

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/

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