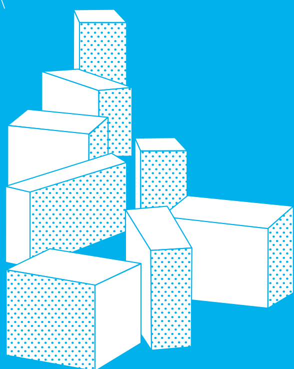





REGISTRATION DOCUMENT 2015

WE BRING LIFE TO SMART AND SUSTAINABLE CITIES



we bring life to the city

ICADE

CONTENTS

ICADE

REGISTRATION DOCUMENT

2015

Including the Annual Financial Report

This registration document was filed with the *Autorité des marchés financiers* (AMF) on March 31, 2016, in accordance with Article 212-13 of its General Regulations. It may be used to support a financial operation if accompanied by a prospectus approved by the AMF.

This document has been prepared by the issuer and its signatories therefore accept responsibility for its content. Copies of this registration document are available free of charge from the Company (35 rue de la Gare – 75019 Paris) and on Icade's website (www.icade.fr) and the AMF's website (www.amf-france.org).

Pursuant to Article 28 of Commission Regulation (EC) No. 809/2004 of April 29, 2004, this registration document includes by reference the following information, which the reader is invited to consult:

- The consolidated financial statements at December 31, 2013 and statutory auditors' report on these financial statements, as presented on pages 38 to 108, 109 to 110 of the registration document filed with the AMF on March 27, 2014;
- The consolidated financial statements at December 31, 2014 and statutory auditors' report on these financial statements, as presented on pages 142 to 219, 220 to 222 of the registration document filed with the AMF on April 2, 2015.

OVERVIEW OF ICADE

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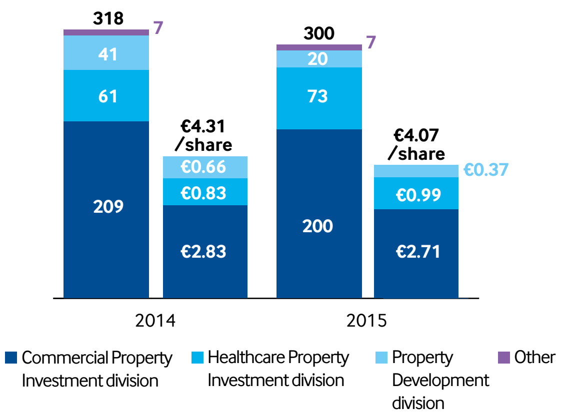
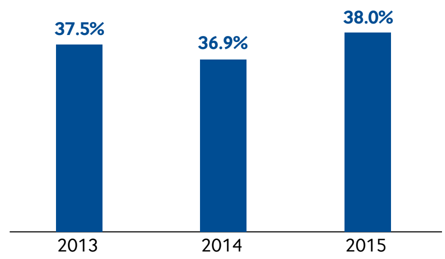
1. KEY FIGURES AND PERFORMANCE INDICATORS

1.1. Group performance indicators

NET CURRENT CASH FLOW ***(in million € and € per share)***

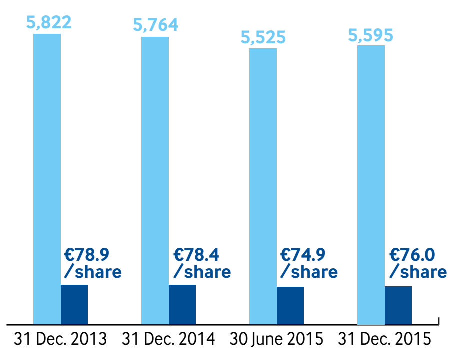


LOAN-TO-VALUE RATIO ***(in %)*** *

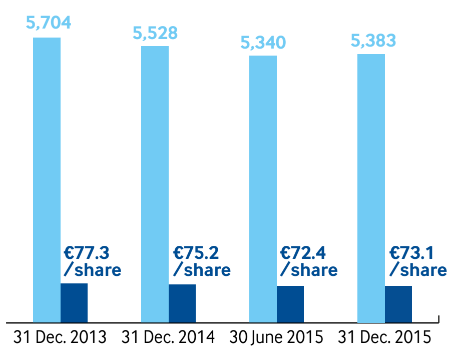


* *Includes the value of the property development and property services companies as well as financial receivables from public-private partnerships.*

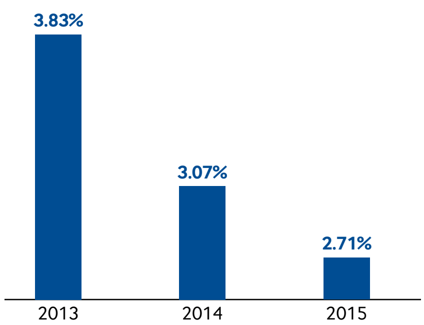
EPRA SIMPLE NET NAV ***(in million € and € per share)***



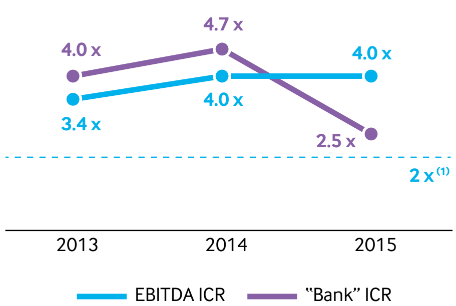
EPRA TRIPLE NET NAV ***(in million € and € per share)***



AVERAGE COST OF DEBT AFTER HEDGING ***(in %)***

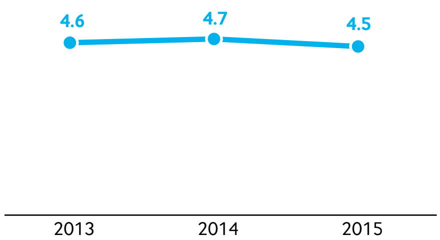


EBITDA ICR STABLE; BANK COVENANT ICR IMPACTED BY ASSET IMPAIRMENTS



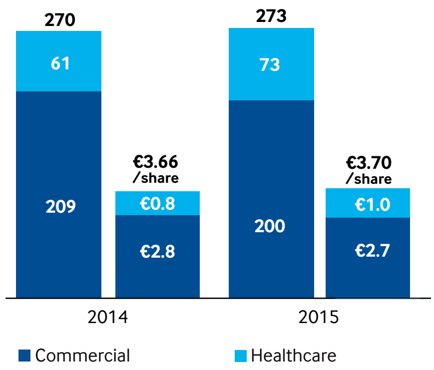
EBITDA ICR: EBITDA-to-interest coverage ratio = EBITDA/cost of net debt
Bank covenant ICR: bank covenant Interest Coverage Ratio = EBIT (operating profit after depreciation and amortisation) / cost of net debt
(1) Bank covenant limit

AVERAGE DEBT MATURITY STABLE

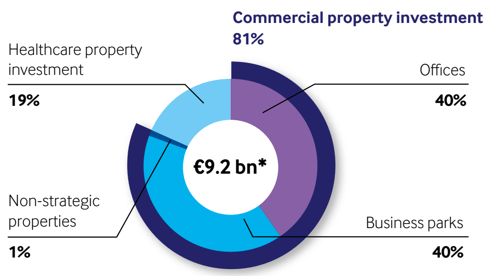


1.2. Property Investment performance indicators

EPRA EARNINGS FROM PROPERTY INVESTMENT
(in million € and € per share)

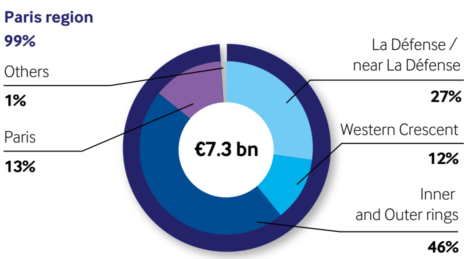


PORTFOLIO DISTRIBUTION
(in %)

