easily reachable and safe 15-minute walk or cycle. This approach aims to reduce car dependency, promote healthy and sustainable living and improve the quality of life for city inhabitants.

This is exactly what Nextensa aims to contribute to with its developments: developing or contributing to a blend of urban functions in a pleasant environment, providing (shared) infrastructure to promote soft mobility, offering services and entertainment.

Tour & Taxis

In March 2022, Nextensa invited Carlos Moreno, an authority in the concept of 15-minute cities, to hold an interactive workshop with the management and the development team. Moreno's 2021 article introduced the 15-minute city concept as a way to ensure that urban residents can fulfil six essential functions within a 15-minute walk or bike from their dwellings: living, working, shopping, healthcare, education and entertainment. The framework of this model has four components; density, proximity, diversity and digitalisation.

During the workshop, all aspects were discussed and questioned in regard to Nextensa's developments to inspire more actions to be taken.

On Tour & Taxis, Nextensa had already introduced these principles from the start of the redevelopment, but Nextensa is also striving to implement as many of the various aspects of a 15-minute city in other sites it owns.

On Tour & Taxis, the first phase of the new residential Park Lane neighbourhood was completely delivered. In 2022, five more high-quality buildings in keeping with the rich Brussels architecture, welcomed its new inhabitants. One of the buildings is a care home for the elderly (developed by Anima). Not only were the buildings inaugurated but the flower-covered green was also unveiled, along with the surroundings promoting soft mobility leading towards the of Tour & Taxis park. Besides the necessary infrastructure, a digital community for the inhabitants also helps the real community to stimulate communication and promote participation in ongoing activities on Tour & Taxis and the wider environment.

In the park, sporting activities were introduced, including outdoor spinning, a running track and a children's playground.

In summer, the construction of the second phase of the Park Lane development started, and is due to be completed in 2025.

In 2022, Gare Maritime became the new hotspot of the wider Brussels region. The first year of operations for the Food Market proved a success. During the weekends, different markets (the Makers market, Voddemet, Design Market, Book fairs, etc.) are regularly held in the public area attracting a wide range of visitors. Designed to be a place where it never rains, the public area is used all year round. In summer, Gare Maritime hosted the free summer festival 'Boterhammen in de Stad/Feeërien' for the second time. In winter, an artificial ice-skating rink, vintage carrousel and a brand-new children's festival 'Kids Winterwonderland' organised by Nextensa and visited by more than 4,000 people, brought entertainment and leisure on site during the Christmas holidays.

At the other side of Tour and Taxis, on the last remaining plot to be developed, the Lake Side design, a new mixed development of Zone A and B was finalised in 2022 to submit for the urban and environmental permit in spring 2023. This project combines different programmes of residential areas, offices, commercial areas and public equipment in combination with large biodiverse public areas and private gardens promoting accessibility and soft mobility.

At the site of Hangar 26/27 'Sommar', a pop-up bar, brought the people of Antwerp together during the summer at the Scheldt quays. At the end of the year, this industrial area hosted a fish store and restaurant named 'Vis van A'.

Preserving biodiversity

Biodiversity is affected by Nextensa's activities since they transform open spaces[78]. The organisation puts considerable efforts into investigating how biodiversity value can be improved in existing and new projects. The focus is on greening the building environments and thereby creating space for both people and nature. This not only increases the human experience, but also the biodiversity of the building sites.

During construction and renovation, Nextensa always assesses whether they operate on protected areas or on areas of high biodiversity, to best avoid causing harm[79]. The organisation strives to increase unpaved area and green zones. Next to green zones where possible, the organisation also takes into account water infiltration capacity.

For owned sites, the development of green areas is an ongoing process, and the organisation is continuously investigating how to enhance, protect and enrich fauna and flora. Strict maintenance policies are put in place to preserve and foster biodiversity.

The organisation will focus on creating appealing neighbourhoods which integrate green spaces and enhance biodiversity. Consequently, in partnership with Accenture – a tenant at Gare Maritime – two members of the ESG committee participated in biodiversity workshops of 'The Shift'.

In February 2022, 2,310 new trees were planted in the Tour & Taxis park. This initiative was carried out in accordance with the method of the renowned Japanese botanist Dr Akira Miyawaki: 24 native species, close together, over an area of 770sqm. In this way, Nextensa created a new habitat for wildlife and at the same time ensured cleaner air in the urban neighbourhood. Local residents and tenants were invited to volunteer in the planting of this new urban forest. Coincidence or not, two months later Natuurpunt, an independent voluntary association that works to protect vulnerable and endangered nature in Flanders, spotted a pair of breeding plovers, a rare bird nearby.

[78] Disclosure 304-2: a) Significant impacts of activities, products, and services on biodiversity

[79] Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

HIGHLIGHT:

THE PONDS OF TOUR & TAXIS

The construction of the pond in front of the Gare Maritime was completed in 2022. With a surface of 3,300m², this brings a pleasant blue touch to the Tour & Taxis site.

This small lake forms the green link between the front of the site and the park. Benches, a wooden path around the lake and connecting bridges ensure great interaction between site users and this new pleasant area.

Planting in and around the pond will further increase biodiversity. Spontaneous presence of additional specimens will hopefully become visible in the coming years. By softening the area, and thanks to the evaporating water in the summer, this pond also forms a counterweight against the known heat islands.

The pond was filled with pumped groundwater. The presence of a buffer, filled by rainwater collected from the roof of the Gare Maritime, will keep the water level stable. As described in the chapter on Circularity, Trisoplast was used to provide an ecological and sustainable waterproofing.

