



Quartier de Gally, Versailles © Perspectives



BIODIVERSITY REPORT

MARCH 2023

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MESSAGES FROM FRÉDÉRIC THOMAS AND FLORE JACHIMOWICZ

FRÉDÉRIC THOMAS

CHAIRMAN OF THE BOARD OF DIRECTORS

"Biodiversity is essential to life and human activities. Despite this, it has been eroded at an unprecedented rate and scale in recent years, making its conservation a major challenge. This challenge is just as important as the fight against climate change, and the interconnectedness of these two issues has been scientifically proven. As a company involved in the construction, renovation and management of buildings, we are aware of our impact on climate and land use, two major causes of biodiversity loss. We have made a strong commitment to climate action by defining an ambitious greenhouse gas emissions reduction trajectory in 2022, aligned with a 1.5°C pathway and approved by the SBTi based on its Net-Zero Standard framework. We have also made a long-term commitment to protecting plants, wildlife and soil. Our previous commitments on biodiversity by 2022 have been met or exceeded. We have set even higher goals for our new 2030 commitments, which are described in this report.

At the General Shareholders' Meeting held in April 2022, Icade put to a vote its 2022 biodiversity commitments and climate strategy for 2030 and 2050 in line with a 1.5°C pathway. They were included in the "Say on Climate and Biodiversity" resolution, which was approved by over 99% of votes. At the General Meeting to be held in April 2023, the Board will ask shareholders to vote on a resolution on the progress we have made as well as our climate goals announced in 2022 and new 2030 biodiversity commitments. A resolution of this kind will be put to a vote each year. Should shareholders express specific preferences in this regard at that time, the Board will adapt the strategy accordingly."



FLORE JACHIMOWICZ

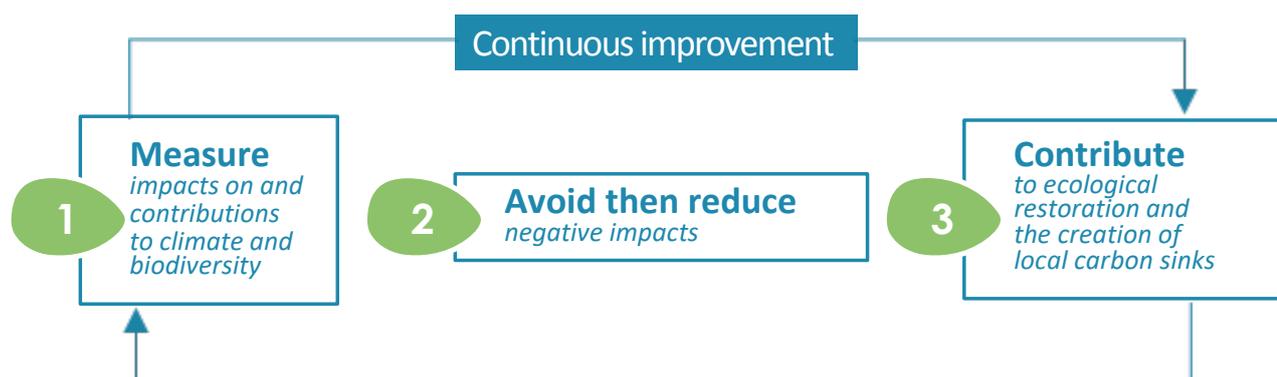
EXECUTIVE COMMITTEE
MEMBER IN CHARGE OF CSR
AND INNOVATION

"Climate change and biodiversity are the two priority environmental issues in our CSR Strategic Plan for 2023-2026. They are of critical importance to Icade, both in terms of our impact on them and their impact on our business. For this reason, we have set higher decarbonisation and urban rewilding goals for our buildings. The results of our previous plan were very favourable and we will take proactive steps to further measure our impact, reduce land take, implement innovative solutions and restore degraded areas."



SUMMARY OF THE BIODIVERSITY AND CLIMATE STRATEGIES

A SHARED CLIMATE & BIODIVERSITY APPROACH IN THREE PHASES:



Icade's strategy is in line with national and international carbon and biodiversity goals:

Summary of Icade's low-carbon strategy for 2030 and 2050

- Greenhouse gas reduction commitments of the three business divisions and Corporate aligned with a 1.5°C pathway, approved by the Science Based Targets initiative (SBTi) against the Net-Zero Standard⁽¹⁾
- Reducing greenhouse gas emissions in absolute terms by 28% between 2019 and 2030 and by 90% between 2019 and 2050 and offsetting residual emissions
- Substantially reducing greenhouse gas emissions in the value chain covering scopes 1, 2 and 3
- A €180 million investment plan for 2022-2026
- Voluntary measures to finance carbon sinks in France having obtained the French Low-Carbon Label

For more information on Icade's low-carbon strategy and progress, see the [2022 Climate Report](#) and the CSR chapter in the 2022 Universal Registration Document.

Summary of Icade's 2030 biodiversity strategy

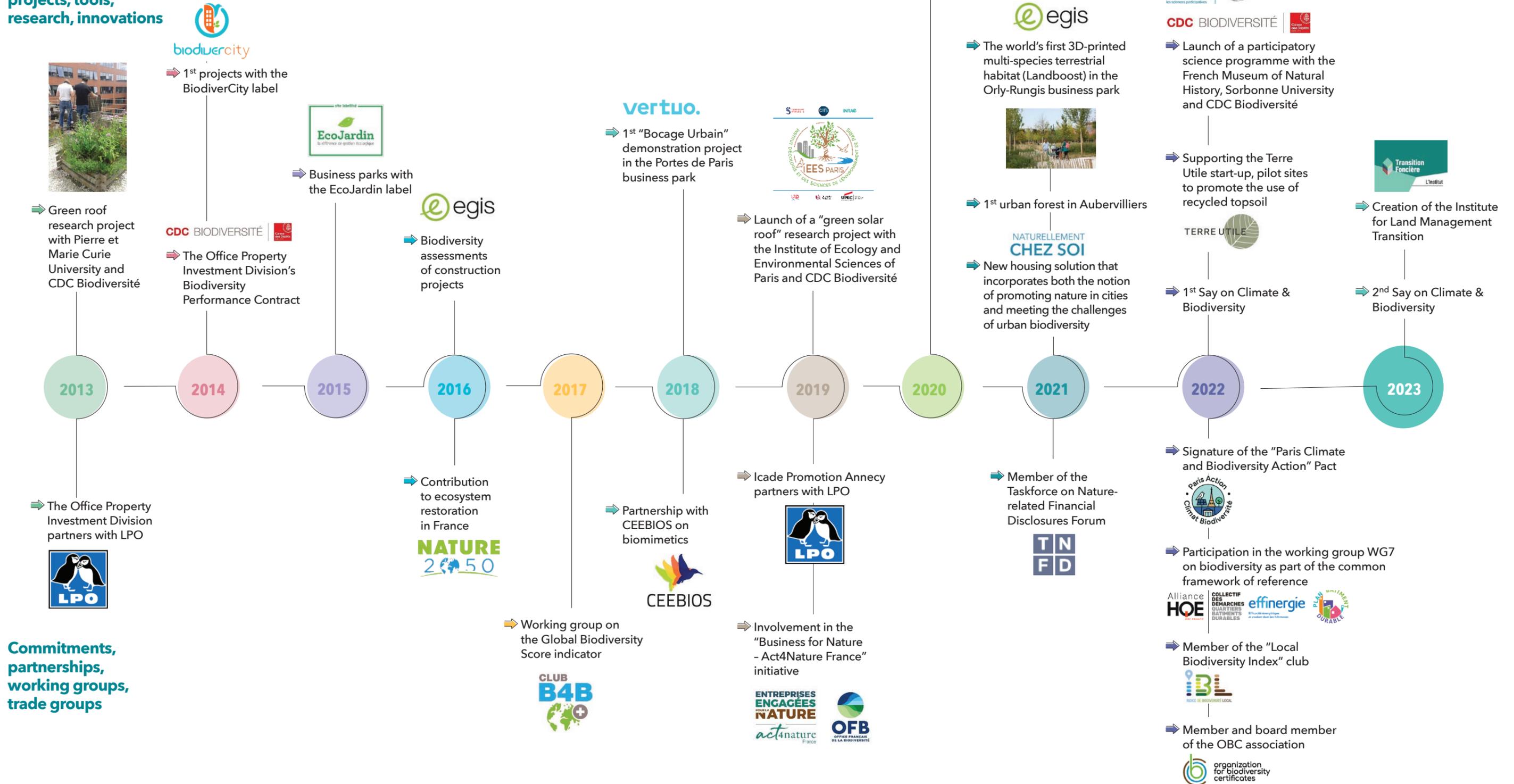
- Rewilding 100% of the Property Development Division's new builds and the Office Property Investment Division's business parks by 2030
- Nature-boosting solutions for 90% of the Office Property Investment Division's buildings
- Voluntary measures to restore or preserve ecosystems through carefully selected projects

