

ICADE'S CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

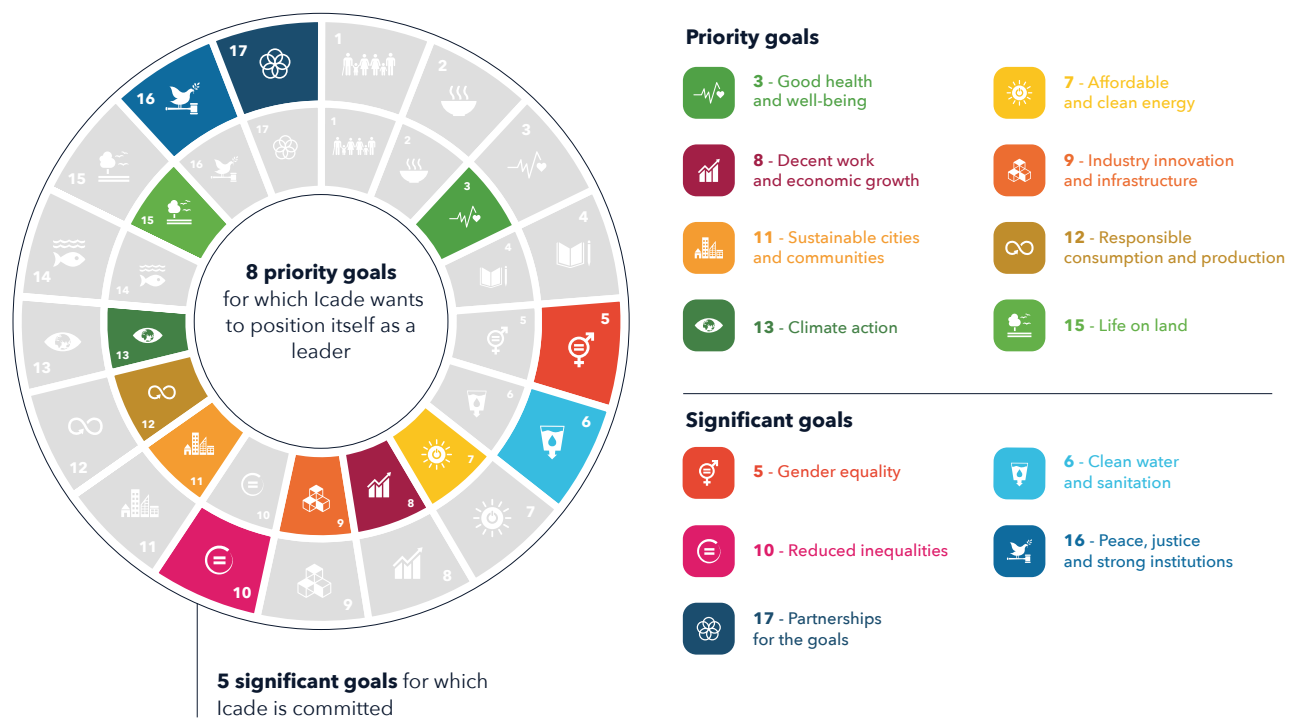
In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs). These 17 goals, broken down into 169 targets to be achieved by 2030, contribute to the three pillars of sustainable development in order to ensure environmental, social and societal prosperity throughout the world. These SDGs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

In order to ensure its contribution and to be actively involved in this initiative, Icade decided to benchmark its corporate social responsibility (CSR) strategy against these ambitious goals. As a result, in 2017, the Company conducted an analysis based on methodology from SDG Compass, which is supported by the United Nations Global Compact and WBCSD (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.

This study matched each of Icade's material CSR issues, commitments and initiatives with the 169 SDG targets. As a result, this bottom-up analysis identified 32 relevant targets consistent with 13 overall goals to which Icade can make a major 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. Eight 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. Five goals are considered to be significant.



Icade has identified three types of possible contributions to the Sustainable Development Goals:





























- **contribution through operational efficiency:** this includes Icade's initiatives to improve its internal operations and the effectiveness of its processes;
- **contribution through the development of new products and services:** Icade's contribution to these goals opens up new market opportunities through the development of new products, services and solutions to meet major societal challenges;
- **contribution through its societal commitment:** Icade's contribution to these goals is not central to its business, but the Company wants to become involved because it considers it to be part of its societal responsibility.

The following table was updated in 2022 and presents a summary of Icade's contribution to the SDGs through its CSR policy.