Smart and sustainable mobility

To ensure safe environments, Nextensa is committed to further foster soft, green and smart mobility, promoting the mobility pyramid for all its activities.

As stated in part 2 of this Sustainability Report, Nextensa encourages the use of cleaner transport methods with lower emissions by offering charging points for electric cars and bicycles.

The following measures were taken for Tour & Taxis in 2022:

- Work started on closing off one of the main entrances for cars and buses so the site will become safer for pedestrians.
- New streetlights were added so people can move in a more secure and safe way.
- The construction of the new bicycle parking next to the Gare Maritime began, due to open to the public in spring 2023.
- The bridge over the Canal, which Nextensa contributed to, was finally opened, connecting the Brussels North train station directly to the site.
- The next steps were taken in the HUME-project, a research project conducted in collaboration with Vito and the Catholic University of Leuven. In 2022, a survey about urban mobility was carried out by all tenants.

In Luxembourg, the renovation of Moonar started. This renovation also includes a reconfiguration of the inner plaza, turning it into a soft mobility-friendly, green area, becoming the heart of the redevelopment.

4. INVESTING IN HUMAN CAPITAL

4.1
Nextensa's people: our most valuable asset

Approach

In 2022, Nextensa's HR organisation continued to work on the merging of the two organisational cultures and their human assets. A physical move to a brand-new office in the prestigious Gare Maritime on the Tour & Taxis site took place in April 2022 to bring all the Belgian employees together and stimulate internal cooperation.

Maison de la Poste - *Belgium*

Nextensa's people[80]

Equal opportunities, diversity and inclusion are of critical importance to Nextensa and are enshrined in the organisation's operating principles and corporate values through its Integrity Code and Corporate Governance Charter.

The ratio across the organisation of male to female employees in 2022 was 55% male: 45% female. Five of the eight Board members are female, but still, none of Nextensa's Executive Committee are women.[81] 100% of Nextensa's employees are also represented under collective bargaining agreements, as per Belgian employment law.[82]

Due to the nature of the business, and a project-specific context within which real estate (re)development occurs, Nextensa continues to rely on its close network of self-employed project managers and experts[86]. These are temporarily contracted according to demand driven by new projects being carried out and assets being sold[87]. As such, the organisation expects to retain a high number of self-employed professionals in 2023, all of whom operate in accordance with the labour and social legislation contained in the employment law of the countries in which they are based[88]. This is why they are considered part of Nextensa's workforce and counted in all figures except for the gender pay gap.

In 2022, Nextensa had three female employees and one male employee that were entitled to and took parental leave. They all returned after their parental leave.[89]

Global diversity (excl. board)

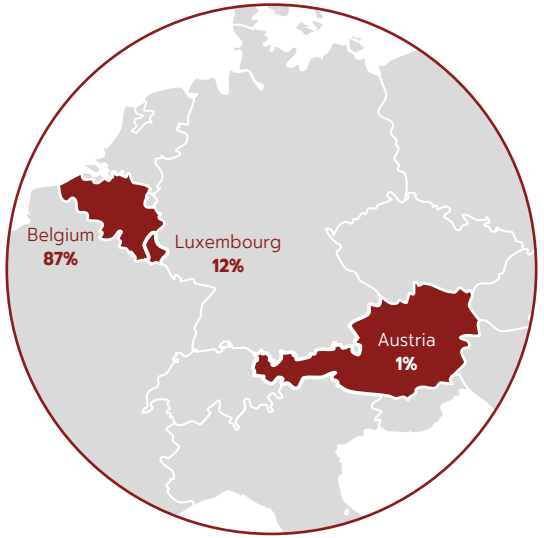
Board diversity by gender

Executive Committee

Management

Other team members

Workforce by region



Employees vs Self-employed

Employees Self-employed

(83) (84) (85)

[80] Methodology: All team member numbers are expressed in terms of headcount, expect for training hours and expenses, which are expressed in Full-Time Equivalents (FTE). (2-7 c) & 2-8 b) describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i) in headcount, full-time equivalent (FTE), or using another methodology)

[81] 405-1: a.i) Percentage of individuals within the organisation's governance bodies by gender

[82] 2-30: a) Percentage of employees covered under collective bargaining agreements

[83] 2-7 Employees by gender and by region

[84] 2-8: a) Report the total number of workers who are not employees and whose work is controlled by the organisation

[85] 405-1: b.i) Percentage of employees according to gender

[86] 2-8: a.ii) The type of work that workers who are not employees perform.

[87] 2-8: a.i) Most common types of workers who are not employees and their contractual relationship with the organisation.

[88] 2-8 Workers who are not employees.

[89] 401-3: a) b) c) parental leave.

Remuneration

A new 2022-2026 Remuneration Policy was adopted for Nextensa by the general shareholders' meeting of May 2022. This publicly available document provides a clear framework with transparency on roles, tasks and responsibilities in relation to remuneration[90].

Nextensa wants to base its remuneration scales on years of experience and technical skills. Although the gender factor plays no role in the remuneration scales, there is a gender pay gap of 17% for 2022.[91]

Health and Safety

In 2022, no incidents of discrimination nor corrective actions took place.[92]

Neither accidents nor fatalities occurred during 2022.[93]

Nextensa's focus on Wellbeing in 2022 and for the coming years

Investing in the wellbeing of employees remains of great importance for the HR Team.

However, the merger of the two entities in 2021 posed a real human challenge in 2022. In addition to the actions implemented in 2021, 2022 highlighted that substantive actions had to be carried out.

In order to provide employees with a better work-life balance, since 2021 the employees of Nextensa have enjoyed the option of working remotely two days a week, as described in their Remote Working Policy.