(1) [SBTi press release](#)

ICADE'S LONG-STANDING COMMITMENT TO PROTECTING BIODIVERSITY

Icade has been committed to biodiversity for the past 10 years. To ensure a continuous improvement process, Icade is actively involved in discussions on industry benchmarks and surrounds itself with expert partners, including professional associations, consulting firms, ecologists, labelling and certifying bodies, start-ups, public entities, academics, NGOs, etc.

Demonstration projects, tools, research, innovations



BIODIVERSITY COMMITMENTS FOR 2019-2022 AND SUMMARY RESULTS

Under its previous CSR plan,
the biodiversity commitments made by Icade have all been met.

I. PROMOTING BIODIVERSITY IN CITIES

OFFICE PROPERTY INVESTMENT DIVISION:

100% of business parks with a net positive impact on biodiversity starting in 2020

The methodology for measuring the net positive impact on biodiversity associated with the operational phase of the business parks and green spaces owned by Icade has been determined and assessed since 2016 as part of the biodiversity performance contract entered into between the Office Property Investment Division and CDC Biodiversité. It reflects an improvement in the environment, fauna and flora, as well as sustainable landscape maintenance, the results of which are summarised below and detailed in the appendix.

2022 results	Portes de Paris business park	Orly-Rungis business park
Proportion of performance indicators that have improved or remained stable at an optimal level (objective ≥ 50%)	56%	89%
Proportion of resource indicators that have improved or remained stable at an optimal level (objective = 100%)	100%	100%

100% of business parks have had a net positive impact on biodiversity each year since 2019.



100% of business parks covered by the EcoJardin label starting in 2019

The EcoJardin label is independent third-party recognition of sustainable landscape maintenance practices. For example, it encompasses the sustainable management of soils to maintain ecological functions, the optimised management of water, the choice of plants or the ban on chemical plant protection products. It helps Icade improve on the measures that are assessed under the biodiversity performance contract.

100%

of the business parks have been covered by the EcoJardin label since 2019.



Parc des Portes de Paris, Aubervilliers © Maxime Huriez



So Wood, Montpellier

PROPERTY DEVELOPMENT DIVISION:

25% of new construction projects with a net positive impact on biodiversity starting in 2020

Icade Promotion's methodology for measuring the net positive impact on biodiversity associated with the construction phase is determined within the framework of a biodiversity assessment that notably evaluates changes in the Biotope Area Factor (BAF⁽¹⁾), which reflects the surface area of permeable and green spaces that can accommodate and promote biodiversity.

Net positive impact on biodiversity is defined as a positive change in the Biotope Area Factor (BAF) as a result of a project.

Since 2020, the proportion of projects having a net positive impact on biodiversity has exceeded 25%.

63%
of construction projects had a net positive impact on biodiversity in 2022.

II. PROTECTING THE MOST VULNERABLE NATURAL AREAS

OFFICE AND HEALTHCARE PROPERTY INVESTMENT DIVISIONS:

100% of the land area developed by the Property Investment Divisions resulted in the restoration or preservation of an equivalent area of natural habitat.

The Office and Healthcare Property Investment Divisions have pledged to voluntarily contribute to funding, on an annual basis, the restoration, conservation and maintenance of natural areas with high ecological value. The financed projects cover protecting marine and coastal ecosystems and wetlands, agricultural and forestry transition, establishing ecological connectivity and promoting biodiversity in cities.

In 2022, **16,309 sq.m** were restored or preserved thanks to Icade's contribution, i.e. over **206,000 sq.m** since the initiative was launched in 2016.



(1) Each surface type is multiplied by a coefficient of between 0 and 1. For example: impermeable surfaces have a coefficient of 0; open soil has a coefficient of 1; semi-permeable surfaces have a coefficient of 0.3; green roofs have a coefficient of 0.7. Each area of a project is weighted, then all areas are combined to obtain the pre- and post-project BAF, thus revealing whether a net positive impact on biodiversity has been achieved.

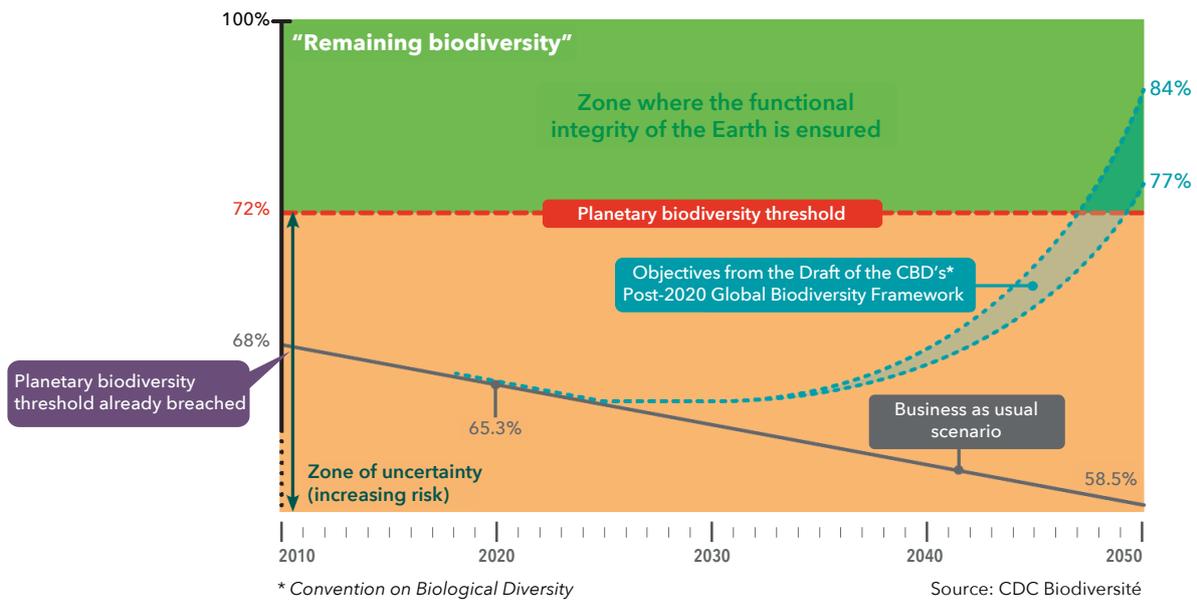
BIODIVERSITY AND SOIL PROTECTION COMMITMENTS FOR 2023-2030

I. A GLOBAL ISSUE

In early 2019, IPBES⁽¹⁾ warned again of the unprecedented rate of biodiversity collapse across ecosystems. Species are becoming extinct due to human activity at least 10 times faster than the average rate of extinction over the past 10 million years. This threatens the resilience of the biosphere on which humanity depends for survival and the ability of the economy to operate as it currently does. The main causes, which are all linked to human activity, include construction, resource overexploitation, climate change, pollution and invasive non-native species. Ecosystems provide many benefits and services on which we depend, such as climate regulation, air filtration, water management, soil stabilisation, food, etc.