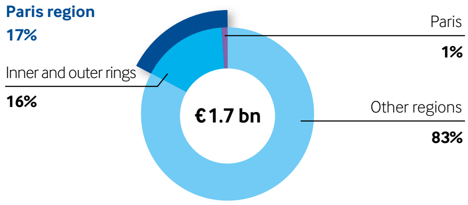


** Based on the proportionate consolidation of Icade Santé.*

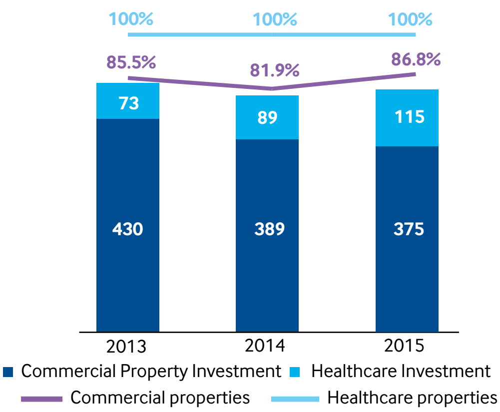
GEOGRAPHIC DISTRIBUTION OF THE OFFICES AND BUSINESS PARKS PORTFOLIO *(in %)*



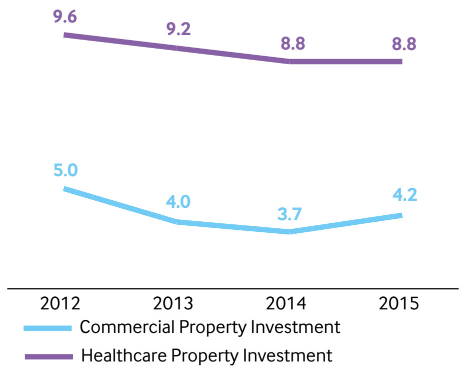
GEOGRAPHIC DISTRIBUTION OF THE HEALTHCARE PROPERTY PORTFOLIO *(in %)*



IFRS RENTAL INCOME *(in million €)* AND FINANCIAL OCCUPANCY RATE *(in %)*



AVERAGE REMAINING LEASE TERM TO FIRST BREAK
(in years)



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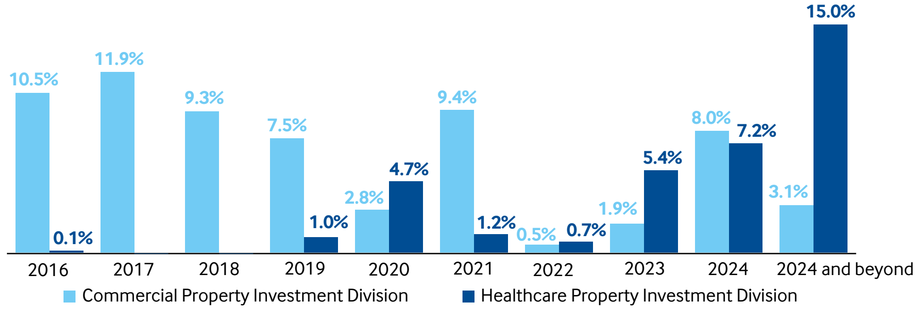
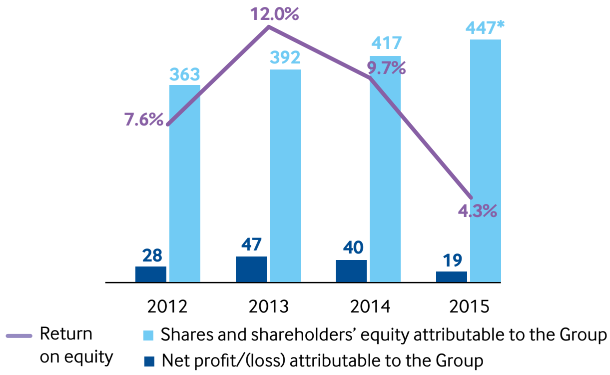
LEASE EXPIRY SCHEDULE *(as a % of annualised rents)*



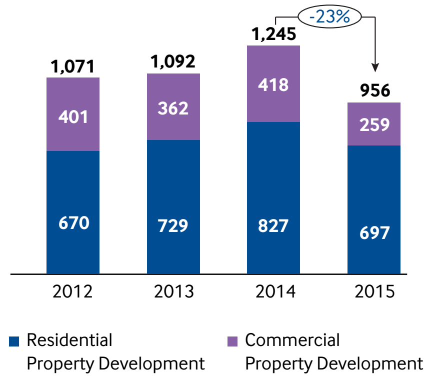
1.3. Property Development performance indicators

PROPERTY DEVELOPMENT RETURN ON EQUITY

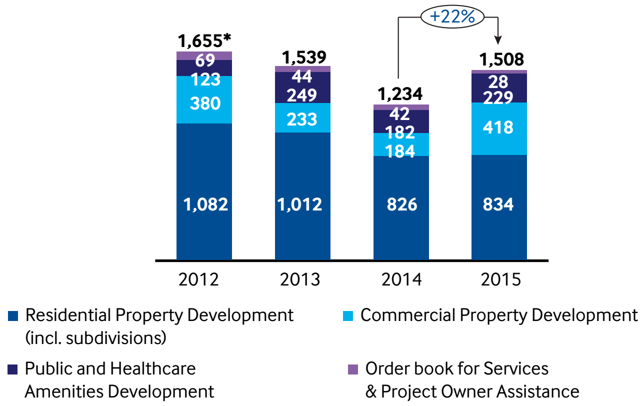


* *Average value over the period excluding a dividend payment of €100 million at the end of 2015. Including this dividend, equity stood at €357 million.*