By creating workplaces that nurture inclusivity and belonging, you can unlock the potential of your organisation's most important investment – your people.

HIGHLIGHT:

NEXTENSA'S NEW HEAD OFFICE

As stated in an earlier chapter, Nextensa's new office brings the company together, reduces the CO2 footprint enormously and offers an example of how to add circularity to office fit-outs. The strong focus on using the right materials and following a warm and natural colour scheme was mainly implemented to increase the well-being of the employees. Better materials create a more pleasant and healthy indoor climate. Adding natural materials and plants to people's immediate surroundings creates a positive effect on well-being, known as biophilia. Their presence brings a greater feeling of calm and reduces stress levels.

The concept of the new office fosters a whole new way of working and collaborating.

New Head Office Nextensa

[90] 2-19: a) Describe the remuneration policies for members of the highest governance body and senior executives.
[91] 405-2: a) Ratio of basic salary and remuneration of women to men for each employee category, by significant locations of operations.
[92] 406-1 Incidents of discrimination and corrective actions taken.
[93] 403-9 Work-related injuries.

The high variety of spaces in Nextensa's new offices at Gare Maritime gives employees the opportunity to easily navigate the areas that support their various professional activities.

The concept was to organise the places to create "Nextensa's house" with its entrance hall to welcome visitors, the kitchen for lunch, a coffee break or a snack, lounges, common and individual work areas, a green orangery as well as the "Library" space for silent work requiring concentration.

All employees have shared access to silent working spaces as well as to social spaces where, whatever their role or responsibility, they can interact with others in order to develop their internal network. This design approach promotes autonomy ensuring all employees are better equipped to achieve their goals.

In addition to creating a workplace based on inclusive design, it is also about creating a working climate based on trust in order to strengthen the bonds of a great culture and unlock people's true potential. As a result, happier and healthier workplaces and work environments benefit everyone.

This reporting year, several initiatives have been set up to help employees meet each other: Monthly Town Hall meetings for sharing both bottom-up and top-down information, a Whatsapp group for the Nextensa employees to share informal information but also an Afterwork the first Thursday of every month in the Food Market at the Gare Maritime, as well as special touches for personal milestones like birthdays, weddings or births.

For the first time, in 2022, a family day was organized in December on the theme of 'Sinterklaas'.

However, true trust can only be established if we accept that we are all different. This is a good thing, because it is diversity that gives rise to more creativity but also optimal functioning of the teams, which can count on a wide range of talent and skills.

Effective teams are the building blocks of successful organisations. Helping teams find their sweet spot and deliver their best performance is still Nextensa's goal to ensure focus and foster cohesion. In order to achieve this, all team members have been registered in the Insight Discovery assessment.

The merging of the two entities was a real challenge because each individual in each organisation is unique. Everyone has a different style, expectations and needs. These very differences between individuals represent a great strength. Insight Discovery has provided insight into these differences. Better understanding others and ourselves to build on our different strengths allows us to "include" everyone to achieve the objectives that Nextensa has set itself.

Nextensa will keep working on this "inclusive house" not as an abstract concept but as a real experience for all its team members.

Training and Education[94]

Training and education to level up the skills and expertise of employees within a rapidly changing industry, are a critical component maintaining strong human capital within the organisation. All Nextensa employees can suggest they take a training programme to their management, which in turn puts in a formal request with HR. A strong culture of internal transversal training and employee development exists, formalised under the 'Nextensa Academy', through which employees are supported and encouraged to share best practices, celebrate recognitions and awards, and learn from each other across all business areas and functions.

The main shareholder of Nextensa (the stock listed holding Ackermans Van Haaren) also organises many training sessions to share knowledge between their various participations. To this end, various communities are set up to unite people with similar functions (HR, Legal, CEO, ESG, Innovation, etc.) and initiatives are taken to bring them together.

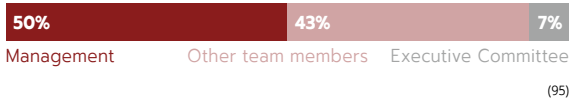
[94] 404-2 Programmes for upgrading employee skills and transition assistance programmes

In 2022, a platform was introduced to automate the reporting and tracking of training and education in the organisation according to hours of training undertaken by employees and categorised by gender and employee category.

In 2022, more than €42,000 (€57,000 in 2021, -26%) was invested in employee training and education, including participating in seminars and certification schemes abroad.

Total hours of training per team member by gender

Average hours of training per team member by job category



(95)

[95] 404-1 Average hours of training per year per employee

Residential Info Office - *Belgium*

Performance Reviews

100% of employees receive an annual performance review.[96] To streamline the process and ensure its success, a series of evaluation documents are available to prepare and guide the discussion according to a set of questions and criteria, such as job description, objectives and scores. Employees are also asked about their job satisfaction, things they may be missing from the organisation or their leadership, and how they manage issues such as stress.

As Nextensa relies on its network of external consultants, a process has also been put in place, complementary to a Statement of Work, and all legal requirements under Belgian employment law of contactors, to evaluate outcomes and results against targets on a frequent basis, together with consultants.

Future goals

In 2023, the HR team will continue its efforts. Transparency towards all employees remains essential, as does the work initiated in 2022 to shape Nextensa's corporate culture as a single entity and to improve working tools. Emphasis will therefore be placed, over the next few years, on promoting optimal employee satisfaction and motivation throughout the organisation.

The satisfaction survey was not conducted in 2022. However, for 2023, Nextensa is planning a survey based on the SONAR method to acquire a complete overview of the psychosocial risks within the organisation and establish concrete action points to improve psychosocial well-being. The survey will measure three top-level KPIs: Employee Engagement, Employee Wellbeing, and DEI (Diversity, Equity, Inclusion), helping the HR Team to make data-driven decisions to improve wellbeing and team collaboration.