The Global Biodiversity Framework that emerged from COP15 in December 2022 emphasises the need to take urgent action to reverse the trend by 2030. It calls on **every economic player to act decisively and urgently to promote biodiversity, in order to “halt and reverse the loss of biodiversity and put nature on a path to recovery for the benefit of all people and the planet” by 2030 at the latest.**

IPBES scenario for restoring the functional integrity of the biosphere (2018)



Numerous sources reinforce, clarify and frame actions and reporting on biodiversity, for example: Article 29 of France’s Law on Energy and Climate⁽²⁾, EU Taxonomy⁽³⁾ and TNFD⁽⁴⁾ which aim to encourage financial players to phase out investments that are harmful to nature and turn to more sustainable options. European and French policies on biodiversity and soil protection are ahead of international policy, requiring a biodiversity footprint to be established and the inclusion of biodiversity into corporate strategies, reporting and investment choices.

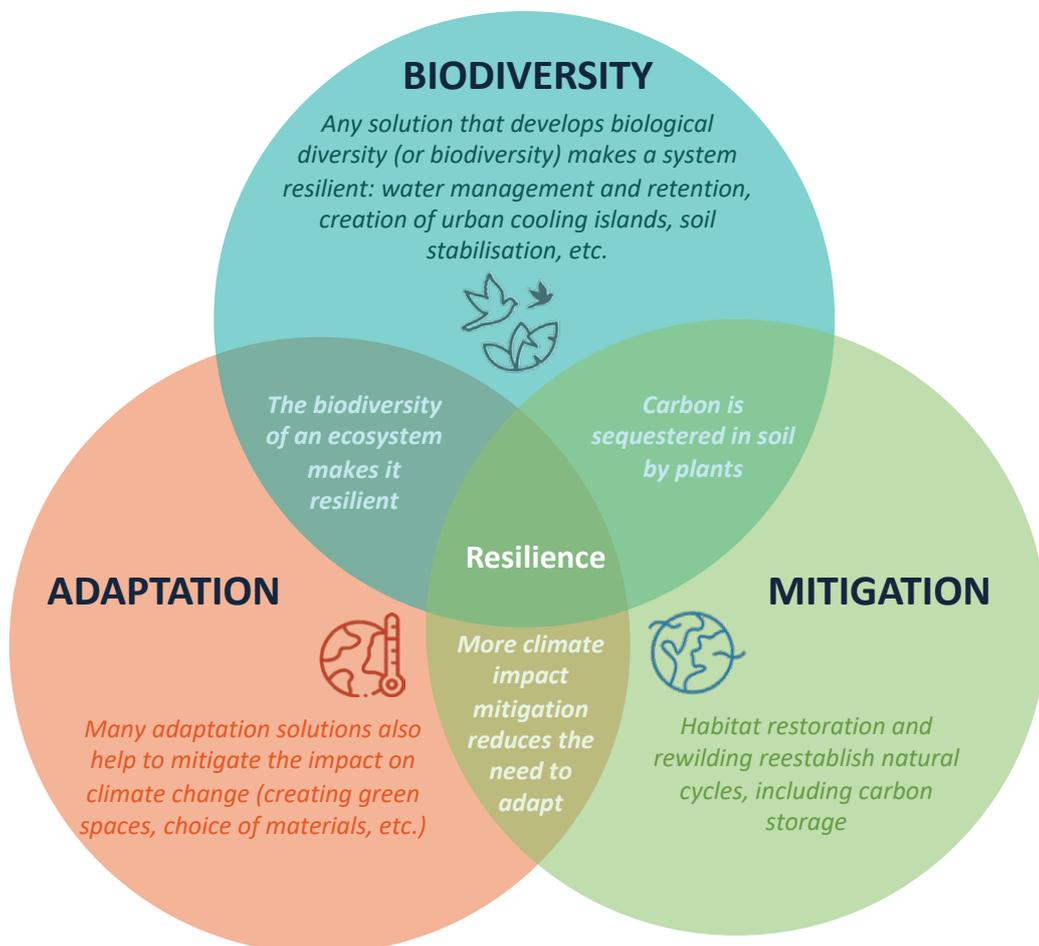
(1) Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services.
 (2) Adopted on November 8, 2019, the Law on Energy and Climate allows France to set targets to respond to the climate emergency and comply with the Paris Agreement.
 (3) The EU Taxonomy is a classification system establishing a list of environmentally sustainable economic activities based on demanding criteria.
 (4) Taskforce on Nature-related Financial Disclosures. It provides a framework for financial institutions and businesses to identify and report on the full range of nature-related risks, including biodiversity.

Solutions exist to meet these challenges.

Nature-based solutions (NbS) make it possible to tackle both biodiversity and climate challenges through the protection of soil, the foundation for resilient vegetation and functional ecosystems. These solutions aimed at protecting and restoring ecosystems help mitigate climate change and its effects. Examples include carbon sequestration and storage in soil and plants, cold insulation (less heating needed) and a cooling effect. At the same time, they increase resilience to climate hazards by providing cooling, reducing drought and retaining rainwater.



Parc des Portes de Paris, Aubervilliers © Maxime Huriez



II. ICADE'S STRATEGY

As part of Icade's strategic review for the 2023-2026 period, **biodiversity, which now includes soil protection, and climate change are Icade's two priority environmental issues.**

Soil protection has been added as it is crucial to the resilience of biodiversity. A healthy soil filters water, stores carbon, provides essential nutrients and is home to hundreds of thousands of animals, fungi and bacteria, ensuring the health and sustainability of the ecosystems we depend on.

Icade's top five CSR priorities for 2023-2026



Icade has conducted several in-depth studies to redefine its commitments:

- ▣ **an analysis of Icade's dependencies and impacts** on biodiversity
- ▣ **a review of legislative, regulatory and normative changes** in order to adapt its biodiversity indicators
- ▣ **an assessment of risks and opportunities**
- ▣ **a benchmark** for best practices, solutions and processes relevant to Icade's business lines

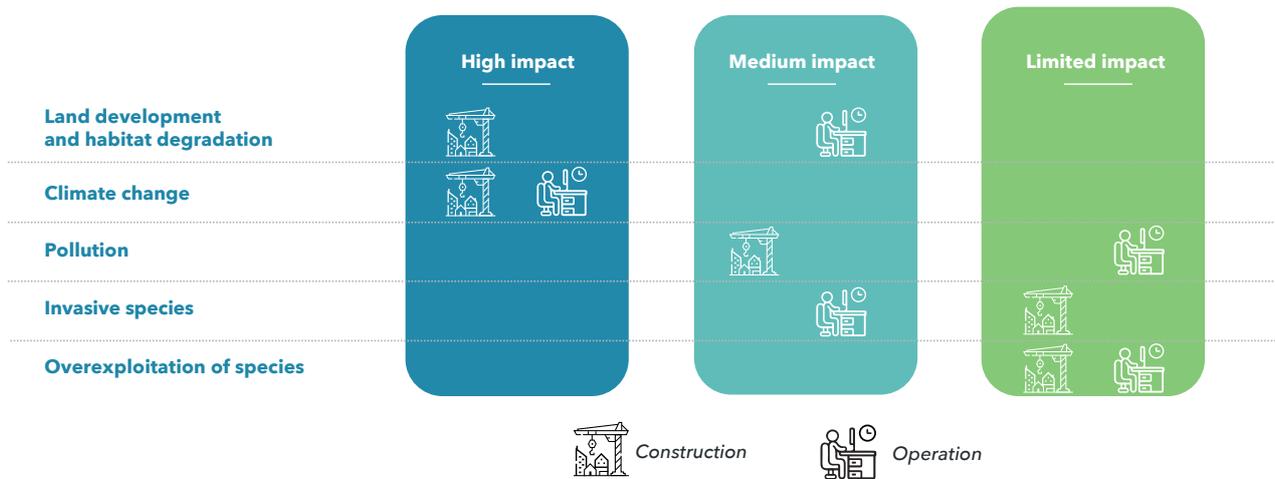
The first two points are detailed below.

