Icade's contribution to the United Nations Sustainable Development Goals

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs). These 17 goals, broken down into 169 targets to be achieved by 2030, contribute to the three pillars of sustainable development in order to ensure environmental, social and societal prosperity throughout the world. These SDGs call upon the private sector, civil society and governments to act.

In 2017, Icade decided to benchmark its corporate social responsibility (CSR) strategy against these ambitious goals. As a result, the Company conducted an analysis based on methodology from SDG Compass, which is supported by the United Nations Global Compact and World Business Council for Sustainable Development and a study carried out by the World Green Building Council relating to the contribution of green buildings to the SDGs.

The analysis conducted in 2017 was updated in 2023 as part of preparing Icade's new CSR roadmap, in line with its materiality assessment.

As a result, the Group identified 34 relevant targets consistent with 14 overall goals to which Icade can make a contribution. The selected goals were ranked based on two priority levels, depending on Icade's potential degree of contribution to each one of them:

- **priority goals:** these are the most strategic goals, for which Icade wants to position itself as a leader and which it has already integrated into its products and services or has the intention to do so. Seven goals are considered to be a priority.
- **significant goals:** these are goals which are relevant to Icade's business activities and that are also integrated into its strategy. Seven goals are considered to be significant.

ICADE'S CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

7 priority goals for which Icade wants to position itself as a leader

7 significant goals for which Icade is committed

PRIORITY GOALS

- 3 Good health and well-being
- 4 Quality education
- 7 Affordable and clean energy
- 8 Decent work and economic growth
- 11 Sustainable cities and communities
- 13 Climate action
- 15 Life on land

SIGNIFICANT GOALS

- 5 Gender equality
- 6 Clean water and sanitation
- 9 Industry, innovation and infrastructure
- 10 Reduced inequalities
- 12 Responsible consumption and production
- 16 Peace, justice and strong institutions
- 17 Partnerships for the goals

The following table presents a summary of Icade's contribution to the SDGs through its CSR policy for 2023. Chapter 3 of Icade's universal registration document (URD), available on its website, details the policies, action plans and key commitments made as part of its CSR strategy.