[96] 404-3: Percentage of employees receiving regular performance and career development reviews.

Park Lane Model - *Belgium*

4.2
Partnerships and co-creation

Approach

Nextensa is engaging with its stakeholders and has established various partnerships and dialogues within the community to reach its sustainability goals. By collaborating with local associations to foster co-creation and by actively supporting initiatives in the neighbourhoods of new and ongoing projects, Nextensa is striving to create a rich and varied programme for young people and their families through social, cultural, sporting, and educational activities. To promote a sustainable and circular economy, Nextensa is setting up projects and business relationships with organisations that share the same values. The organisation works for clients that are in line with its mission to develop new multifunctional neighbourhoods through responsible co-creation. Tenderers are selected based on their ability to integrate sustainability and emphasise local anchoring in the context of the contract.

Moreover, Nextensa is constantly looking for synergies and partnerships for the implementation of energy projects to respond to local needs, utilising local renewable sources, with the aim of generating added value for the greater local communities.

Creating synergies with other organisations[97]

Sustainability is increasingly becoming a story of connection. Through innovative and co-creative partnerships, government, industry, social actors and knowledge institutions are increasingly working together in the pursuit of a more sustainable world.

It is essential for Nextensa to foster connections with organisations that aim for a common objective to create a meaningful ecosystem. It looks for like-minded co-creation partners to exchange knowledge and experience. By communicating clearly and openly about the ESG strategy, Nextensa sharpens awareness among its clients, tenants, tenderers, and suppliers about its sustainability goals and requirements. Indeed, before entering in a new business relationship, Nextensa assesses the party based on criteria including their vision on sustainability, on local anchoring, and on partnerships. With this approach, it ensures that all projects contribute to the goal of developing green and inclusive environments promoting a circular and sustainable economy.

One example among many others was the creation this year of the energy community, an energy-sharing pilot project on the Tour & Taxis site in collaboration with WeSmart

[97] 2-29: a) Approach to stakeholder engagement including i. categories of stakeholders, how they are identified; ii. the purpose of the engagement; iii. How the organization seeks to ensure meaningful engagement

Gare Maritime - *Belgium*

Partnerships with associations and cooperatives

Nextensa is supporting projects and organisations that are active in sustainable food, the circular economy, the social economy, or cultural and well-being projects, by welcoming them to Tour & Taxis or other locations of its portfolio.[98]

Nextensa's many actions, partnerships and initiatives enable the creation of local dynamism. These actions are the root of a sense of community and actively involve the locals in inspiring activities.[99]

To stimulate social cohesion and active participation of neighbourhoods, Nextensa is making new facilities of collective interest available. Spaces are made available (for free or with a considerable discount) for organisations with a positive impact on society. One of the organisations supported this year by Nextensa is TADA vzw (ToekomstATELIERdelAvenir) - a learning network that involves citizens and the business community in the emancipation and integration of socially vulnerable teenagers and their environment.

TADA exists thanks to countless people and private organisations. They selflessly harness the power of society to encourage as many people as possible to take more individual responsibility, for the benefit of a more inclusive society, where there are equal opportunities for development for everyone.

TADA has supported the children of a class from Molenbeek together with professionals from the film world to make their own short film. The project concluded with a film festival in the cinema of Maison de la Poste (Tour & Taxis) where parents were invited to come and admire their children's films.

Nextensa also regularly organises open-door events, giving the opportunity to small businesses, pop-ups, or start-ups in the neighbourhood to promote their projects. An interesting mixture of hundreds of visitors are passing by, from local residents to tourists of all ages and nationalities. Providing opportunities

[98] Disclosure 413-1: a.i.v. local community development programs based on local communities' needs.

[99] Disclosure 413-1: Local communities

Providing opportunities[100]

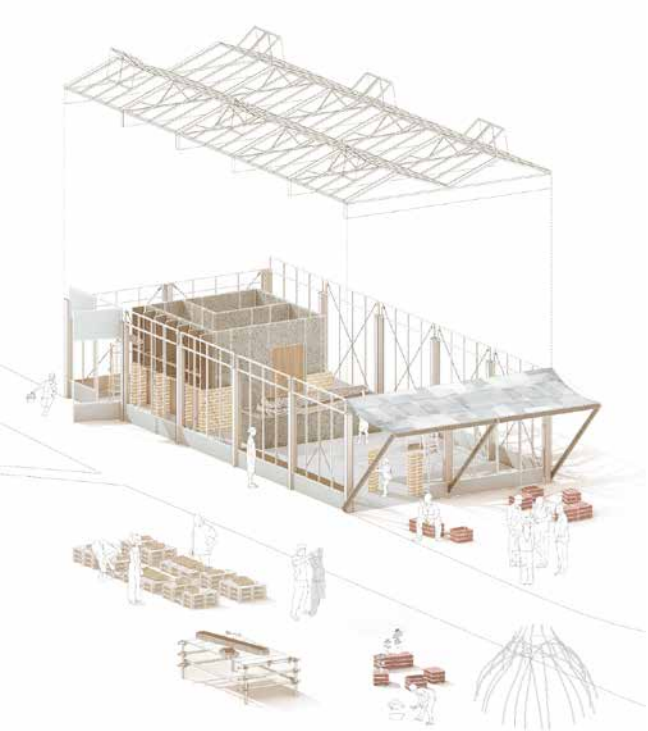
Nextensa is not only putting residents, building occupants and visitors at the centre of its sustainability ambitions, but also understands the potential in genuinely supporting the community at a broader level.

