



PRESS RELEASE

Paris, September 19, 2023

## ICADE LAUNCHES THE ICADE CLIMATE SCHOOL TO UPSKILL ITS EMPLOYEES TO MEET CLIMATE CHALLENGES AND DEVELOP JOB-SPECIFIC ACTION PLANS

Icade has provided its employees with climate change training at the Icade Climate School since April 2023, developed in partnership with AXA Climate, a leading player in environmental training. This initiative focuses on enhancing the skills of all our teams, whether operational or cross-functional, and is fully in line with the Group's CSR strategy to reduce its carbon footprint.

Icade has prioritised training employees from its cross-functional teams, namely Communication, Marketing, Legal, Finance, Procurement, IT, Audit, Risk, Compliance and Internal Control, Portfolio Management, HR, and Work Environment. The Icade Climate School provides an opportunity to (i) reflect on the major challenges of ecological transition and the impact of these departments on global warming and (ii) draw up concrete, job-specific action plans to help the Group achieve its objectives of reducing CO<sub>2</sub> emissions by -28% by 2030.

As regards the operational teams at Icade, they have received technical training on environmental issues for several years now and have already drawn up action plans that are consistent with Icade's new climate commitments announced in 2022. New job- and non-job-specific modules dedicated to low carbon and biodiversity and tailored to the Company's needs will be rolled out at the Icade Climate School from the end of 2023 to develop employee expertise.

For **Sandrine Hérès, Head of Human Resources at Icade**: *"The Icade Climate School is a fantastic training tool which will help us meet our overall goal of providing CSR training to 90% of our employees between 2023 and 2026 and developing the expertise of our employees. The action plans will be broken down into concrete objectives for each cross-functional team and employee. This is in line with what has already been done for the operational staff and will support our efforts to reduce our carbon footprint. We are proud to be spearheading this programme with the CSR department, demonstrating Icade's overall commitment to carrying out large-scale projects and involving all of its employees in building with a reduced carbon footprint."*

For **Flore Jachimowicz, Head of CSR and Innovation at Icade**: *"In 2021, 95% of Icade employees had received low-carbon training. Job-specific training courses for the operational staff on specific technical topics had also been made available. The Icade Climate School will enable us to step up the implementation of our strategy and significantly strengthen our CSR initiatives, in particular by leveraging the role played by our cross-functional teams. All our employees have a role to play. As a result, our operational teams will benefit from support more tailored to the challenges of environmental transition in terms of legal and financial issues, as well as in terms of procurement, marketing, IT and communication, so that they can offer their customers increasingly sustainable products and services."*

## ABOUT ICADE

### DESIRABLE PLACES TO LIVE

*As a commercial property investor (portfolio worth €7.7bn on a full consolidation basis as of 06/30/2023) and a developer of homes, offices and public amenities (2022 economic revenue of €1.3bn), 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.icable.fr/en](http://www.icable.fr/en)

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