PROPERTY DEVELOPMENT REVENUES – BASED ON PROPORTIONATE CONSOLIDATION *(in € million)*

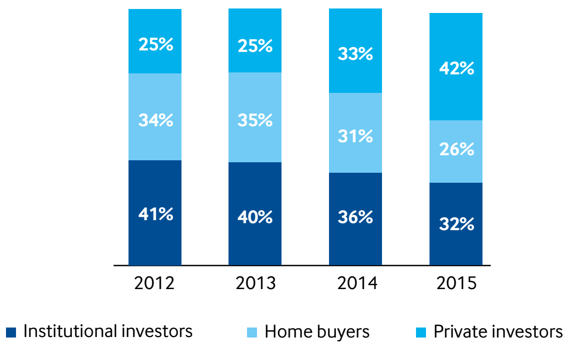


PROPERTY DEVELOPMENT BACKLOG *(in million €)*



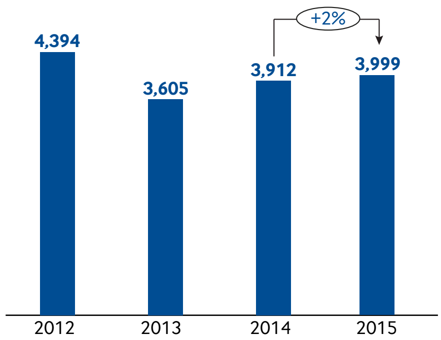
** Excluding divested businesses*

BREAKDOWN OF NEW HOUSING DEVELOPMENTS BY CLIENT TYPE *(in %)*

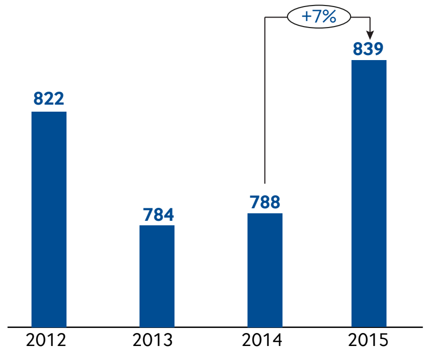


NET RESERVATIONS

IN VOLUME TERMS ***(Number of residential units)***

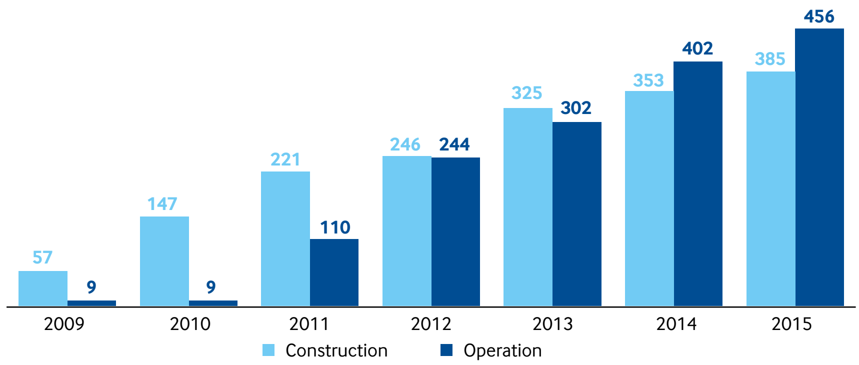


IN VALUE TERMS ***(in million €)***

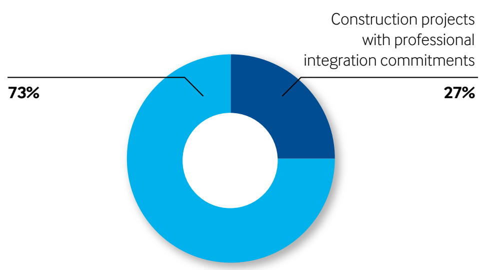


1.4. CSR performance indicators

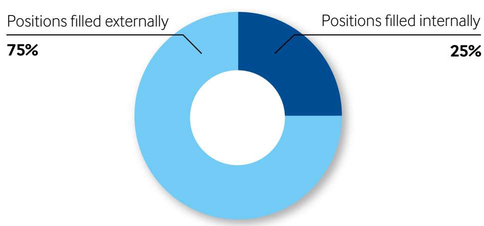
HQE/BREEAM-CERTIFIED OFFICE FLOOR AREA ***(in thousands of sq.m)***



PROPORTION OF CONSTRUCTION PROJECTS INCLUDING PROFESSIONAL INTEGRATION COMMITMENTS IN 2015
(based on floor area)



PERCENTAGE OF POSITIONS FILLED INTERNALLY IN 2015



2. GROUP PRESENTATION AND STRATEGY

2.1. Strategy

On November 30, 2015, Icade presented its new four-year strategic plan.

The Company's ambition is to be a top-performing integrated property player by building on its core business based on the Commercial Property Investment (€7.2 billion assets under management) and Healthcare Property Investment Divisions (€3.1 billion based on full consolidation), as well as on its property development activity embodied by Icade Promotion, a major player in the French residential market and in the commercial market all across the country (5th largest player in France in 2015).

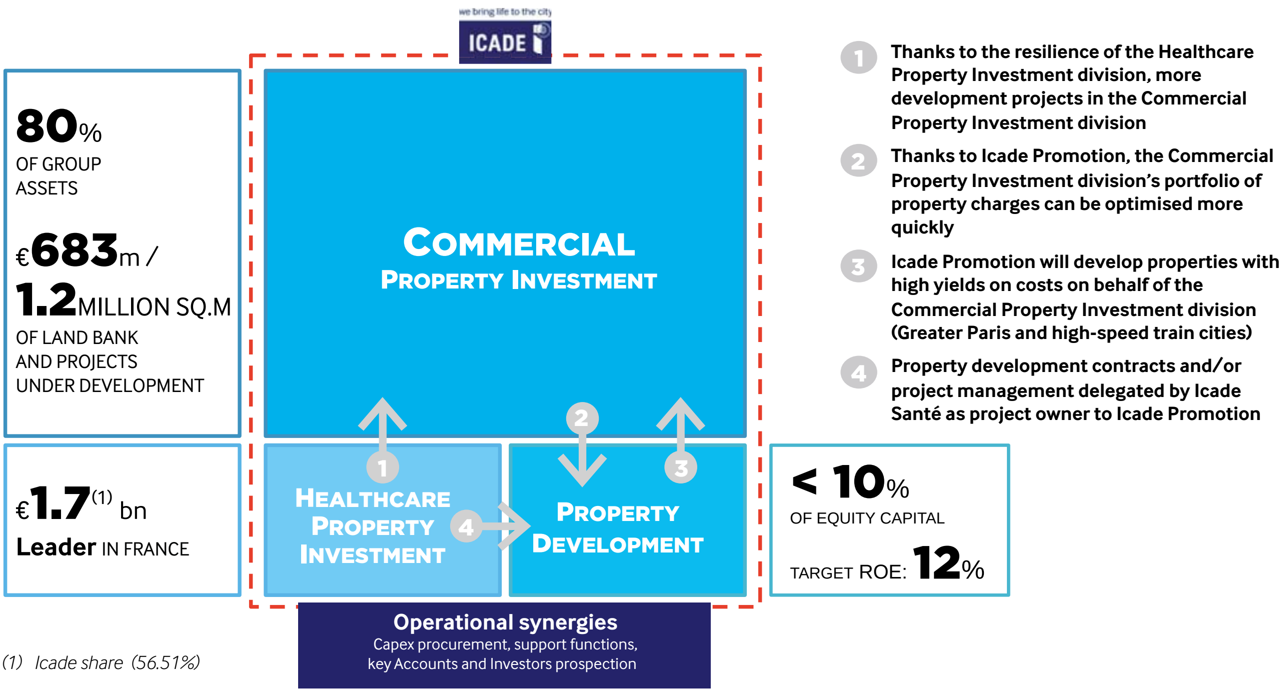
Icade's strategic plan is based on five pillars:

- target a level of profitability for residential property development in line with competitors, and develop synergies between the Property Investment Division and the Property Development Division;
- optimise the business park portfolio by refocusing on assets with the highest value creation potential and improve the occupancy rate through active asset management;
- for the office segment, broaden the investment scope to the main French cities;
- strengthen Icade Santé's leadership in the French market through selective acquisitions and active asset management;
- ensure the future of the Property Services Division outside Icade: in 2016, put in place satisfactory conditions to sell these companies.

This strategic action plan will be implemented in the context of a streamlined organisational structure able to promote synergies between business lines and contribute to a more collaborative culture within the Group.

It will be supported by an ambitious policy in matters of innovation and CSR, which Icade considers to be two key components of excellence and performance.

Icade intends to grow the revenues of its Property Development Division to €1.3 billion by the end of 2019, and to increase the value of its property portfolio from €9.2 billion to €11.4 billion by the end of 2019 (impact of disposals: €(1.5) billion; acquisitions: +€1.2 billion; developments by the Property Development Division for the Property Investment Division: +€0.5 billion; development pipeline and indexed-linked rent reviews and value creation: +€2 billion).