Nextensa strives to create prosperity and offer opportunities to the local community by providing job opportunities to young people and local entrepreneurs, contributing to a better living environment, and offering collective facilities[101].

This year, Nextensa supported the "Building Beyond Borders" project by the students of the University of Hasselt, which aims to modernise the Parckfarm greenhouse located in the extension of the Tour & Taxis park. The Building Beyond Borders postgraduate certificate is a bi-annual learn-and-act programme for graduates and professionals who want to become a change-maker in the built environment.

The programme includes a series of theoretical sessions, lectures, workshops, hands-on experiments and design explorations.

"It was more than just building shelves and a canopy... it was like reorganising the house with the entire "family" to make it an even more welcoming place for everyone. There is nothing spectacular about the ParckFarm project, but the collaboration and the punctual interventions opened new perspectives, for us, for the ParckFarm community and all that participated in the process." [102]



[100] Disclosure 203-2: Significant indirect economic Impacts.
[101] 203-1: b) Current or expected impacts on communities and local economies through infrastructure investments and services.
[102] https://sites.google.com/student.uhasselt.be/wearebuildingbeyondborders/about-us

Solirunbike

This year, Nextensa far exceeded its goal of supporting at least 25 initiatives with a positive impact each year, including both ongoing and new projects:

		2022	2021
NUMBER OF INITIATIVES SUPPORTED IN THE CATEGORY OF:	**GRI 413-1**	**34**	**26**
SUPPORTING ASSOCIATIONS		10	5
STIMULATING URBAN MICRO MOBILITY		2	2
PROMOTING JUSTICE AND HUMAN RIGHTS		3	3
INTEGRATING ART, CULTURE & SPORTS		16	10
PROVIDING OPPORTUNITIES		3	6

Future goals

Nextensa aims to support each year at least 25 associations and cooperations that are involved in a sustainable society approach or the circular economy, including both ongoing and new projects.

To create further synergy with other organisations, Nextensa will actively keep on looking for possible partnerships that can provide added value to projects to increase the positive impact on people, planet and/or profit.

Involving the community in fostering social well-being remains a priority. Nextensa will continue to conduct research to study what can be improved but also trust in the actions already taken, striving for an 80% satisfaction rate.[103]

[103] 2-29: a) Purpose of stakeholder engagement

5. SUSTAINABILITY APPENDIX

5.1 Nextensa's communication with its stakeholders [104]

Type	Group	Who	Methods of communication
CORE STAKEHOLDERS	**Financial stake-holders**	Investors, majority shareholders, banks	Continuous transparent communication by press releases
			Annual report and semi-annual financial report
			Annual sustainability report, from 2022 integrated in Annual Report
			Roadshows and participation in trade fairs and investor days
			Invitation to attend the annual shareholders' meeting
	Nextensa's people	Employees, long term self-employed consultants	Monthly townhall for sharing top-down and bottom-up information
			Monthly 'After Work' drink
			Annual evaluation interviews
			At least one team-building event per year
			Possibility for everyone to follow work-related training
			Nextensa Academy for internal knowledge sharing
			Organisation of sporting activities
			Yearly New Year's event with inspirational speaker and lunch
			Possibility to receive free tickets for events (Tour & Taxis or sponsorships)
			Regular well-being or satisfaction survey

[104] Disclosure 2-29: a.i) Approach to stakeholder engagement and the categories of stakeholders it engages with; 2-29: a.ii) How the organisation seeks to engage with stakeholders 2-12 b i) whether and how the highest governance body engages with stakeholders to support these processes

Gare Maritime - *Belgium*

Type	Group	Who	Methods of communication
	Tenants	Corporates, government, retailers, SME's	Create a valuable long-term partnership
			Regular tenants meeting
			A hospitality and/or a property manager of Nextensa at their service
			Continuous interaction by e-mail, telephone calls, individual meetings, etc.
			Access to Energy monitoring system platform
			Newsletters
			Access to online platform for notifications and questions
			Yearly Christmas Drink
			Free tickets for activities on Tour & Taxis
CONNECTED STAKEHOLDERS	**Suppliers and Partners**	Facility management and safety service providers, energy providers, suppliers, event and hospitality partners, telecom partners, partners for data collection, IT partners, partners for e-mobility, etc.	Entering into a long-term partnership with suppliers
			Creating innovative win-win situations
			Purchasing Code as from 2023
			Exchanging information on sustainable and innovative topics
	Residents	Individuals, families, private investors, professional investors, etc.	A dedicated POC in the Sales Team that guides the customer from first contact to delivery
			Clear information and documentation
			A customer community platform to facilitate the communication between residents and Nextensa 's service 'after sales'
			Satisfaction survey
			Newsletters
	Building teams	Architects, engineering firms, main contractors, large subcontractors, safety coordinators, etc.	Entering into a long-term partnership with all partners of the building teams
			Intensive preparatory trajectory with team meetings
			Weekly construction site meetings
			Informal activities for better cohesion in building teams like visiting inspirational projects, etc.
			Sharing information about sustainability and technical topics