An analysis of Icade's dependencies and impacts on biodiversity

Summary of Icade's main dependencies on ecosystem services



Summary of Icade's main impacts on biodiversity



Biodiversity measurement tools

Icade reviewed the relevant regulations and standards in order to adapt its biodiversity indicators and set its new goals for 2030. Icade has positioned itself in line with the **objectives of COP15** and France's **"no net land take" objective** defined in the law of August 22, 2021, known as the "Climate and Resilience" Law, which aims to reduce the rate of land take by 50% by 2031 and achieve no net land take by 2050.

Icade has also contributed to the WG7 working group on biodiversity as part of the **common framework of reference, spearheaded by the CSTB aimed at defining a single indicator based on a harmonised Biotope Area Factor (hBAF)** that better reflects the biodiversity potential and ecosystem services of habitats through soil quality. The development of this indicator will help to update certifications and labels in France.

This work has resulted in new, **more ambitious** commitments in terms of **biodiversity and soil protection** that address the reintroduction of nature into cities, biodiversity and ecosystem services through the following actions:

- 1 **Measuring** - assessing the impact of Icade's business on soil (land development) and ecosystems (biodiversity loss) as well as its positive contributions (creating green spaces and habitats, etc.);
- 2 **Avoiding then reducing** - building on previously developed sites (renovations, wastelands, etc.) and integrating biodiversity into projects (protecting ecosystems, green and blue infrastructure ⁽¹⁾ and existing habitats);
- 3 **On-site urban rewilding** - unsealing, decompacting and enriching the soil, recreating habitats, replanting trees, connecting the site to green and blue infrastructures, and greening the built environment;
- 4 **Off-site restoration** - contributing to projects to restore and preserve local ecosystems.

Icade involves its stakeholders in its efforts. It offers its customers solutions, innovations and a participative approach, trains its employees and develops operational tools (catalogues of solutions, ecological assessments, etc.).

(1) Ecological connectivity through soil and vegetation enabling fauna and microfauna to move, feed, reproduce and rest.



INSTITUTE FOR LAND MANAGEMENT TRANSITION

Icade has been working for over a year on the emergence of the concept of **Land Management Transition**, a profound and necessary change in how we develop, manage and relate to land.

Backed by the French Agency for Territorial Cohesion (ANCT), Icade and its partners are currently setting up an **Institute for Land Management Transition**. It aims to raise the awareness of public and private sector players about issues relating to soil: better integrating soil protection and restoration into their operations (including biodiversity tools and indicators) and normative and tax tools with regard to land and land development. A book entitled *Transition Foncière* ("Land Management Transition") is the first effort to emerge from the collaboration between multiple participants (companies, public bodies, local authorities, associations and scientists) under the direction of Jean Guiony, urban planner and deputy head of the French government's Action Cœur de Ville plan.

**URBAN
ODYSSEY**
Start-up Studio by ICADE




**RÉPUBLIQUE
FRANÇAISE**
*Liberté
Égalité
Fraternité*

**AGENCE
NATIONALE
DE LA COHÉSION
DES TERRITOIRES**

(1) Jean Guiony (dir.), *la Transition foncière*, Éditions de l'Aube, coll. Bibliothèque des territoires; publication in May 2023.

PROPERTY DEVELOPMENT: MAKING NATURE CENTRAL TO PROJECTS

“As part of its “Naturellement chez soi” housing solution, Icade Promotion has made the principle of “**Building with Nature in Mind**” central to its projects. As it is a source of well-being that we must preserve at all costs, we intend to integrate nature even more into the design of our homes both inside and out, whether the space is private or shared. To help our teams with this commitment, we will call upon the services of a landscape architect for all our development projects.”



Emmanuel Desmaizières
Executive Committee member
in charge of the Property
Development Division

The main impact of the Property Development business stems from land development, which is the primary cause of biodiversity loss. Biodiversity conservation is a source of well-being for residents. As such, the Property Development Division’s strategy is closely tied to **soil conservation** and its restoration where necessary. The strategy is structured around the “**Naturellement chez soi**” housing solution, which includes a “**Building with Nature in Mind**” component.

These initiatives, based on various solutions and innovations, support Icade’s 2030 urban rewilding objective, thus helping to achieve the national “no net land take” goal by 2050.

I. PROPERTY DEVELOPMENT DIVISION’S URBAN REWILDING OBJECTIVE: HABITATS RESTORED OR CREATED IN 75% OF PROJECTS BY 2026 AND 100% BY 2030

The Property Development Division pledges that all its construction projects will have a net positive impact on biodiversity by 2030. To achieve this, it uses a rewilding indicator based on the common framework of reference spearheaded by the CSTB and endorsed by the French government. This framework serves as a roadmap for improving the hBAF and/or implementing meaningful nature-based solutions, as defined below.

▣ **Improving the harmonised Biotope Area Factor (hBAF, or CBSH in French):** the Property Development Division’s top priority for all its projects is to improve the hBAF of the site compared to the pre-project situation. The hBAF is one of the indicators measured as part of the ecological assessment conducted on each development project (see page 14 for details).

▣ **Implementing meaningful on-site nature-boosting solutions:** in cases where the hBAF shows no improvement, even though every effort is made, some significant steps may be taken to help achieve the overall habitat restoration objective. These steps have a positive impact on biodiversity but cannot be included in the hBAF calculation. They include the quality of vegetation (particularly adapted and native species), greening of the built environment, creation of microhabitats and wildlife corridors, preservation of high value trees, etc. The definitive list will be included in the common framework of reference. They will only be used by Icade when assessing rewilding if the hBAF could not be improved from a technical standpoint.

Icade Promotion may choose to **voluntarily contribute** to projects to restore off-site ecosystems managed by third parties.

As part of this strategy, sites that have already been developed will be prioritised, such as the 70 industrial wastelands recently acquired with Brownfields and Aire Nouvelle, as well as renovation and refurbishment projects, in particular through Icade’s AfterWork solution.

(1) Scientific and Technical Center for Building.

From the BAF...