(1) *Icade share (56.51%)*

2.2. Shareholding structure

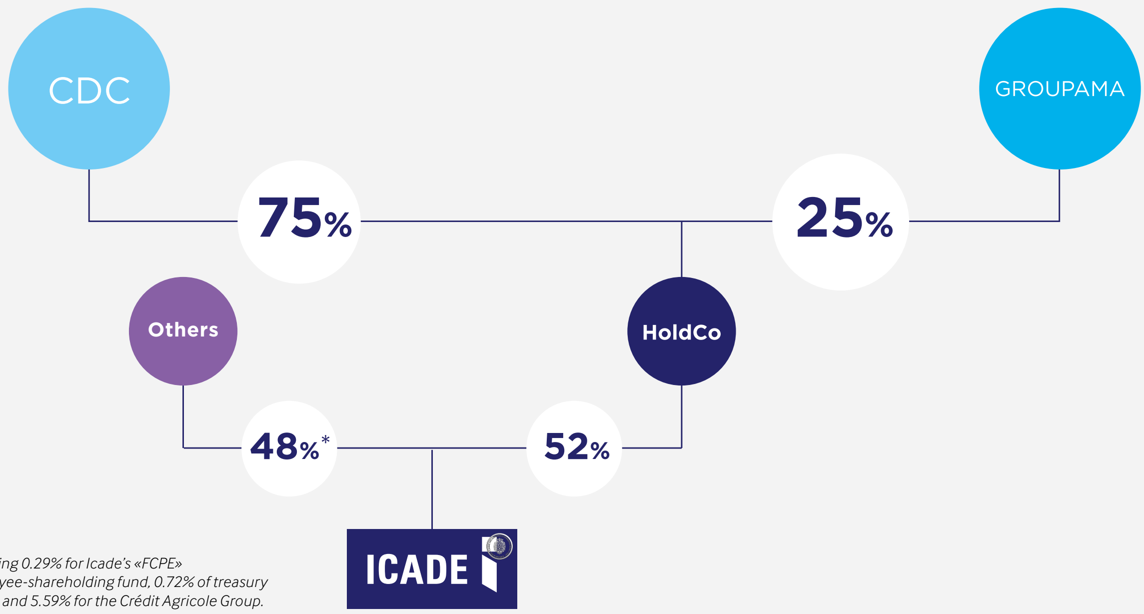
MARKET CAPITALISATION
at December 31, 2015
€4,587 m

NUMBER OF LISTED SHARES
at December 31, 2015
74,111,186

DATA SHEET

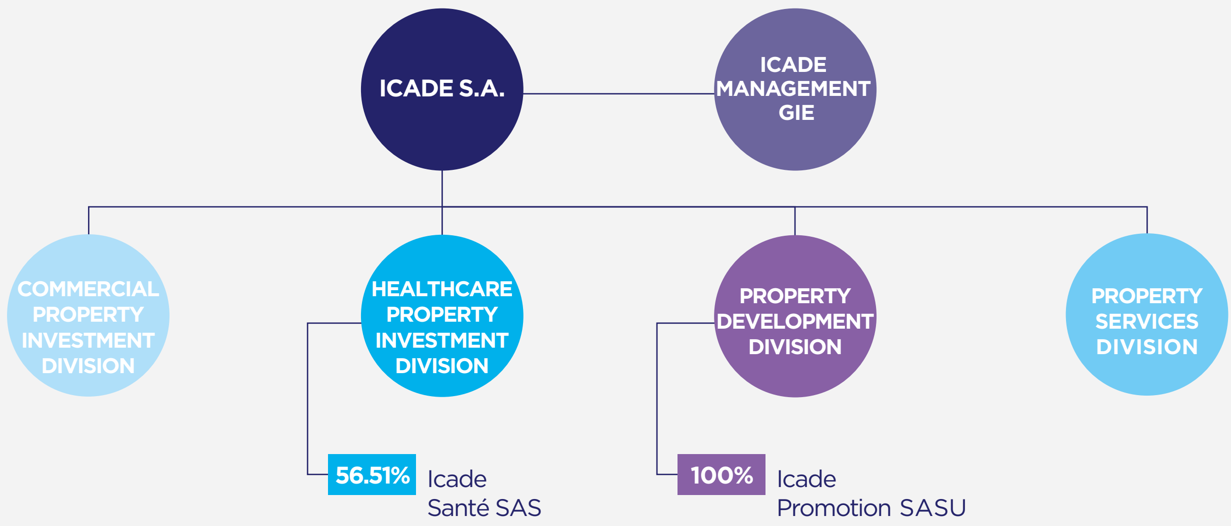
ISIN code	FR0000035081
Ticker	ICAD
Listing market	Euronext Paris – Euronext – Local securities
Specific market	Local securities – “Compartment A” (Blue Chips)
Business activity (Euronext classification)	6570, Real Estate Investment Trusts
PEA (French share savings scheme)	Not eligible (except for shares purchased before October 21, 2011)
SRD (deferred settlement service)	Eligible
Industry Classification Benchmark (ICB)	ICB Industrial & Office REITS, 8671
Indices	EPRA, SBF 120, CAC ALL-TRADABLE, Euronext 100, Euronext IEIF Siic France, CAC All Shares, CAC Mid & Small, CAC Mid 60, CAC Financials, CAC Real Estate

SHAREHOLDING STRUCTURE AT 12/31/2015 (IN %)



* Including 0.29% for Icade’s «FCPE» employee-shareholding fund, 0.72% of treasury shares and 5.59% for the Crédit Agricole Group.

2.3. Simplified organisational chart



BUSINESS PERFORMANCE AND LIST OF ASSETS

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1. BUSINESS PERFORMANCE

1.1. Income and cash flows statements

1.1.1. Simplified consolidated income statement

(in millions of euros)	12/31/2015 Current	12/31/2015 Non-current	12/31/2015 Total	12/31/2014 Restated Current	12/31/2014 Restated Non-current	12/31/2014 Restated Total	Change
Revenue	**1,439.7**		**1,439.7**	**1,718.3**		**1,718.3**	**(16.2)%**
Income from operating activities	1,443.3		1,443.3	1,722.0		1,722.0	
Purchases used	(717.5)		(717.5)	(956.3)		(956.3)	
Outside services	(97.3)		(97.3)	(108.4)		(108.4)	
Taxes, duties and similar payments	(11.1)		(11.1)	(12.5)		(12.5)	
Staff costs, performance incentive scheme and profit sharing	(108.5)		(108.5)	(120.5)		(120.5)	
Other operating expenses	(7.5)		(7.5)	(4.6)		(4.6)	
Operating expenses	(941.9)		(941.9)	(1,202.2)		(1,202.2)	
EBITDA	**501.5**		**501.5**	**519.7**		**519.7**	**(3.5)%**
Depreciation charges net of investment grants		(281.8)	(281.8)		(273.5)	(273.5)	
Charges and reversals related to impairment on tangible, financial and other current assets		(310.2)	(310.2)		(5.5)	(5.5)	
Profit/(loss) from acquisitions		(0.3)	(0.3)				
Profit/(loss) from asset disposals		129.2	129.2		99.1	99.1	
Impairment on goodwil*l and int*angible assets		0.1	0.1		(0.8)	(0.8)	
Share in profit/(loss) of equity-accounted companies	13.9	(22.3)	(8.4)	12.7	(6.5)	6.2	
OPERATING PROFIT/(LOSS)	**515.4**	**(485.4)**	**29.9**	**532.5**	**(187.3)**	**345.2**	**(91.3)%**
Cost of gross debt	(133.2)		(133.2)	(149.6)		(149.6)	
Net income from cash and cash equivalents, related loans and receivables	9.2		9.2	18.6		18.6	
Cost of net debt	**(123.9)**		**(123.9)**	**(131.0)**		**(131.0)**	**5.4%**
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)		2.2	2.2		(5.3)	(5.3)	
Other finance income/(costs)	(4.4)	-	(4.4)	(4.4)	-	(4.4)	
FINANCE INCOME/(COSTS)	**(128.3)**	**2.2**	**(126.1)**	**(135.4)**	**(5.3)**	**(140.7)**	**10.4%**
Corporate tax	(27.3)	(36.2)	(63.5)	(31.9)	(0.3)	(32.3)	
Profit/(loss) from discontinued operations	(1.5)	(19.0)	(20.5)	2.0	(1.4)	0.6	
NET PROFIT/(LOSS)	**358.3**	**(538.5)**	**(180.2)**	**367.2**	**(194.3)**	**172.8**	**N/A**
Net profit/(loss) attributable to non-controlling interests	58.2	(30.8)	27.4	49.2	(27.9)	21.3	
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**300.1**	**(507.7)**	**(207.6)**	**317.9**	**(166.4)**	**151.5**	**N/A**
Average number of diluted shares outstanding used in the calculation			*73,737,524*			*73,735,312*	
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP ***(in euros per share after dilution)***	**€4.07**	**€(6.88)**	**€(2.81)**	**€4.31**	**€(2.26)**	**€2.05**	

1.1.2. Net current cash flow – Group

Group net current cash flow reached €300.1 million (€4.07 per share) at December 31, 2015, *versus* €317.9 million at December 31, 2014 (€4.31 per share), corresponding to a decrease of 5.6%.