Type	Group	Who	Methods of communication
	Visitors	Visitors of events, restaurants, shopping centres, residential areas, parks, offices, etc.	Offering clear information online and on site
			Social Media and newsletters
			Information about accessibility (STOP principles) and information about e-mobility
			For certain events there are satisfaction surveys
	Government	Cities, Municipalities, Environmental departments, Urban Departments, Heritage Departments, Europe, etc.	Preparatory informal meetings with different departments and on-site tours
			Alignment of vision on key projects
			Regular and transparent communication and consultation on upcoming projects and during projects
			Monitoring new legislation
	Local communities	Elaborated in Chapter 4.2	Intense consultation and cooperation
			Organisation of events for neighbours
			Supporting local organisations by offering spaces and rooms or sponsorship
EXTERNAL STAKEHOLDERS	**Sustainability rating agencies**		Yearly Sustainability Report
			Exchange by e-mail about data
			Questionnaires
	Competitors		Informal meetings
			Nextensa is regularly a guest speaker at sector events: Realty, Spryg, Derde Long, etc.
			Sharing insights and information during workshops
	Other organisations	Catholic University of Leuven, professional sector associations and organisations (FEB, BECI, UPSI-BVS and Belgian Association of Listed Entities), The Shift, Flux 50, Madaster, Vito, etc.	Memberships
			Partnerships for knowledge sharing on innovation and circularity
			Continuous compliance with the regulations in force
			Participation in sector consultations and provision of knowledge

5.2
Nextensa's emission sources

		GRI standard	Unit	2022		2021	
Scope 1	**Stationary combustion [1]**	305-1		**data**	**coverage [3]**	**data**	**coverage [3]**
	Fuel consumption offices [2]		tCO2e	18.48	100%	39.84	100%
	Mobile combustion	305-1					
	Company cars		tCO2e	57.40	100%	52.38	100%
	Commuting with Company cars		tCO2e	33.81	100%	25.64	100%
	Number of company cars			29		33	
TOTAL SCOPE 1		**305-1**		**109.69**		**117.86**	
Scope 2	**Purchased electricity [1]**	305-2		**data**	**coverage [3]**	**data**	**coverage [3]**
	Electricity offices [2]		tCO2e	6.46	100%	16.00	100%
TOTAL SCOPE 2		**305-2**		**6.46**		**16.00**	
TOTAL CO2eq SCOPE 1 AND 2				**116.16**		**133.86**	
Energy - Nextensa's offices				**data**	**coverage [3]**	**data**	**coverage [3]**
	Total		m2	2,194	100%	2,738	100%
	CO2-emissions		tCO2e	24.94		55.84	
	Energy absolute	302-1	Mwh	223.64	100%	520.00	100%

[1] Methodology of the Greenhouse Gas Protocol (GHG Protocol)
[2] Calculation of tCO2e emissions, the emission factor provided by suppliers are used for gas + for fuel oil: CO2emissiefactoren.be
[3] For more transparency in the interpretation of the figures, the coverage indicates the number of m2 which are covered by accurate data

		GRI standard	Unit	2022		2021	
Scope 3	**Operational GHG emissions [1]**			**data**	**coverage**	**data**	**coverage**
	Waste offices [4]	306-2	tCO2e	5.27	54%		0%
	Business travel [2]		tCO2e	2.01	100%	3.52	100%
TOTAL SCOPE 3 OPERATIONAL GHG EMISSIONS				**7.28**		**3.52**	
	Investment portfolio GHG emissions	305-2		**data**	**coverage [6]**	**data**	**coverage [6]**
	Downstream leased assets						
	Total m2 portofolio included in reporting [5]		m2	251,603	55%	352,516	76%
	Energy consumption:						
	Purchased grid electricity	302-2	Mwh	16,432		24,360	
	Natural Gas consumption	302-2	Mwh	12,065		20,615	
	Fuel Oil consumption	302-2	Mwh	-		2,666	
	District heating & Cooling	302-2	Mwh	-		4,163	
	Total Energy Consumption Portofolio	302-2	Mwh	28,497		51,804	
	Total GHG Emission Portofolio		tCO2e	3,122		9,233	
	Average Building Energy Intensity	302-3	kwh/m2	-		147	
	Average Building GHG emission	305-4	kgCO2e/m2	-		26	
	Production Solar Panels		Mwh	7,076		6,841	
	Autoconsumption selfproduced electricity	302-1	Mwh	3,265		no data	
	Injection surplus electricity		Mwh	3,811		no data	
	Number of charging stations			141		115	
	Electricity used for mobility (charging EV)		Mwh	188		no data	
TOTAL SCOPE 3 INVESTMENT GHG EMISSIONS				**3,122**		**9,233**	
	Real estate activity GHG emissions	305-3		**data**	**coverage**		
	Purchased goods and services		tCO2	3,679			
	Residential (Dayton)		kg CO2-eq./m² BVO	367	33%		
	Offices (Monteco)		kg CO2-eq./m² BVO	124	100%		
	Use of sold products (Dayton)		tCO2	5,070	33%		
	End-of-life of sold products		tCO2	322			
TOTAL SCOPE 3 DEVELOPMENT GHG EMISSIONS		**305-3**		**9,071**			

[1] Methodology of the Greenhouse Gas Protocol (GHG Protocol)
[2] Calculation of tCO2e emissions, the monetary ratio emission factor provided by Ademe is used
[3] For more transparency in the interpretation of the figures, the coverage refers to the numbers of the balance sheet
[4] The CO2 footprint is calculated on the basis of the key figure for CO2 emissions in accordance with the Kyoto treaty of 1990.
[5] Assets not included in the reporting : during the reporting year sold, acquired, under construction/renovation, buildings with data coverage of less than 50%
[6] For more transparency in the interpretation of the figures, the coverage indicates the number of m2 which are covered by accurate data.