Chapter 3 of Icade's universal registration document (URD), available on its website, presents in detail:

- the analysis which made it possible to identify Icade's main contributions to SDGs for the purpose of prioritising the issues and defining Icade's CSR commitments for 2019–2022;
- Icade's policies, action plans and key commitments made as part of its CSR strategy.

Icade's contribution to the SDGs

	Operational efficiency	Developing new products and services	Societal commitment	SDG targets relevant to Icade ⁽¹⁾	Key commitments, results and measures taken by Icade for each target
PRIORITY GOALS				3 relevant targets from SDG 3: <ul style="list-style-type: none">– promote mental health and well-being (target 3.4);– give access to quality essential healthcare services at an affordable price (target 3.8);– reduce the number of deaths and illnesses from air, water and soil pollution (target 3.9).	<ul style="list-style-type: none">➤ Mental health and workplace well-being: measures to promote the quality of working life (work-life balance, prevention of psychosocial risks and harassment, etc.), Well and OsmoZ labels, wellness areas and fitness trails in the business parks;➤ access to care: helping healthcare facility operators develop their business. In 2022, the Healthcare Property Investment Division's acute care facilities had a catchment area of over 50 million people while medium- and long-term care facilities served over 30,000 patients and residents in Europe;➤ measures to promote air, water and soil quality in Icade's buildings, compiling a catalogue of solutions to measure and manage indoor air quality.
				2 relevant targets from SDG 7: <ul style="list-style-type: none">– 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).	<ul style="list-style-type: none">➤ 53% of renewable energy in the Office Property Investment Division office portfolio's energy mix in 2022;➤ 29% reduction in the Office Property Investment Division's carbon intensity between 2019 and 2022 (vs. target reduction of 60% between 2019 and 2030);➤ 4.5% reduction in the Healthcare Property Investment Division's carbon intensity in Europe between 2019 and 2022 (vs. target reduction of 35% between 2019 and 2030);➤ 5% reduction in the Property Development Division's carbon intensity between 2019 and 2022 (vs. target reduction of 41% between 2019 and 2030);➤ Property Investment Divisions: action plan of over €180 million dedicated to energy efficiency and low carbon between 2022 and 2026;➤ Property Development Division: ramping up low-carbon construction through the Urban des Bois subsidiary specialising in timber construction and through the AfterWork solution dedicated to urban renewal and the conversion of offices into housing.
				4 relevant targets from SDG 8: <ul style="list-style-type: none">– 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).	<ul style="list-style-type: none">➤ Operational implementation of 16 innovative projects in the divisions through Icade's Urban Odyssey start-up studio;➤ the Imagin'Office solution adapted to growing businesses (start-ups, scale-ups), inclusion of local players in the social and solidarity-based economy in Icade's projects;➤ agreements relating to gender equality, disability and age diversity;➤ 7% of staff on work-study or apprenticeship contracts in 2022;➤ 77% of major construction projects included professional integration commitments and over 75% of procurement was obtained from local suppliers in 2022;➤ employee involvement in helping young people from priority neighbourhoods find employment;➤ responsible procurement charters and supplier CSR evaluations; making the use of specialised health & safety service providers a routine part of construction projects;➤ 100% of Icade's employees are covered by the policies dealing with health, safety and the quality of working life.
				2 relevant targets from SDG 9: <ul style="list-style-type: none">– develop quality, reliable, sustainable and resilient infrastructure to support economic development and human wellbeing (target 9.1);– increase access to information technology (target 9.c).	<ul style="list-style-type: none">➤ 14 start-ups and spin-offs supported by Icade's start-up studio which are involved in developing environmentally friendly innovations;➤ new property solutions and services: timber construction, urban renewal, flexible workspaces, shared green spaces, sustainable mobility, certified buildings, etc.;➤ 100% connected homes, WiredScore and R2S labels, rollout of 3D building information modelling (BIM).
				5 relevant targets from SDG 11: <ul style="list-style-type: none">– 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 capacities for sustainable urban planning and participatory management (target 11.3);– reduce the adverse environmental impact of cities, paying special attention to air quality, waste management and access to green spaces (targets 11.6 and 11.7).	<ul style="list-style-type: none">➤ 38% of Icade Promotion's housing orders are affordable or inclusive;➤ charging stations for electric vehicles and soft mobility services (car sharing, ride sharing, electric shuttles, etc.). In 2022, 96% of new projects were located less than a five-minute walk from public transport and 100% included a sustainable mobility solution;➤ launch of "Bycycle initiative, the bicycle booster", an initiative involving a number of industry players to promote bike commuting;➤ employment and sustainable development charters signed with local authorities, participation in local consultation bodies;➤ measures to improve air quality and responsible waste management for existing properties and new builds, EcoJardin-labelled green spaces for 100% of business parks with green spaces;➤ 92% of new-build offices, 36% of new-build homes, 100% of the Healthcare Property Investment Division's new projects over 4,000 sq.m and 71% of the Office Property Investment Division's offices are covered by an environmental certification.