(in millions of euros)	12/31/2015	12/31/2014 Restated	Change
EPRA earnings – Commercial Property Investment	199.6	208.8	(4.4)%
EPRA earnings – Healthcare Property Investment	73.3	61.1	20.1%
EPRA earnings – Property Investment	**273.0**	**269.9**	**1.2%**
Net current cash flow – Property Development	20.3	41.1	(50.5)%
Net current cash flow – Other [a]	6.8	7.0	(3.1)%
NET CURRENT CASH FLOW – GROUP	**300.1**	**317.9**	**(5.6)%**
(in euros per share)			
EPRA earnings from Property Investment	€3.70	€3.66	1.1%
Net current cash flow – Group	€4.07	€4.31	(5.6)%

(a) The "Net Current Cash Flow – Other" line includes depreciation not related to investment properties, inter-division operations and net current cash flow from discontinued operations.

Group net current cash flow primarily comprises of the following two items:

- "EPRA earnings – Property Investment" measures the cash flow from the activities of commercial property investment and healthcare property investment in accordance with EPRA recommendations; and
- "Net current cash flow – Property Development" measures the cash flow from property development activities.

1.1.3. Presentation of 2015 segment information and restated 2014 financial statements

The segment information that is presented results from the structure of internal reporting implemented following the strategic review of the assets and business activities of Icade proposed by management. Segment reporting distinguishes between the Commercial Property Investment, the Healthcare Property Investment and the Property Development Divisions.

Additionally, the withdrawal from the property services business has led the Group to present its accounts without a specific section for this activity in segment reporting, in accordance with the IFRS 5 standard. This activity is now incorporated in the activity of the Commercial Property Investment Division, which includes the parent company that owns the Property Services Division.

This new presentation has also been applied to the 2014 comparative segment report.

1.2. Activity and results

1.2.1. Key events

Governance and strategic plan

The General Meeting of April 29, 2015 appointed André Martinez as Chairman of the Board of Directors and Olivier Wigniolle as CEO of Icade.

As part of this new governance structure, Olivier Wigniolle renewed a significant part of his Executive Committee in June 2015:

- Victoire Aubry was appointed as member of the Executive Committee in charge of Finance, Legal Affairs, IT and General Resources;
- Emmanuelle Baboulin was appointed as member of the Executive Committee in charge of Commercial Property Investment;
- Françoise Delettre was appointed as member of the Executive Committee in charge of Healthcare Property Investment.

Finally, on November 30, 2015, the Chairman of the Board and the CEO presented the new strategic plan of the Company, which will be implemented until 2019.

Icade is a major player in the commercial property sector and is the fifth largest listed real estate investment company (SIIC) in France; its strategy is also based on a resilient portfolio of healthcare assets and on the property development activity.

Its four-year strategic plan is based on five pillars:

- sell the property services business;
- improve the level of profitability of housing development activities, at least in line with its main competitors, and develop synergies with the property investment activities;
- optimise the business park portfolio by refocusing on assets showing the highest value creation potential (disposal of selected parks, adaptation of assets to their market environment and enhancement of the occupancy rate of "core" assets);
- continue to optimise profitability in the offices segment *via* the development pipeline and broaden the investment scope to the main French cities;
- develop Icade Santé in the French market through selective acquisitions and active asset management.

2015 Activities

In the 2015 financial year, the Commercial Property Investment Division renewed 69 leases covering a total area of 168,770 sq.m including the Axa France (57,800 sq.m) and Thales (22,160 sq.m) leases.

Compared with December 31, 2014, the financial occupancy rate of the Commercial Property Investment Division improved by 4.9 percentage points to 86.8%, thanks to the EQHO tower leases taking effect (KPMG, Air Liquide, Union of Arab and French Banks, and Banque de France). As a reminder, the financial occupancy rate of the Healthcare Property Investment Division is 100%. In the Property Investment Division as a whole, the financial occupancy rate thus stood at 89.4%.

In the Healthcare Property Investment Division, the average remaining lease term was stable compared with 2014, at 8.8 years, thanks to the asset acquisitions completed during the year.

In the 2015 financial year, the Property Development Division noted a significant improvement of its main physical indicators (backlog +22%, reservations +6.7%), driven by the effects of the "Pinel" tax measure adopted by the French government at the end of 2014 on the one hand, and by the signings of several off-plan sales of Offices with leading institutional investors, particularly in Lyon (Sky 56, Les Girondins commercial area) and also in Lille, Rennes and Paris.

Asset rotation

Investments made in 2015 in the Property Investment Division amounted to €965 million, including €138 million related to the development pipeline (Veolia, Millénaire 4), and €739 million of investments in the healthcare portfolio; the remaining €88 million are connected with the maintenance work on the portfolio and the lease incentives granted to the tenants for the performance of work.

Concerning investments in the Healthcare portfolio, the acquisition of a large portfolio of 16 private hospitals was completed in the autumn of 2015 for €606 million (including €570 million paid out in 2015), as part of the combination of Vedici and Vitalia, which became the Elsan group.

Moreover, developments focused primarily on continuing the work on the Veolia and Millénaire 4 projects. In addition, over 32,000 sq.m of office buildings were completed during the 2015 financial year. This included the "Le Monet" building in Saint-Denis in June 2015 (20,700 sq.m and 275 parking spaces, leased to SNCF, the French national railway company) and the "Québec" building in the Rungis business park (11,600 sq.m and 209 parking spaces, currently being marketed).

The main assets disposals were as follows:

- Millénaire 3: On behalf of the French Ministry of Justice, France Domaine exercised its purchase option on "Millénaire 3" in March 2015, the date of completion of the building, for an amount of €180.5 million resulting from a preliminary sale agreement signed in 2012;
- Millénaire 2: In December 2015, Icade sold the "Millénaire 2" building to Deka Immobilien GmbH for €164.7 million.

The two transactions above, carried out under very favourable conditions (€137 million in capital gain), confirm the appeal of the Millénaire business park, located north Paris, in the 19th district. Two other major projects are under development in this park: Veolia's future headquarters, *i.e.* 45,000 sq.m to be completed in the summer of 2016, and the Millénaire 4 building, *i.e.* 24,500 sq.m to be completed in October 2016.

Concerning the rationalisation of the portfolio and the non-strategic assets, disposals completed in 2015 totalled €30.1 million, mainly with the sale of two office buildings located in Évry.

Financing strategy

In August 2015, Standard & Poor's affirmed Icade's rating at BBB+ with a stable outlook.

In 2015, Icade continued to profit from favourable financing terms with:

- the issue in September 2015 of a new seven-year, €500 million bond with an annual coupon of 1.875%. Financing was raised with a margin of 125 basis points above the benchmark rate. This largely oversubscribed issue confirm the investors' confidence in Icade's credit quality;
- the amount of outstanding commercial paper rose by €100 million to €303 million.