5.3
Nextensa's people [105]

	GRI	2022
TEAM MEMBERS	**2-7**	
Board of Directors		8
Executive Committee		4
Management		7
Other team members		71
Global Team members (excl Board):		**82**
DIVERSITY - GOVERNANCE BODIES	**405-1**	
Board diversity by gender		
Women		5
Men		3
Board diversity by age		
Under 30 years		0
Between 30 and 50 years		1
Over 50 years		7
DIVERSITY - WORKFORCE		
Workforce diversity by gender per job category (%)	**405-1**	
Executive Committee		
Women		0
Men		4
Management		
Women		2
Men		5
Other team members		
Women		35
Men		36

	GRI	2022
Global diversity (excl. board):	**102-8a**	
Women		45%
Men		55%
Workforce by region	**102-8a**	
Belgium		71
Luxembourg		10
Austria		1
Belgium (%)		87%
Luxembourg (%)		12%
Austria (%)		1%
Workforce diversity by age per job category (%)	**405-1**	
Executive Committee		
Under 30 years		0
Between 30 and 50 years		2
Over 50 years		2
Management		
Under 30 years		0
Between 30 and 50 years		5
Over 50 years		2
Other team members		
Under 30 years		8
Between 30 and 50 years		38
Over 50 years		25

[105] Methodology: All team member numbers are expressed in terms of headcount, expect for training hours and expenses, which are expressed in Full-Time Equivalents (FTE). (2-7 c) & 2-8 b) describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i) in headcount, full-time equivalent (FTE), or using another methodology)

	GRI	2022
SENIORITY		
Average seniority (years)		
Executive Committee		8.75
Management		5.71
Other team members		4.1
Global seniority:		**4.46**
INTERNAL ORGANISATION	**2-7**	
Working time		
Full-time team members		93%
Part-time team members		7%
Women (%) Full-time team members		42%
Men (%) Full-time team members		58%
Women (%) Part-time team members		83%
Men (%) Part-time team members		17%
Contract type		
Fixed contracts		96%
Temporary contracts		4%
Women (%) Fixed contracts		46%
Men (%) Fixed contracts		54%
Women (%) Temporary contracts		33%
Men (%) Temporary contracts		67%
Workers who are not employees (self-employed contractors)	**2-8**	
Self-employed		32
Employees		50
Self-employed (%)		39%
Employees(%)		61%

	GRI	2022
CAREER DEVELOPMENT		
Workforce training and development	**404-3**	
Employees receiving annual appraisal by gender		
Women (%)		100%
Men (%)		100%
Employees (%) receiving annual appraisal by job category	404-3	
Executive Committee		100%
Management		100%
Other team members		100%
Total hours of training per team member by gender	404-1	
Women		189
Men		255
Average hours of training per team member by job category	404-1	
Executive Committee		4
Management		26.33
Other team members		22.71
Training expenses (€)		42,345
Permanent team members trained per year (#)		61
Internal mobility cases (#)		n/a
Internal promotion cases (#)		n/a
Average hours of training per person		23.07
WORKFORCE PAY RATIO		
Gender pay gap (% women/men)	**405-2**	
Executive Committee		0%
Management		0.8%
Other team members		17%

	GRI	2022
WORKFORCE ARRIVALS		
Arrivals by gender	401-1	
Women		8
Men		10
Women (%)		44%
Men (%)		56%
Global arrivals:		**18**
Arrivals by age	**401-1**	
Under 30 years		5
Between 30 and 50 years		10
Over 50 years		3
Under 30 years (%)		28%
Between 30 and 50 years (%)		56%
Over 50 years (%)		17%
Average age of new team members:		**35.83**
Arrivals by region	**401-1**	
Belgium		15
Luxembourg		3
Austria		0
Belgium (%)		83%
Luxembourg (%)		17%
Austria (%)		0%
WORKFORCE TURNOVER		
Turnover by gender	**401-1**	
Women		9
Men		12
Women (%)		43%
Men (%)		57%
Global turnover:		**21**
Turnover by age	**401-1**	
Under 30 years		1
Between 30 and 50 years		13
Over 50 years		7
Under 30 years (%)		5%
Between 30 and 50 years (%)		62%
Over 50 years (%)		33%
Average age of team members leaving:		**45.19**

	GRI	2022
Turnover by region	**401-1**	
Belgium		17
Luxembourg		4
Austria		0
Belgium (%)		81%
Luxembourg (%)		19%
Austria (%)		0%
Turnover split	**401-1**	
Number of voluntary leaves		14
Number of dismissals		7
Number of retirements		0
Number of voluntary leaves (%)		67%
Number of dismissals (%)		33%
Number of retirements (%)		0%
WELL-BEING		
Workforce health and safety (*)		
Absentee rate - short term (%) (<30days /year)	403-9	4%
Absentee rate - long term (%) (>30days/year)	403-9	7%
Injury rate (%)	403-9	0%
Lost day rate (%)	403-9	0%
Work-related accidents with serious consequences (excluding fatalities) (%)	403-9	0%
Work-related fatalities (%)	403-9	0%
Recordable work-related accidents (%)	403-9	0%
Staff members with disabilities (#)	403-9	0
Fatalities due to occupational disease (#)	403-10	0
Recordable occupational disease cases (#)	403-10	0
ASSETS		
Asset health and safety		
Rate of asset health and safety assessments (%)	416-1	0
Non-compliance cases on asset health and safety (#)	416-2	0

(*) Absentee rate calculated: (absenteeism days/working days) * 100

5.4
GRI Content Index

"For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report."