				3 relevant targets from SDG 12: <ul style="list-style-type: none">– 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).	<ul style="list-style-type: none">➤ Use of materials and products that comply with rigorous standards regarding health and environmental protection (Class A or A+, etc.);➤ paperless office policy, on-site waste recycling and recovery;➤ a reuse process for the Office Property Investment Division's renovations, the Healthcare Property Investment Division's refurbishments and the Property Development Division's major demolitions;➤ 96% of controlled operational waste from the Office Property Investment Division was recycled or recovered in 2022 (target of 100% for 2022 almost achieved);➤ 100% of green lease committees for office tenants in 2022, introduction of leases with climate criteria, CSR & innovation committees with healthcare facility operators (95% in 2022), user guides for new-build home buyers to help raise awareness about eco-friendly practices.
				2 relevant targets from SDG 13: <ul style="list-style-type: none">– strengthen resilience and adaptive capacity to climate change (target 13.1);– improve awareness-raising on climate change for all (target 13.3).	<ul style="list-style-type: none">➤ assessment of the risks associated with the physical impact of climate change on assets in order to adapt the Office and Healthcare Property Investment Divisions' portfolio;➤ 96% of new-build home projects were covered by NF Living Environment and NF Living Environment HQE certifications which guarantee a satisfactory level of resilience;➤ raising the awareness of employees and customers (employee training, green lease committees, CSR & innovation committees, user guides for property buyers).
				3 relevant targets from SDG 15: <ul style="list-style-type: none">– ensure the conservation, restoration and sustainable use of ecosystems (target 15.1);– promote the sustainable management of forests (target 15.2);– halt the loss of biodiversity (target 15.5).	<ul style="list-style-type: none">➤ 100% of business parks with green spaces and 63% of new builds had a net positive impact on biodiversity in 2022;➤ use of FSC® or PEFC-certified wood;➤ over 200,000 sq.m of natural habitat have been restored and preserved since 2016 through Icade's contribution to programmes to protect and restore biodiversity;➤ "Naturellement chez soi" housing solution, which makes nature central to housing from the design phase.
SIGNIFICANT GOALS				2 relevant targets from SDG 5: <ul style="list-style-type: none">– end all forms of discrimination against women (target 5.1);– ensure women's effective participation for leadership (target 5.5).	<ul style="list-style-type: none">➤ Gender equality agreement: raising the awareness of recruitment agencies, setting up a mentoring programme, solutions for working parents, special budget to bridge the gender pay gap;➤ 50% of women on the Executive Committee and 36% of women managers in 2022.
				2 relevant targets from SDG 6: <ul style="list-style-type: none">– increase water-use efficiency and ensure sustainable withdrawals of freshwater (target 6.4);– support and strengthen the participation of local communities in improving water management (target 6.b).	<ul style="list-style-type: none">➤ 43% reduction in water consumption intensity for the Office Property Investment Division between 2015 and 2022;➤ 70% of new office and residential projects included water management solutions in 2022 (retention and infiltration mechanisms, reuse of rainwater for watering purposes, etc.);➤ raising the awareness of employees and customers (employee training, green lease committees, green lease clubs, CSR & innovation committees, leases with climate criteria, user guides for property buyers).
				2 relevant targets from SDG 10: <ul style="list-style-type: none">– 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).	<ul style="list-style-type: none">➤ A policy relating to gender equality, disability and age diversity which applies to 100% of employees;➤ disability awareness and workplace equality e-learning module.
				1 relevant target from SDG 16: <ul style="list-style-type: none">– reduce corruption and bribery in all their forms (target 16.5).	<ul style="list-style-type: none">➤ Code of Ethics, a compliance officer, know-your-customer framework, anonymous whistleblower system and risk mapping;➤ 94% of employees identified as "at risk" received training in the fight against fraud, corruption, money laundering and the financing of terrorism.
				1 relevant target from SDG 17: <ul style="list-style-type: none">– promote partnerships, especially public-private and civil society partnerships (target 17.17).	<ul style="list-style-type: none">➤ Partnerships and working groups with institutions, local governments, industrial players, start-ups, artists, schools and associations.

(1) Further information about the SDG targets referred to in this table is available on the following website: <https://sdgs.un.org/goals>