As liability optimisation continued, the average cost of debt was lowered to 2.71% in 2015, compared to 3.07% in 2014.

Portfolio value

At December 31, 2015, the value of the whole property portfolio increased by 0.4% compared with 2014, but declined by 2.5% on a like-for-like basis.

The value of the business parks on the North limits of Paris improved by 7.5% on a like-for-like basis (excluding the Le Millénaire shopping centre), in line with the trend observed in 2014.

The value of the offices went up by 4.8% on a like-for-like basis compared with 2014, especially thanks to the EQHO tower (+20.4%) because of the progressive utilisation of the lease incentives granted to the tenants.

On the other hand, Icade's portfolio experienced a significant decrease in the valuation of peripheral business parks associated with a repositioning of estimated rental values and with the increase in vacancy linked to the economic climate.

Tax dispute

On June 26, 2015, the Constitutional Council declared that the provisions of Article 208 C *ter* of the French General Tax Code comply with the Constitution.

This final decision, with no impact on the question of property valuation, recognised the validity of the corrections concerning the exit tax rate applicable to specific fractions of taxation spontaneously settled for an amount of €16.8 million.

Besides, Icade and the tax authorities reached an agreement on December 18, 2015 leading to the payment of an additional tax, late penalties and interest in an amount of €14.7 million.

Therefore, the financial consequences of this tax inspection involving accounting verifications, which represent a total amount of €31.5 million, are now final and were recorded in the financial statements for the year ended December 31, 2015, specifically in a tax expense account of the income statement, with a corresponding entry as tax debt in the liabilities section of the balance sheet.

Through this transaction, Icade put an end to a five-year dispute which implied an overall potential risk of €225 million (including late payment interest).

1.2.2. Events subsequent to the end of the reporting period

Proposed merger by acquisition of HoldCo SIIC by Icade

On December 21, 2015, Caisse des Dépôts (CDC) and Groupama announced a proposal to simplify the structure through which they hold their stakes in Icade, by way of a merger by acquisition of HoldCo

SIIC by Icade. HoldCo SIIC holds a 52% stake in Icade and is itself owned 75% by CDC and 25% by Groupama through Groupama Gan Vie.

Since the only capital assets held by HoldCo SIIC are Icade shares, it is contemplated that for the purpose of calculating the exchange ratio to be used in the merger, the value of HoldCo SIIC shares will be determined based on that of Icade shares. This method will have no impact on the percentage of shares held by Icade's other shareholders.

Mrs Isabelle de Kerviler and Mr Didier Kling were appointed as independent auditors of the merger for the task of preparing a report on the value of the contributions and a report on the terms of the merger, including an assessment of the fairness of the proposed exchange ratio. Icade's Board of Directors has appointed an *ad hoc* committee to supervise the preliminary work being conducted on the proposed merger.

After the merger, CDC would hold a 39% stake in Icade, thereby becoming its largest shareholder and still controlling it under Article L. 233-3 of French Commercial Code. As from the date the merger is completed, Icade would no longer be controlled by the public sector.

The merger would also involve the signing between CDC and Groupama of a new shareholder agreement relating exclusively to the governance of Icade, and consequently these two shareholders would be acting in concert.

As from the date of completion of the merger, Icade's Board of Directors would consist of 15 members, including seven appointed among candidates from CDC, three among candidates from Groupama and five independent directors. Within the Board, each committee would be chaired by an independent director.

Therefore, since it would result in a simplified shareholding structure and improved governance, it seems this merger would be beneficial to Icade.

The information and consultation of Icade's employee representative bodies have been initiated and the merger agreement will be concluded after this procedure is completed.

The merger proposal will be submitted to the approval of Icade's shareholders during a General Meeting, subject to the following conditions precedent being satisfied:

- authorisation of the transaction leading to Icade no longer being controlled by the public sector (subject to the approval of the French Commission of Holdings and Transfers (CPT));
- decision by the French Financial Market Authority (AMF) confirming that, in the context of the merger, no buyout offer with squeeze-out needs to be filed in relation to Icade shares (in application of Article 236-6 of the AMF General regulation);
- decision by the AMF that the shareholders CDC and Groupama are exempted from filing a buyout offer in relation to Icade shares as a result of the merger or the signing of a new shareholder agreement between CDC and Groupama (in application of Article 234-9 of the AMF General regulation);
- confirmation by the Tax Legislation Department (DLF) that the merger is eligible for the preferential treatment referred to in Article 210-A of the French General Tax Code;
- approval by the Extraordinary General Meeting of shareholders of HoldCo SIIC.

A document describing the characteristics of the merger (Document E) that must be submitted to a vote of the Extraordinary General Meetings of Icade and HoldCo SIIC has been registered by the AMF and is available on Icade's website.

This transaction will have no significant impact on Icade's capital structure.

1.2.3. Outlook

In 2016, the Company will focus on its six priorities, which are necessary for the implementation of its new strategy:

- reducing the vacancy rate of its business parks, especially by launching the programme Coach your Growth with Icade, which is aimed at repositioning its rental offering;
- launching the disposals of "non-core" business parks;
- developing the first synergies between the Property Investment Division and the Property Development Division;
- selling the Property Services activity;
- targeting investment opportunities in major French cities;
- implementing "aligned" compensation incentive schemes for the management.

On the operational side, the 2016 financial year will be marked by large scale operations for the Commercial Property Investment Division: Veolia's future headquarters due to be completed in the summer (45,000 sq.m), Open (9,100 sq.m being redeveloped) and Millénaire 4 buildings (24,500 sq.m) due to be completed in June and October, respectively.

The healthcare business will benefit from the full-year impact of its 2015 acquisitions in terms of cash-flow generation, and will continue its growth strategy.

In 2016, the Residential Property Development activity should be driven by the continuation of the Pinel tax incentive programme, the intermediate rental loan (PLI), the expanded interest-free loan and low interest rates. The Commercial Property Development activity, supported by a backlog which increased by 65%, should start to have an appreciable effect through its office or business premises projects (Ekla, Le Conex, Sky 56, Ivoire and "Les Girondins" commercial area in Lyon) and public and healthcare amenities projects (Nouméa Hospital and high speed train station in Montpellier).

Thus, in 2016, net current cash flow should grow by around 3%, buoyed by:

- an increase in the financial occupancy rate of the Commercial Property Investment Division, especially in the business parks and in certain office assets (EQHO tower);
- the full-year impact of the acquisition of 18 private hospitals by the Healthcare Property Investment Division in 2015;
- positive contribution from the property development business.

All these actions should be performed with a target LTV ratio below 40%.

The Board of Directors confirms that the dividend policy is now based on the trend in net current cash flow.

1.2.4. Property Investment Division

The Property Investment Division consists of the following activities:

- the Commercial Property Investment Division, which is composed of strategic assets (offices, business parks). It also has a residual portfolio of non-strategic assets, such as warehouses and dwellings (value of €163 million at December 31, 2015, *i.e.* 2.2% of the portfolio of the Commercial Property Investment Division);
- the Healthcare Property Investment Division, which is made up mainly of medicine, surgery and obstetrics (MSO) facilities, and follow-up and rehabilitation care (FRC) facilities.

Therefore, EPRA earnings from Property Investment totalled €273.0 million at December 31, 2015, up 1.2% compared to 2014.