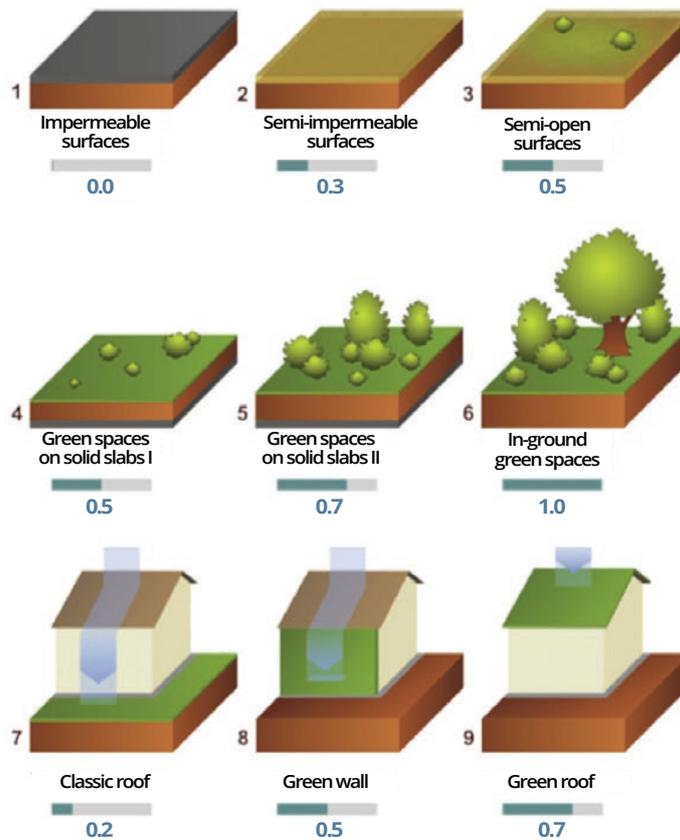
The **Biotope Area Factor (BAF)** indicates, on a scale from 0 to 1, a project's ecologically effective surface area weighted by the **degree of soil permeability** (0 = impermeable, 1= open soil), divided by the total land area.

The BAF is used by companies (property developers, infrastructure developers) and local authorities to ascertain the ecological potential of a project, particularly in response to objectives related to rainwater management, the creation of cooling islands, nature in cities and soil health.

... to the hBAF

The **"harmonised" Biotope Area Factor (hBAF)**, currently **being finalised** at the WG7 working group on biodiversity led by the CSTB, is consistent with the overall desire shared by the French government for a common framework of reference. The development of this framework will pave the way to the buildings of the future.

The hBAF is a **single indicator that reflects the biodiversity potential and ecosystem services of habitats**. It is more precise than the BAF, in particular by including new natural environments (e.g. grassland) and water bodies. It also takes into account the types of vegetation layers (i.e. grass, shrubs, trees, etc.), as well as the quality of rooftop vegetation.



II. IMPLEMENTED SOLUTIONS AND INNOVATIONS

Jardins by Icade

Jardins by Icade is a set of specifications and resources that helps operational teams articulate a common vision for these gardens. They have been designed around three interlocking components, i.e. **social** (adapting how the gardens are used to community life), **contemplative** (offering a multi-sensory experience) and **biodiversity** (protecting and developing local biodiversity).

The “One Tree for Every Resident” commitment

Starting in 2023, Icade pledges to **plant one tree for every resident** in all its residential new build projects, i.e. 2.5 trees per home. In-ground planting on the project’s site will be prioritised, followed by planting in other on-site outdoor spaces and, lastly, off-site by contributing to the reforestation efforts of local authorities and other local actors.



Green République, Villeurbanne © Unanime



Symbiose

The Symbiose solution

Through this solution, Icade is committed to **planting 100% of the private outdoor areas** of its owner-occupier family units and provides future owners with personalised assistance in adding greenery to their private outdoor areas. Using an online design program, they can choose from a range of outdoor furniture and plant species adapted to the local climate.

URBAN ODYSSEY
Start-up Studio by ICADE

TERRE UTILE

vertuo.

Operational tools and innovative solutions from Urban Odyssey start-ups

To support its habitat restoration efforts and implement biodiversity solutions, the Property Development Division uses the services of a landscape architect for 100% of its projects and relies on its two catalogues of solutions dedicated to the **management of water resources** and the **conservation of biodiversity**. A training programme will be set up for operational teams to help them roll out this action plan.

The Property Development Division implements innovative solutions from Icade’s start-up studio, Urban Odyssey:

- Icade Promotion will work with the **Terre Utile** start-up in the areas in which it operates to restore soil health on its projects’ sites. This company recycles excavated soil that is minimally contaminated into topsoil. This local solution is an alternative to stripping agricultural land and reduces land take.
- As part of its Symbiose solution, Icade Promotion relies on the start-up **Vertuo** to manufacture its outdoor furniture.

OFFICE PROPERTY INVESTMENT: REWILDING OUR PROPERTIES TO MAKE BIODIVERSITY A PERMANENT PART OF THE CUSTOMER EXPERIENCE

“Our commitment to biodiversity enables us each year to offer our customers places to live and work that are more closely connected to nature and the living world in general. We are also committed to contributing outside our portfolio by supporting ecosystem restoration projects and projects bearing the French Low-Carbon Label with biodiversity cobenefits.”



Emmanuelle Baboulin

Executive Committee member
in charge of the Office Property
Investment Division

The Office Property Investment Division manages the operation of two business parks covering several dozen hectares each and of buildings located outside the business parks. Its strategy is based on measures aimed at putting in place **sustainable landscape maintenance**, reducing its impact through **soil unsealing** and implementing **nature-based solutions for cities**.

I. **REWILDING 100% OF BUSINESS PARKS BY 2026 AND 2030, WITH PROGRESSIVELY HIGHER GOALS FOR BOTH THESE TIMEFRAMES**

The **biodiversity performance contract**, in place since 2014, will continue to be used as a tool to monitor and measure habitat restoration in Icade’s business parks⁽¹⁾ starting in 2023 after its objectives and indicators have been updated.

Through an array of resource and performance indicators, these contracts make it possible to monitor, on an annual basis, the impact of the biodiversity measures implemented by Icade and its service providers, as well as changes in

the state of ecosystems. Each indicator, identified with CDC Biodiversité’s ecologists, is subject to processes and calculation methods that are precisely defined and adapted to the parks’ particular circumstances.

As the objectives of the previous plan have been achieved since 2019, and with a view to continuous improvement, the Office Property Investment Division commissioned a specialist consultancy in late 2022 to review the biodiversity and ecosystem indicators defined in the relevant industry standards in order to re-evaluate and, if necessary, fine-tune or change the current indicators in the biodiversity performance contract and set higher goals.

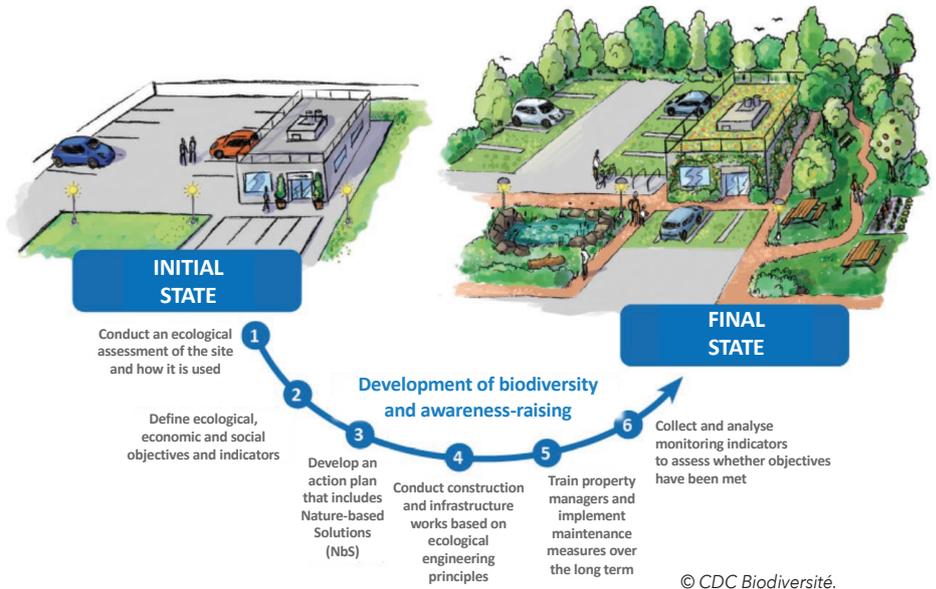
The indicators are being reviewed with CDC Biodiversité and their ecologists primarily to:

- better reflect **ecosystem functions restored through rewilding**, such as carbon storage, water filtration, cooling effect, etc.
- factor in **soil quality and rainwater management issues that are essential to assessing the quality and health of ecosystems**. An **experimental indicator** might be developed to assess soil health as there have been few reliable benchmarks to date. This would provide valuable input to Icade’s discussions and add to CDC Biodiversité’s scientific data.

