

PRESS RELEASE

Paris, March 2, 2021



## ICADE SCORES 97/100 ON THE GENDER EQUALITY INDEX

**An overall score of 97/100 this year reflects Icade's continued commitment to gender equality and diversity.**

This index makes it possible to measure progress towards gender equality using five objective indicators and provides insight into what corrective measures may be needed.

It is based on measuring: pay gaps between men and women; the difference between their rates of individual salary increases; the difference between their promotion rates; the percentage of women receiving a salary increase following their return from maternity leave; and the breakdown by gender of the ten highest-paid employees.

Renewed in September 2020 for three years, Icade's gender equality agreement covers the following issues:

- Recruitment and gender diversity in all areas of the workforce,
- Equal access to training,
- Career promotion and path,
- Remuneration,
- Work-life balance for working parents.

Icade has been proactively implementing a gender equality policy for many years. It involves major remuneration initiatives, as well as a support plan and dedicated mentoring programme for female employees identified as having managerial potential.

### ABOUT ICADE DESIRABLE PLACES TO LIVE

As an office and healthcare property investment company (portfolio worth €14.7bn on a full consolidation basis as of 12/31/2020) and a developer of homes, offices and public amenities (2020 economic revenue of nearly €825m), Icade designs, builds, manages and invests in cities, neighbourhoods and buildings that are innovative, diverse, inclusive and connected, with a reduced carbon footprint. Desirable places to live and work. In collaboration with its stakeholders, Icade has made low carbon a strategic priority in order to reinvent real estate and create cities that are healthier, happier and more hospitable. Icade is a key player in Greater Paris and major French cities. It is listed as a "SIIC" on Euronext Paris and its leading shareholder is the Caisse des Dépôts group.

The text of this press release is available on the Icade website: [www.icade.fr/en/](http://www.icade.fr/en/)

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