STATEMENT OF USE	- Nextensa has reported in accordance with the GRI Standards for the period 2022 January 1st – 2022 December 31st. - Page numbers listed without an associated URL refer to the Nextensa annual report 2022.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	/

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S), URL(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	5, 30, 32			
	2-2 Entities included in the organization's sustainability reporting	86			
	2-3 Reporting period, frequency and contact point	86, 322			
	2-4 Restatements of information	No restatements of information have been made from previous reporting periods			
	2-5 External assurance	86			
	2-6 Activities, value chain and other business relationships	5			
	2-7 Employees	114, 128, 129			
	2-8 Workers who are not employees	114, 128, 129			
	2-9 Governance structure and composition	Corporate Governance Charter 32-37, 39, 42, 76, 78			
	2-10 Nomination and selection of the highest governance body	Corporate governance (nextensa.eu) 30			
	2-11 Chair of the highest governance body	33			
	2-12 Role of the highest governance body in overseeing the management of impacts	38, 76, 77, 123			
	2-13 Delegation of responsibility for managing impacts	77			
	2-14 Role of the highest governance body in sustainability reporting	85			
	2-15 Conflicts of interest	52, 53			

GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	38, 39, 44			
	2-17 Collective knowledge of the highest governance body	77			
	2-18 Evaluation of the performance of the highest governance body	38, 39, 48			
	2-19 Remuneration policies	Remuneration Policy 41, 46, 48, 49, 50, 115			
	2-20 Process to determine remuneration	Remuneration Policy 46, 48, 50			
	2-21 Annual total compensation ratio	50, 51			
	2-22 Statement on sustainable development strategy	11			
	2-23 Policy commitments	Corporate governance (nextensa.eu) 42, 43			
	2-24 Embedding policy commitments	43			
	2-25 Processes to remediate negative impacts	83			
	2-26 Mechanisms for seeking advice and raising concerns	Dealing Code 42, 43			
	2-27 Compliance with laws and regulations	No instances of non-compliance or fines were incurred during the reporting period			
	2-28 Membership associations	41			
	2-29 Approach to stakeholder engagement	83, 119, 123-125			
	2-30 Collective bargaining agreements	114			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	84-85 Sustainability Report 2021 23			
	3-2 List of material topics	84			
Indirect economic impacts (CO2 neutrality, Mixed neighbourhoods and biodiverse environments, Providing opportunities)					
GRI 3: Material Topics 2021	3-3 Management of material topics	88-98, 109-112, 119-122			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	93, 109, 121			
	203-2 Significant indirect economic impacts	93, 121			
Anti-corruption (Exemplary organisation)					
GRI 3: Material Topics 2021	3-3 Management of material topics	43			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Dealing Code			
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption reported			

Materials (Circularity)					
GRI 3: Material Topics 2021	3-3 Management of material topics	99-103			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	100, 101			
Energy (CO2 neutrality)					
GRI 3: Material Topics 2021	3-3 Management of material topics	88-98, 126-127			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	126, 127		Information unavailable/ incomplete	The energy consumption was complicated to compute due to office relocation.
	302-2 Energy consumption outside of the organization	92, 127			
	302-3 Energy intensity	92, 127		Information unavailable/ incomplete	The energy intensity was complicated to compute due to office relocation.
	302-4 Reduction of energy consumption	90			
	302-5 Reductions in energy requirements of products and services	92			
Water and effluents (Water Management)					
GRI 3: Material Topics 2021	3-3 Management of material topics	104-106			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	104-106			
	303-2 Management of water discharge-related impacts	104, 106			
	303-3 Water withdrawal	106			
	303-4 Water discharge	106			
	303-5 Water consumption	105			
Biodiversity (Mixed neighbourhoods and biodiverse environments)					
GRI 3: Material Topics 2021	3-3 Management of material topics	109-112			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	111			
	304-2 Significant impacts of activities, products and services on biodiversity	109, 111			

Emissions (CO2 neutrality)					
GRI 3: Material Topics 2021	3-3 Management of material topics	89-98, 126-127			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	89, 90, 96, 126			
	305-2 Energy indirect (Scope 2) GHG emissions	89, 126, 127			
	305-3 Other indirect (Scope 3) GHG emissions	91-92, 127			
	305-4 GHG emissions intensity	92, 127			
	305-5 Reduction of GHG emissions	91, 94			
Waste (CO2 neutrality, Circularity, Limiting waste streams)					
GRI 3: Material Topics 2021	3-3 Management of material topics	89-98, 99-103, 126-127 Sustainability Report 2021 106			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	91, 99			
	306-2 Management of significant waste-related impacts	91, 99, 102, 103, 127			
	306-3 Waste generated	91			
	306-4 Waste diverted from disposal	102			
Employment (Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	114-118, 128-130			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	130			
	401-3 Parental leave	114			
Occupational health and safety (Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	114-118, 128-130 Sustainability Report 2021 161			
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	115, 130			
	403-10 Work-related ill health	130			
Training and education (Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	114-118, 128-130			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	117, 129			
	404-2 Programs for upgrading employee skills and transition assistance programs	116			
	404-3 Percentage of employees receiving regular performance and career development reviews	118, 129			

Diversity and equal opportunity (Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	114-118, 128-130			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	114, 128			
	405-2 Ratio of basic salary and remuneration of women to men	115, 129			
Non-discrimination (Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	114-118			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	115			
Local communities (Partnerships and co-creation, Providing opportunities)					
GRI 3: Material Topics 2021	3-3 Management of material topics	119-121			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	120			
Customer health and safety (Healthy buildings, Nextensa's people)					
GRI 3: Material Topics 2021	3-3 Management of material topics	107-108, 128-130			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	130			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	130			
Using innovation and technology					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021 81-93			
Smart & sustainable mobility					
GRI 3: Material Topics 2021	3-3 Management of material topics	112 Sustainability Report 2021 98-103			
Valuing Art & Culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021 139-145			
Supporting healthy food					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021 146-155			