(1) 39% of the Office Property Investment Division’s total floor area.

- include issues surrounding **green and blue infrastructure and ecological connectivity**: fight against habitat fragmentation in order to allow fauna and microfauna to move, feed, reproduce and rest.
- expand existing fauna indicators using **participatory science data**, including observations on birds, pollinators and hedgehogs which are key biodiversity species in urban areas.

All the changes made to the biodiversity performance contract will be detailed in the next Biodiversity Report to be published in March 2024.



II. 90% OF BUILDINGS TO INCLUDE A NATURE-BOOSTING SOLUTION BY 2026

Buildings not part of business parks⁽¹⁾ benefit less often from biodiversity measures owing to constraints linked to the urban environment, i.e. few existing or potential green spaces, technical difficulties due to existing structures, façades with little ability to accommodate wildlife, etc. Nevertheless, the Office Property Investment Division wants to ensure that these

buildings are included in its urban rewilding efforts and that a solution in line with each building's size and surroundings allows it to **play a role in protecting urban nature**. To achieve this, solutions such as green façades, micro-habitats and seasonal shelters will be implemented.

III. PROVIDING SOLUTIONS TO GET TENANTS INVOLVED IN PROTECTING BIODIVERSITY

The Office Property Investment Division looks to motivate and involve its customers in three ways:

- participatory sciences** in the business parks with "Pause Nature", an initiative developed with the French Museum of Natural History, Sorbonne University and CDC Biodiversité, allowing them to play a role in monitoring habitat restoration based on their own observations;
- in France, by contributing financially to the **Nature 2050**⁽²⁾ programme, with donations matched by Icade.

Lastly, as part of its climate strategy, the Office Property Investment Division has been committed since 2019 to contributing to the development of carbon sinks in France by financing forestry and agricultural projects bearing the French Low-Carbon Label. It requires that these projects have cobenefits in terms of biodiversity of at least 35/100. Co-benefits relate to plant species diversity, planting and sustainable agriculture techniques as well as the height of the different vegetation layers.

Launch of the "Pause Nature" initiative in Icade's business parks, a first for a private company in France.



Participatory sciences: a concrete response for companies looking to get their employees involved in science and biodiversity.



Assessing changes in Europe's hedgehog population



Studying the interaction between plants and insects



Observing in real time bird behaviour at feeders in winter

(1) Controlled buildings (whose operation is fully or partially controlled by Icade) excluding business parks, i.e. 36% of the Office Property Investment Division's total floor area.
 (2) Find out more about Nature 2050 on the next page.

ICADE'S CONTRIBUTION TO RESTORING ECOSYSTEMS

Icade voluntarily contributes to funding the restoration, conservation and maintenance of natural areas with high ecological value.

PARTNERING TO RESTORE AND CONSERVE ECOSYSTEMS

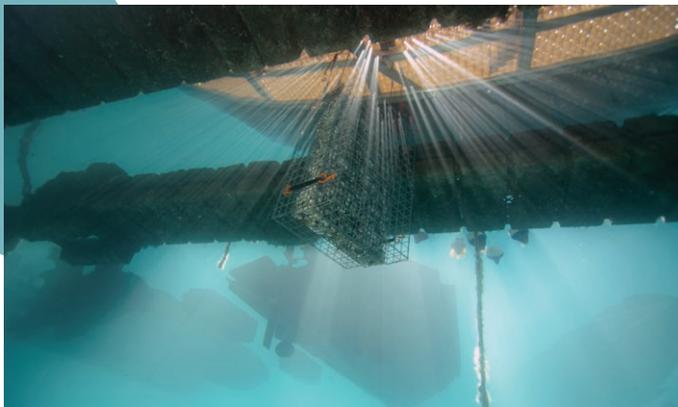
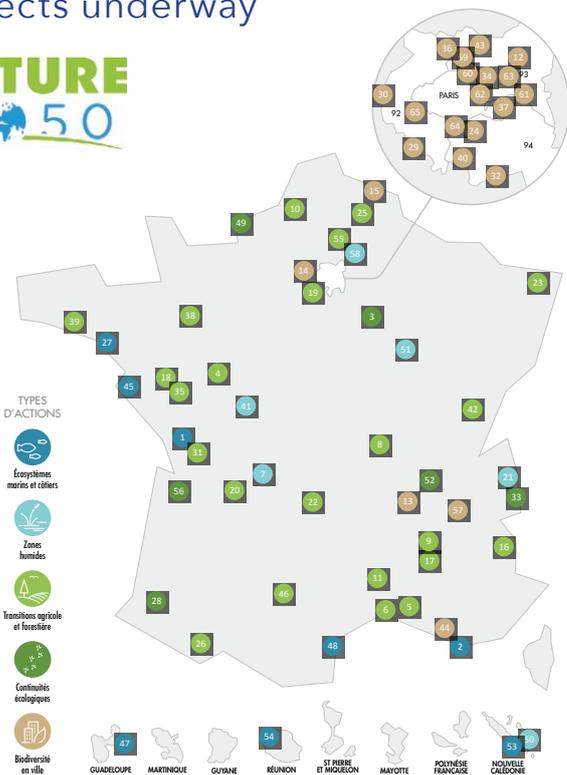
Icade entered into an initial partnership with Nature 2050 which enables it to fund, for each sq.m of land developed for the **Office and Healthcare Property Investment Divisions'** (1) new construction projects in France, the restoration of 1 sq.m of natural habitat until 2050. The projects financed through this partnership cover protecting marine and coastal ecosystems and wetlands, agricultural and forestry transition, establishing ecological connectivity and promoting biodiversity in cities.

In addition, the Property Development Division's office in Marseille decided to involve all its projects in the Nature 2050 programme for the 2019-2022 period. The **Property Development Division** may expand this programme under the terms defined in its 2030 urban rewilding commitment.

Starting in 2022, partnerships were also set up outside France for the **Healthcare Property Investment Division**. They were selected based on the local aspect of the projects as well as their biodiversity benefits. In 2022, a total of 6,700 sq.m of restored and preserved woodland in Germany and Italy were financed through the contribution of the Healthcare Property Investment Division.

206,000 sq.m
of ecosystems restored thanks to Icade's contribution since 2016

A map of the 65 "Nature 2050" projects underway



CasCioMar

Restoration of the shallow coastal areas of Cassis, La Ciotat and Marseille.