SDGs	SDG targets[1] relevant to Icade	Key commitments, results and measures taken by Icade for each target
3 GOOD HEALTH AND WELL-BEING	**2 relevant targets from SDG 3:** ■ promote mental health and well-being (target 3.4); ■ reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination (target 3.9).	→ Mental health and workplace well-being: measures to promote the quality of life and good working conditions (work-life balance, prevention of psychosocial risks and harassment, etc.), Well and OsmoZ labels, wellness areas and fitness trails in the business parks; → Procurement policy restricting the use of hazardous chemicals (e.g. plant protection products, volatile organic compounds in building materials, etc.); → Measures to promote air, water and soil quality in assets built and operated by Icade.
4 QUALITY EDUCATION	**2 relevant targets from SDG 4:** ■ Ensure equal access for all women and men to quality education (target 4.3); ■ Increase the number of youth and adults who have relevant skills for employment (target 4.4).	→ Agreement on job and career planning and gender equality in the workplace; → In 2023, **100%** of employees received at least one form of training, with an average of **13 hours** of training per employee; → **100%** of sales managers, customer relationship managers and asset managers as well as **96%** of land acquisition managers received job-specific training and **21%** of managers received management training in 2023.
7 AFFORDABLE AND CLEAN ENERGY	**2 relevant targets from SDG 7:** ■ increase the share of renewable energy in the energy mix (target 7.2); ■ double the global rate of improvement in energy efficiency by 2030 (target 7.3).	→ **49%** of renewable energy in the Commercial Property Investment Division portfolio's energy mix in 2023; → **35%** reduction in the Commercial Property Investment Division's carbon intensity between 2019 and 2023 (vs. a target reduction of 60% between 2019 and 2030); → **12%** reduction in the Property Development Division's carbon intensity between 2019 and 2023 (vs. a target reduction of 41% between 2019 and 2030); → Commercial Property Investment: an energy efficiency and low-carbon investment plan totalling **€145 million** between 2024 and 2030; → Property Development: ramping up low-carbon construction through the Urbain des Bois subsidiary specialising in timber construction.
8 DECENT WORK AND ECONOMIC GROWTH	**4 relevant targets from SDG 8:** ■ promote entrepreneurship, innovation and the growth of small- and medium-sized enterprises (target 8.3); ■ achieve decent work and equal pay for equal work (target 8.5); ■ reduce the proportion of youth not in employment, education or training (target 8.6); ■ protect labour rights and promote safe and secure working environments for all workers (target 8.8).	→ Operational implementation of **21** innovation projects in the divisions through Icade's Urban Odyssey start-up studio; → Imagin'Office solution suitable for self-employed workers, start-ups and SMEs; → Gender equality, disability and age diversity policies; → **6%** of staff on work-study or apprenticeship contracts in 2023; → Nearly **75%** of procurement was obtained from local suppliers in 2023; inclusion of local players in the social and solidarity-based economy in Icade's projects; → Employee involvement in helping young people from priority neighbourhoods find employment; → Responsible procurement charters and supplier CSR assessments, an accident and health risk prevention action plan for operating assets and construction sites; → **100%** of Icade's employees are covered by the policies dealing with health, safety and the quality of working life.
11 SUSTAINABLE CITIES AND COMMUNITIES	**4 relevant targets from SDG 11:** ■ ensure access for all to safe and affordable housing (target 11.1); ■ provide access to safe, affordable, accessible and sustainable transport systems for all (target 11.2); ■ enhance capacity for sustainable urban planning and participatory management (target 11.3); ■ reduce the adverse environmental impact of cities, including by paying special attention to air quality, waste management and access to green spaces (targets 11.6 and 11.7).	→ **50%** of orders for residential units were for affordable and inclusive housing in 2023 (social and intermediate housing units, low-cost and affordable home ownership units and land leases that promote affordable home ownership (BRS); living spaces adapted to the needs of people with disabilities and seniors, etc.); → Launch of "ByCycle, the Bicycle Booster", an initiative involving a number of industry players to promote bike commuting; → Charging stations for electric vehicles and soft mobility services (car sharing, ride sharing, electric shuttles, etc.). In 2023, **37%** of controlled offices and hotels benefited from the ByCycle by Icade solution and/or a number of parking spaces equipped or pre-equipped with charging stations for electric vehicles in excess of regulatory requirements; → Employment and sustainable development charters signed with local authorities, participation in local consultation bodies; → Measures to improve air quality, responsible waste management and the integration of green space into existing properties and new builds; → **100%** of new-build offices over 1,000 sq.m, **42%** of new-build homes and **72%** of the Commercial Property Investment Division's offices are covered by an environmental certification.
13 CLIMATE ACTION	**2 relevant targets from SDG 13:** ■ strengthen resilience and adaptive capacity to climate change (target 13.1); ■ improve awareness-raising on climate change for all (target 13.3).	→ Assessment of the risks associated with the physical impact of climate change on the Commercial Property Investment Division's assets, measures to adapt buildings identified and investments planned for the assets most at risk; → **96%** of new-build homes are covered by NF Living Environment and NF Living Environment HQE certifications which guarantee a good level of resilience; → Raising the awareness of employees and customers (employee training, environmental committees, user guides for property buyers).
15 LIFE ON LAND	**4 relevant targets from SDG 15:** ■ ensure the conservation, restoration and sustainable use of ecosystems (target 15.1); ■ promote the sustainable management of forests (target 15.2); ■ strive to achieve a land-degradation neutral world (target 15.3); ■ halt the loss of biodiversity, protect and prevent the extinction of threatened species (target 15.5).	→ Identifying the dependence and impact of Icade and its entire value chain on biodiversity; → Property Development Division: aim to rewild **75%** of new builds by 2026 and **100%** by 2030 (**52%** in 2023); → Property Investment Division: aim to rewild business parks by 2030 based on an in-house methodology created in 2023; → Use of FSC©- or PEFC-certified wood; → **216,000 sq.m** of natural habitat have been restored and preserved since 2016 through Icade's contribution to the Nature 2050 programme to protect and restore biodiversity.