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(in millions of euros)	12/31/2015			12/31/2014 Restated		
	Property Investment – Recurring (EPRA earnings)	Non recurring (a)	Property Investment Total	Property Investment – Recurring (EPRA)	Non recurring (a)	Property Investment Total
GROSS RENTAL INCOME	**557.0**	**-**	**557.0**	**556.0**	**-**	**556.0**
Land-related costs	(2.1)	-	(2.1)	(2.4)	-	(2.4)
Service charges not recovered from tenants	(33.3)	-	(33.3)	(33.2)	-	(33.2)
Property operating expenses	(3.0)	-	(3.0)	(3.7)	-	(3.7)
NET RENTAL INCOME	**518.6**	**-**	**518.6**	**516.6**	**-**	**516.6**
Margin rate (net rental income/gross rental income)	***93.1%***	***0.0%***	***93.1%***	***92.9%***	***0.0%***	***92.9%***
Net operating costs	**(48.6)**	**-**	**(48.6)**	**(51.4)**	**-**	**(51.4)**
Profit/(loss) from other activities	**1.7**	**-**	**1.7**	**0.4**	**-**	**0.4**
EBITDA	**471.7**	**-**	**471.7**	**465.7**	**-**	**465.7**
Depreciation and impairment of operating assets	(9.2)	(16.8)	(26.0)	(8.0)	(6.3)	(14.3)
Depreciation and impairment of investment properties	-	(565.4)	(565.4)	-	(264.3)	(264.3)
Profit/(loss) from acquisitions	-	(0.3)	(0.3)	-	-	-
Profit/(loss) from asset disposals	-	128.5	128.5	-	98.6	98.6
Goodwill impairment	-	-	-	-	-	-
Share in profit/(loss) of equity-accounted companies	4.6	(22.6)	(18.0)	5.1	(6.6)	(1.4)
OPERATING PROFIT/(LOSS)	**467.1**	**(476.6)**	**(9.5)**	**462.8**	**(178.5)**	**284.2**
Cost of gross debt	**(133.0)**	**-**	**(133.0)**	**(149.5)**	**-**	**(149.5)**
Net income from cash and cash equivalents, related loans and receivables	8.6	-	8.6	15.6	-	15.6
Cost of net debt	(124.4)	-	(124.4)	(133.9)	-	(133.9)
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)	-	2.2	2.2	-	(5.3)	(5.3)
Other finance income/(costs)	(4.6)	-	(4.6)	(5.1)	-	(5.1)
FINANCE INCOME/(COSTS)	**(129.0)**	**2.2**	**(126.8)**	**(139.0)**	**(5.3)**	**(144.3)**
Corporate tax	(8.7)	(37.0)	(45.7)	(6.9)	(0.2)	(7.1)
Profit/(loss) from discontinued operations	-	(20.5)	(20.5)	-	0.6	0.6
NET PROFIT/(LOSS)	**329.4**	**(532.0)**	**(202.6)**	**316.9**	**(183.3)**	**133.6**
Net profit/(loss) attributable to non-controlling interests	56.4	(30.8)	25.6	47.0	(27.8)	19.2
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**273.0**	**(501.2)**	**(228.2)**	**269.9**	**(155.5)**	**114.4**

(a) The "Non-recurring" column includes the depreciation allowance for investment properties, profit/(loss) from disposals, fair value adjustments to financial instruments and ORNANE bonds, net profit/(loss) from discontinued operations and other non-recurring items.

1.2.4.1. Commercial Property Investment Division

1.2.4.1.1. Portfolio presentation

The asset portfolio of Icade's Property Investment Division represents close to 2.1 million sq.m of leasable area. It is primarily composed of offices and business parks. Finally, Icade now owns only a residual number of non-strategic assets, such as warehouses and dwellings.

Portfolio breakdown by leasable floor area

	Strategic assets					
(in sq.m)	Business parks	Offices	Sub-total	Warehouses	Total	Share of total
Paris	115,730	17,174	132,904		132,904	6.5%
La Défense/near La Défense	86,587	270,598	357,185		357,185	17.3%
Other Western Crescent	62,746	75,006	137,752		137,752	6.7%
Inner Ring	361,595	133,500	495,095		495,095	24.0%
Outer Ring	797,921	23,997	821,918	15,915	837,833	40.7%
Outside the Paris region	-	30,993	30,993	67,225	98,218	4.8%
COMMERCIAL PROPERTY INVESTMENT	**1,424,579**	**551,268**	**1,975,847**	**83,140**	**2,058,987**	**100.0%**
Share of total	69.2%	26.8%	96.0%	4.0%	100.0%	

Strategic asset portfolio

Description of the portfolio

- Offices

Icade owns office buildings (total floor area of 612,000 sq.m, including 60,700 sq.m being redeveloped) mainly in La Défense, in the Western Crescent and in Villejuif.

In 2015, Icade completed a 20,570-sq.m building in Saint Denis (Monet) fully leased to SNCF, the French national railway company.

Icade also sold two office buildings in Évry for a total area of 18,780 sq.m.

- Business parks

Additionally, Icade holds business parks located in Paris (19th district), Saint-Denis, Aubervilliers, Rungis, Nanterre-Seine, Paris-Nord, Colombes, Cergy, Antony, Évry, Villebon and Fresnes, *i.e.* 1,536,870 sq.m including 112,290 sq.m being redeveloped (corresponding to 1,424,580 sq.m of leasable floor area). The business parks stand out for their high organic growth potential. This is why the Commercial Property Investment Division is concentrating a significant proportion of its medium-term investments in this segment, in terms of redevelopment, construction of office assets, and development of new products and associated services in order to provide users with a complete range and thus make the area more attractive. This business will contribute to cash flow generation and value creation.

In 2015, Icade sold two buildings in the Portes de Paris park: Millénaire 2 (28,400 sq.m) and Millénaire 3 on its completion (32,000 sq.m).

Non-strategic asset portfolio

In 2015, Icade continued its policy of refocusing its activities on strategic assets, with the sale of a 5,610-sq.m warehouse in Béziers and 62 housing units.

There are now only a few warehouses and dwellings left in Icade's portfolio.

***Market context** (Source: CB Richard Ellis, BNP Paribas Real Estate)*

Investments in commercial real estate

In 2015, investments in commercial real estate in France totalled €23.4 billion. This performance was recorded thanks to a strong recovery in Q4 and more generally in H2, with transaction volumes in excess of €16 billion, allowing a return to the same level of investment as in 2014.

The segment of transactions greater than €500 million suffered a strong decline (only three transactions completed) and accounted for 11% of investment volumes (*vs.* 29% in 2014) due to the shrinking number of large-scale transactions, particularly in the retail segment. On the other hand, the segment of transactions of €100 million and €200 million expanded significantly, from 20% of volumes in 2014 to 28% in 2015, attesting to the renewed strength of this segment.

Offices have concentrated 72% of transaction volumes, with €17 billion, while retail property recorded strong performance with almost €4.3 billion and represented around 18% of the total. Finally, investments in industrial and logistics property reached €2.1 billion, representing 9% of the total.

The market for off-plan offices stagnated in value terms (€2.2 billion) and even declined in terms of area transacted in spite of the almost doubling of volumes of speculative investments, which were weighted at 45% of the total.

Offices

In Paris, the average prime office yield stood at 3.25%, falling below London's 3.50%.

In 2015, prime yields continued to shrink. This decline, which started three years earlier, was observed in all areas of the Paris region ("Île-de-France" region). Yield ranges by geographic area of the Paris region were as follows: 4.65% to 5.75% in La Défense; 3.75% to 7.00% in the Western Crescent; 4.50% to 8.50% in the Inner Ring; and 5.65% to 11.00% in the Outer Ring. Outside the Paris region, yields range between 4.80% and 7.50% (declining in Aix/Marseille, Lyon, and Strasbourg, stable in Lille, Toulouse, increasing in Nantes).

In spite of historically low yields, the rate differential with the 10-year government bond (whose yield was below 1% as of the end of December 2015), is still very attractive for office property. In particular, this differential is close to 230 bps for prime offices in Paris CBD.

Paris continues to record good performance, with one in two transactions being conducted in the Paris region in 2015.