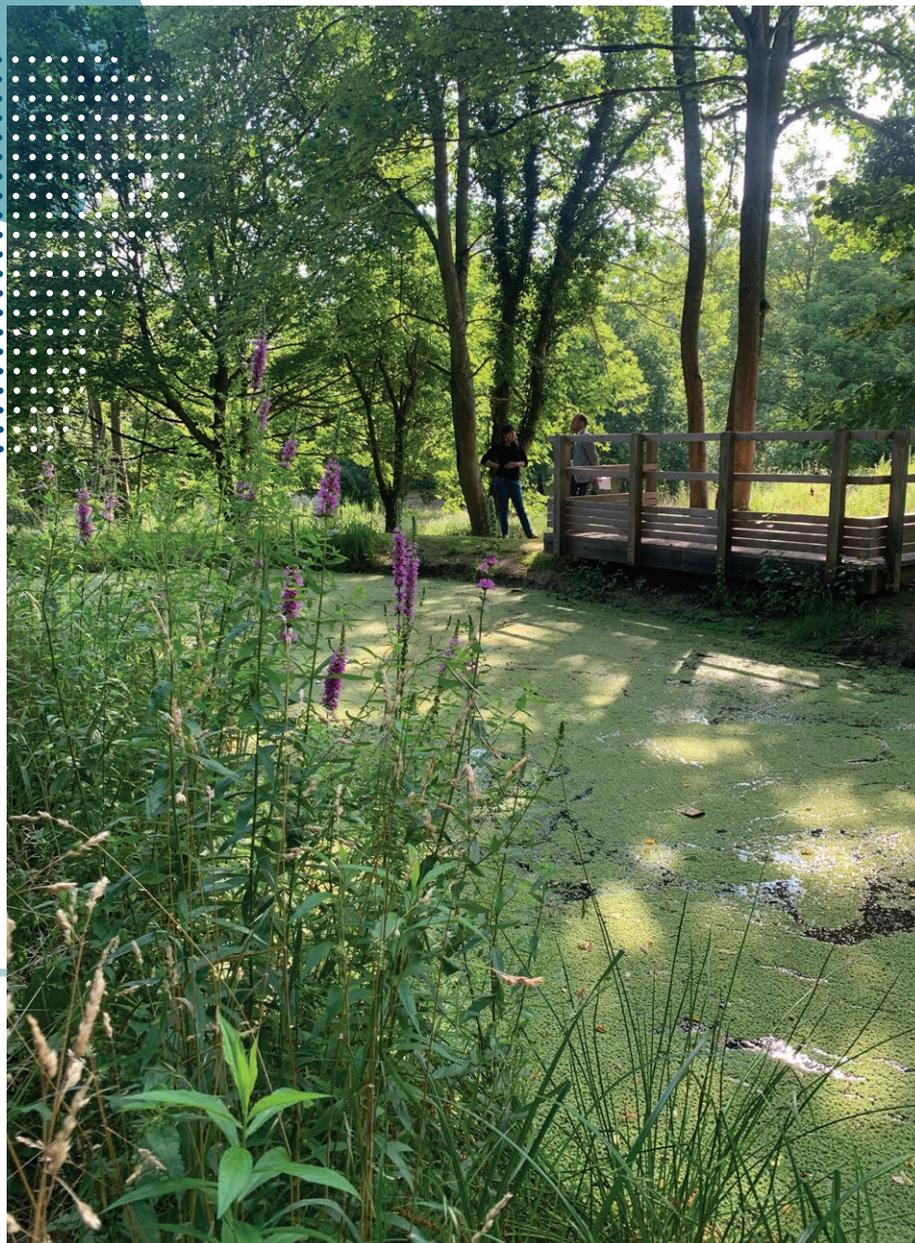
© Rémy Dubas.

(1) Partnership in place since 2016 with the Office Property Investment Division and since 2017 with the Healthcare Property Investment Division.

Stepping stones in the heart of the city

Creation of ecological ponds and small fauna passages to reinforce the green and blue network in Rueil-Malmaison.

© CDC Biodiversité.



ORGANIZATION FOR BIODIVERSITY CERTIFICATES (OBC)

In 2022, Icade joined OBC, an association founded by aDryada and Le Printemps des Terres with the objective of **developing a tool to value voluntary biodiversity measures**.

OBC is among the very first such entities created, and its backers include Gold Standard, Carbone 4, the French Museum of Natural History, as well as the French government, which promoted the development of "biodiversity credit" systems at the COP15 on biodiversity. Much more complex than carbon credits, they require particular attention to ecological equivalencies (biodiversity being specifically local). The creation of a system of biodiversity certificates would primarily serve as a **financing vehicle to encourage voluntary measures that promote biodiversity**. These biodiversity certificates may not be used as offsetting, but only as "additional contributions".

APPENDIX - OFFICE PROPERTY INVESTMENT: 2022 DETAILED MEASUREMENT RESULTS OF THE “NET POSITIVE IMPACT ON BIODIVERSITY”

BIODIVERSITY PERFORMANCE CONTRACT

This innovative initiative aims to introduce nature into cities while improving the quality of life of Icade’s business park users. This tool features measurable resource and performance indicators with respect to plant and animal life, biological diversity, lower use of chemical soil amendments and plant protection products in green spaces.

The scope of the assessment conducted in 2022 as part of the biodiversity performance contract includes the 50-hectare Portes de Paris business park located in the cities

of Saint-Denis and Aubervilliers (Seine-Saint-Denis) and the 60-hectare Orly-Rungis business park located in Rungis (Valde-Marne). It covered 100% of the total area of Icade’s business parks with green spaces at the end of 2022. Initial assessments conducted in 2014 have been used as baseline for the two business parks.

These two business parks, with different ecological characteristics, are assessed separately with the results presented below for each park.

DEFINITION OF “NET POSITIVE IMPACT ON BIODIVERSITY” IN THE OPERATIONAL PHASE

The biodiversity performance contract makes it possible to monitor, for each business park, 18 indicators used to measure the net positive impact on biodiversity. These 18 indicators on biodiversity include 9 resource indicators and 9 performance indicators. Icade and CDC Biodiversité have defined “net positive impact on biodiversity” as follows:

- 100% of resource indicators have improved or remained stable at an optimal level;
- 50% (minimum) of performance indicators have improved or remained stable at an optimal level.

These indicators do not have the same objective due to the fact that Icade is responsible for resource indicators while performance indicators depend partly on external factors. Performance indicators were nonetheless included in the definition of a “net positive impact on biodiversity”, even though Icade is not solely responsible for them, so as to include the notion of “final impact” in the definition.

As a result, Icade must meet this definition of a “net positive impact on biodiversity” in 100% of its business parks to reach its objective for 2022.



Place du Village du Parc des Portes de Paris © Ooshot / Romain Ruiz

MONITORING INDICATORS AND 2022 RESULTS

The last assessments conducted in 2022 showed that **100% of Icade's business parks once again had a net positive impact on biodiversity**: 100% of resource indicators and over 50% of performance indicators of the biodiversity performance contract showed positive change in both business parks, as detailed in the tables below.