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1 Further information about the SDG targets referred to in this table is available on the United Nations website at https://www.un.org/sustainabledevelopment/sustainable-development-goals/

SDGs	SDG targets[2] relevant to Icade	Key commitments, results and measures taken by Icade for each target
SIGNIFICANT GOALS		
5 GENDER EQUALITY	**2 relevant targets from SDG 5:** ■ end all forms of discrimination against women (target 5.1); ■ ensure women's effective participation for leadership (target 5.5).	→ Gender equality agreement: raising the awareness of recruitment agencies, setting up a mentoring programme, special budget to bridge the gender pay gap; → **67%** of women on the Executive Committee[3] and **36%** of women managers in 2023.
6 CLEAN WATER AND SANITATION	**1 relevant target from SDG 6:** ■ increase water-use efficiency and ensure sustainable withdrawals of freshwater (target 6.4).	→ **40%** reduction in water withdrawal intensity for the Commercial Property Investment Division between 2015 and 2023; → In 2023, almost half of the office and residential projects included water management solutions (landscaped drainage ditches, storage, etc.).
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**2 relevant targets from SDG 9:** ■ upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes (target 9.4); ■ enhance scientific research, upgrade the technological capabilities of industrial sectors by encouraging innovation (target 9.5).	→ **16** start-ups and spin-offs supported by Icade's start-up studio which are involved in developing environmentally friendly innovations; → Partnerships forged with research and teaching institutes (Institute for Land Management Transition [Institut de la Transition Foncière], 'Ecorce' Industry Chair [optimising timber construction to accelerate decarbonisation], etc.).
10 REDUCED INEQUALITIES	**2 relevant targets from SDG 10:** ■ promote the inclusion of all, irrespective of age, sex, disability, etc. (target 10.2); ■ ensure equal opportunity by eliminating discriminatory practices and promoting appropriate policies (target 10.3).	→ Over **€900,000** of procurement from the sheltered work sector in 2023, professional integration commitments signed for construction projects (39% of the Property Development Division's projects in 2023); → Gender equality, disability and age diversity policies covering **100%** of employees; → Disability and workplace equality awareness e-learning module.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**3 relevant targets from SDG 12:** ■ achieve the sustainable management and efficient use of natural resources (target 12.2); ■ reduce waste generation (target 12.5); ■ ensure that people everywhere have the relevant information and awareness for sustainable development (target 12.8).	→ Property Development Division: target of having **renovation projects account for one-third** of all projects by 2030. Launch of several renovation solutions (AfterWork, Ville en Vue); → Commercial Property Investment Division: **95%** of office waste was recycled or recovered in 2023 including **33%** recycled and **83%** of projects over 1,000 sq.m were subject to a reuse materials analysis and/or a reuse process in 2023; → Paperless office and waste recycling and recovery policies; → Raising the awareness of employees and customers (employee training, environmental committees, user guides for property buyers).
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**2 relevant targets from SDG 16:** ■ significantly reduce illicit financial flows (target 16.4); ■ reduce corruption and bribery (target 16.5).	→ Code of Ethics, Compliance Officer, KYC/KYS framework, anonymous whistleblower system and risk mapping; → **96%** of employees identified as the most "at risk" have received training in the fight against fraud, corruption, money laundering and the financing of terrorism.
17 PARTNERSHIPS FOR THE GOALS	**2 relevant targets from SDG 17:** ■ share knowledge, expertise, technologies and financial resources (target 17.16); ■ promote partnerships, especially public-private and civil society partnerships (target 17.17).	→ Partnerships and working groups with institutions, local authorities, industrial players, start-ups, schools and associations; → Contractual commitments entered into with customers: **200,000 sq.m of operating assets were covered by leases with climate criteria** in 2023.