Portes de Paris business park

Themes	Indicators	Units	2014 results	2022 results	Change recorded in 2022 vs. 2014	Target progress for 2022 vs. base year 2014
PERFORMANCE INDICATORS						
Green spaces	Green spaces (as a % of total land area)	%	8%	11%	⬆️	⬆️
Natural habitats	Number of natural habitats	Number	4	5	⬆️	⬆️
Trees	Native tree species ⁽¹⁾ (as a % of total species on site)	%	10%	38%	⬆️	⬆️
Shrubs	Area covered by shrubs (as a % of total green space area)	%	25%	26%	⬆️	⬆️
Shrubs	Native shrub species ⁽¹⁾ (as a % of total species on site)	%	55%	43%	⬆️	⬆️
Herbaceous plants	Native herbaceous plant species ⁽¹⁾ (as a % of total species on site)	%	83%	82%	⬆️	⬆️
Birds	Number of nesting bird species	Number	20	19	⬆️	⬆️
Butterflies	Number of butterfly species	Number	9	5	⬆️	⬆️
Invasive plant species	Area covered by invasive non-native plant species (as a % of total land area)	%	< 5%	< 5%	⬆️★	⬆️
<i>Total % of performance indicators showing positive change (in line with target progress)</i>					56%	> 50%
RESOURCE INDICATORS						
Wildlife friendly features	Number of micro-habitats and wildlife friendly features per hectare	Number/hectare	0.03	0.40	⬆️	⬆️
Dead wood left on site	Number of trees with micro-habitats per hectare ⁽²⁾	Number/hectare	0.03	0.50	⬆️	⬆️
Mulched soil	Mulched area (as a % of total land area)	%	10%	100%	⬆️	⬆️
Inputs	Use of chemical soil amendments in green spaces	%	0%	0%	⬆️★	⬆️
	Use of chemical plant protection products in green spaces	%	0%	0%	⬆️★	⬆️
	Low-maintenance green spaces or very low-maintenance green spaces ⁽³⁾ (as a % of total land area)	%	30%	90%	⬆️	⬆️
Landscape maintenance staff training	Number of hours landscape maintenance staff are trained in sustainable landscape maintenance ⁽⁴⁾	Number/year	0	4	⬆️	⬆️
Internal awareness-raising	Number of awareness-raising measures taken per year	Number/year	0	3	⬆️	⬆️
External communications	Number of external communications made per year	Number/year	0	6	⬆️	⬆️
<i>Total % of resource indicators showing positive change (in line with target progress)</i>					100%	100%

* indicator stable at an optimal level.

(1) A native species is one which has existed naturally for a very long time in the biogeographic region in question. These species play an optimal role in supporting regional biodiversity by meeting the needs of animal species throughout their life cycle, which is not necessarily the case with non-native species.

(2) Dead wood constitutes a specific natural micro-habitat which may support a rich and distinctive array of biodiversity. Examples of trees with micro-habitats include dead trees left standing or felled and left on the ground, stumps, etc.

(3) Low-maintenance green spaces are used to create a "country garden" effect. Very low-maintenance green spaces promote the development of natural habitats, rather than aesthetic or practical features. These levels contrast with the usual high-maintenance green spaces, which require regular and frequent cutting, trimming, pruning, etc.

(4) Sustainable landscape maintenance can be divided into three levels: high, low and very low.

Orly-Rungis business park

Themes	Indicators	Units	2014 results	2022 results	Change recorded in 2022 vs. 2014	Target progress for 2022 vs. base year 2014
PERFORMANCE INDICATORS						
Green spaces	Green spaces (as a % of total land area)	%	11%	21%	⬆️	⬆️
Natural habitats	Number of natural habitats	Number	4	7	⬆️	⬆️
Trees	Native tree species ⁽¹⁾ (as a % of total species on site)	%	21%	30%	⬆️	⬆️
Shrubs	Area covered by shrubs (as a % of total green space area)	%	20%	19%	⬇️	⬆️
Shrubs	Native shrub species ⁽¹⁾ (as a % of total species on site)	%	22%	48%	⬆️	⬆️
Herbaceous plants	Native herbaceous plant species ⁽¹⁾ (as a % of total species on site)	%	73% ⁽²⁾	76%	⬆️	⬆️
Birds	Number of nesting bird species	Number	14	19	⬆️	⬆️
Butterflies	Number of butterfly species	Number	5 ⁽²⁾	10	⬆️	⬆️
Invasive plant species	Area covered by invasive non-native plant species (as a % of total land area)	%	< 5%	< 5%	⬆️★	⬆️
<i>Total % of performance indicators showing positive change (in line with target progress)</i>					89%	> 50%
RESOURCE INDICATORS						
Wildlife friendly features	Number of micro-habitats and wildlife friendly features per hectare	Number/hectare	0.0	1.8	⬆️	⬆️
Dead wood left on site	Number of trees with micro-habitats per hectare ⁽³⁾	Number/hectare	0.0	0.5	⬆️	⬆️
Mulched soil	Mulched area (as a % of total land area)	%	0%	100%	⬆️	⬆️
Inputs	Use of chemical soil amendments in green spaces	%	0%	0%	⬆️★	⬆️
	Use of chemical plant protection products in green spaces	%	100%	0%	⬆️	⬆️
	Low-maintenance green spaces or very low-maintenance green spaces ⁽⁴⁾ (as a % of total land area)	%	5%	50%	⬆️	⬆️
Landscape maintenance staff training	Number of hours landscape maintenance staff are trained in sustainable landscape maintenance ⁽⁵⁾	Number/year	0	40	⬆️	⬆️
Internal awareness-raising	Number of awareness-raising measures taken per year	Number/year	0	3	⬆️	⬆️
External communications	Number of external communications made per year	Number/year	0	6	⬆️	⬆️
<i>Total % of resource indicators showing positive change (in line with target progress)</i>					100%	100%

* indicator stable at an optimal level.

(1) A native species is one which has existed naturally for a very long time in the biogeographic region in question. These species play an optimal role in supporting regional biodiversity by meeting the needs of animal species throughout their life cycle, which is not necessarily the case with non-native species.

(2) As these indicators were measured for the first time in 2019, the data shown is not from 2014 but from 2019. As a result, 2019 will be used as their base year.

(3) Dead wood constitutes a specific natural micro-habitat which may support a rich and distinctive array of biodiversity. Examples of trees with micro-habitats include dead trees left standing or felled and left on the ground, stumps, etc.

(4) Low-maintenance green spaces are used to create a "country garden" effect. Very low-maintenance green spaces promote the development of natural habitats, rather than aesthetic or practical features. These levels contrast with the usual high-maintenance green spaces, which require regular and frequent cutting, trimming, pruning, etc.

(5) Sustainable landscape maintenance can be divided into three levels: high, low and very low.

IMPROVEMENTS OBSERVED IN 2022 AND ACTIONS PLANNED FOR 2023

Based on the latest assessment conducted in 2022, 100% of resource indicators and over 50% of performance indicators showed positive change or remained stable at an optimal level in both business parks.

The planting of a 1.5 hectare urban forest in the Portes de Paris business park, has contributed to a significant increase in its proportion of open green spaces, i.e. up by 34% compared to its baseline. Most of the performance indicators improved in the business park, although some external factors may have had a one-time adverse impact on some of them. These include the ones monitoring the number of butterfly and nesting bird species whose results may be impacted due to observation bias (depending on the duration, frequency and period of observation). The new participatory science programmes set up in the business parks will allow Icade to supplement data collected by ecologists for these two indicators.

In the Orly-Rungis business park, the many wildlife friendly features and increased proportion of green spaces have led to a 75% increase in the number of natural habitats compared to the baseline. In 2022, the park continued to improve its plant diversity by planting additional native species. The 60 or so bird nesting boxes and Landboost (a 3D-printed multi-species habitat) installed in 2021 were often visited by local

wildlife in 2022. As a result, they continued to positively impact the indicator monitoring the number of micro-habitats and wildlife friendly features. The number of nesting bird species and butterflies also increased compared to their baseline.

The improvement in performance indicators is also the result of sustainable landscape maintenance in the business parks. This approach adheres to the requirements set out by the Ecojardin label. These practices will remain in place and include mulching 100% of the land area as well as banning plant protection products and chemical soil amendments in green spaces. The number of training hours for landscape maintenance contractors increased again in 2022 and external communication in the form of information panels is currently being developed.

The 2023 action plan provides for the continued improvement of actions already carried out. These include the planting of native tree, shrub and herbaceous plant species, creation of new micro-habitats (gabion walls, bat shelters, etc.). Participatory science programmes will enable business park users and landscape maintenance contractors to assist in measuring wildlife indicators. Dedicated events about these programmes will be scheduled several times a year. This will play an important role in raising public awareness while adding to the inventories conducted by ecologists.



Parc Orly-Rungis, Rungis © Ooshot / Romain Ruiz