The average prime rent in Western Central Paris totalled €724/sq.m/year excluding taxes and charges, *versus* €687/sq.m/year excluding taxes and charges in 2014. In La Défense, it was stable for three months at €467/sq.m/year excluding taxes and charges, *versus* €498/sq.m/year excluding taxes and charges in 2014. In the Western Crescent, it was €458/sq.m/year excluding taxes and charges, *versus* €459/sq.m/year excluding taxes and charges in 2014.

Lease incentives were broadly stable at very high levels, on average 20% of face rent in the Paris region for transactions greater than 1,000 sq.m, although with differences from one area to another. They range from 16% in Paris CBD (or below for certain Paris districts), to 27% in La Défense, 18% in the Left Bank area of Paris and Northern Inner Ring, 22% in the South Loop *(boucle sud)* and Outer Ring and 25% in the Southern Inner Ring.

In the Paris region, take-up of offices totalled 2.2 million sq.m in 2015 (+1% on year-on-year basis). This volume can be explained by the strong performance in Q4, with 708,000 sq.m due to the large number of transactions for areas of less than 5,000 sq.m and to the jump in transactions for more than 5,000 sq.m.

However, over the entire year, while transactions for less than 5,000 sq.m posted their best performance since 2007, transactions for large areas clearly declined (persistent weakness throughout the year of transactions for over 20,000 sq.m). Take-up for areas of more than 5,000 sq.m represents 56 transactions, compared to 63 recorded in 2014. With 25 transactions, the Inner Ring of Paris was the most active in this property size segment.

Take-up in the Outer Ring stood at 320.000 sq.m at the end of 2015, *i.e.* a stable volume compared to the previous year, but 20% less than the long-term average. The weakest level of activity since 2000 was recorded in the segment of areas > 5,000 sq.m, with only six transactions totalling 70,600 sq.m. On the other hand, the share of transactions in renovated premises increased significantly in 2015, reaching 35%.

- In the Orly area: 2015 was a dynamic year, with take-up of 13,100 sq.m in 2015 (+13%) through 26 transactions, a record in terms of transactions. A market which nevertheless remains oriented toward smaller properties, with 21 signings for areas < 500 sq.m and none for > 5,000 sq.m since 2012. Rungis represented close to three quarters of take-up (9,460 sq.m) and recorded the only signing of the year for > 3,000 sq.m (3,600 sq.m leased in Q4). Close to half of the transactions were for premises ready for occupation.
- In the Roissy area: After two rather disappointing years, take-up increased by 10% on a year-over-year basis, with 23,300 sq.m marketed in 2015. This increase is primarily attributable to a single transaction for > 5,000 sq.m recorded this year (12,000 sq.m acquired in Tremblay by ADP for its own account). Over the year, 30 transactions were signed (compared with 49 in 2014), 23 of which for floor areas < 500 sq.m, and were mainly for the lease of premises ready for occupation. Almost half of the transactions were signed in Roissy-en-France (12) and Villepinte (11).

The supply of properties ready for occupation decreased by 3% over one year to 3.9 million sq.m at January 1, 2016. The average vacancy rate dropped appreciably to 4.5% in Paris, compared with 5.1% in 2014, and showed a slight decline in the Paris region as a whole to 6.9%, compared with 7.2% in 2014. New or redeveloped properties accounted for 18% of the supply of properties ready for occupation, *vs.* 20% in 2014.

The west of the Paris region (La Défense and the Western Crescent) registered a vacancy rate of over 10% and represented 47% of the stock of new and redeveloped properties in the region.

In 2015, face rental values generally stabilised, except for certain assets in areas where supply exceeded demand. The weighted average face rent in the Paris region for new, redeveloped or renovated space totalled €296/sq.m/year excluding taxes and charges at the end of 2015, stable compared to 2014 (€297/sq.m/year before taxes and charges).

The supply of properties ready for occupation in the Outer Ring continued the upward trend that started at the end of 2013 (+6% over one year), with 1.2 million sq.m available at the end of 2015. While the stock of properties < 1,000 sq.m remained low, that of vacant properties > 5,000 sq.m increased, with 33 properties totalling 380,000 sq.m, of which 11 were new or restructured. This performance allowed the proportion of new/redeveloped properties to increase again. The definite future supply (ongoing construction work) has been divided by two since mid-2014, with only 146,000 sq.m expected. Half of this decrease was due to vacated properties ready for occupation. The probable future supply of properties > 5,000 sq.m remained broadly stable and stood at 563,000 sq.m.

- In the Orly area: In Q4 2015, the supply of properties ready for occupation rose sharply to 81,600 sq.m (+90% compared to the previous year). This increase is due to the completion of three new buildings > 5,000 sq.m, including two in Rungis, which total 60% of the stock of available properties. The supply of properties ready for occupation > 5,000 sq.m was of high quality, since all five of these properties were new builds (with the exception of 7,300 sq.m of renovated Strategic Orly in Rungis). The definite future supply was very limited following the completion of the Askia (16,300 sq.m) and Québec (11,600 sq.m) buildings. The probable future supply represented 91,700 sq.m and consisted of three programmes that were ready to start and due to be completed starting in 2017.
- In the Roissy area: In Q4 2015, the stock of available properties and the vacancy rate were stable on a year-over-year basis, with 92,100 sq.m and 8.7%, respectively. This stock comprises numerous available properties, especially in the 1,000 sq.m to 3,000 sq.m segment and primarily includes properties ready for occupation (71%). There is only one property ready for occupation > 5,000 sq.m (7,500 sq.m the Rostand building in Villepinte). The definite future supply is very limited, with three properties of each < 500 sq.m, representing 1,000 sq.m in total. Moreover, no definite or probable future supply of properties > 5,000 sq.m has appeared since 2012.

1.2.4.1.2. Competitive position of the Commercial Property Investment Division

Icade is one of the few property companies in France to operate both in the business park segment and in the office segment.

Thanks to its extensive land bank (over a million square metres), the Group is able to design the city of tomorrow in collaboration with its stakeholders. Icade has a very significant organic growth potential. In the office segment, it continues its expansion in the Paris region while building on its strong geographic footprint throughout the country to diversify its investments in France's largest cities.

In addition, Icade is expanding its real estate solutions by integrating new ways of working. With the Hub and the Real Estate 3.0 solutions, Icade intends to be a leader in a highly-competitive market where players have engaged in a race for innovation and CSR commitments, which are perceived as differentiating and competitiveness factors. Property assets are required to be intelligent, connected, sustainable and efficient. The comfort and wellbeing of users and the services offered to them have become key issues.

Among France's most active investors, the main listed real estate investment companies are Unibail-Rodamco, Klepierre, Gecina, and Foncière des Régions.

1.2.4.1.3. Key figures at December 31, 2015

EPRA Income statement for the Commercial Property Investment Division and contribution to EPRA earnings from Property Investment

(in millions of euros)	12/31/2015			12/31/2014 Restated		
	Commercial Property Investment – Recurring (EPRA earnings)	Non recurring [(a)]	Commercial Property Investment Total	Commercial Property Investment – Recurring (EPRA earnings)	Non recurring [(a)]	Commercial Property Investment Total
GROSS RENTAL INCOME	**387.5**	**-**	**387.5**	**414.2**	**-**	**414.2**
Land-related costs	(2.1)	-	(2.1)	(2.4)	-	(2.4)
Service charges not recovered from tenants	(31.2)	-	(31.2)	(31.5)	-	(31.5)
Property operating expenses	(2.3)	-	(2.3)	(3.7)	-	(3.7)
NET RENTAL INCOME	**351.8**	**-**	**351.8**	**376.6**	**-**	**376.6**
Margin rate (net rental income/gross rental income)	***90.8%***	***0.0%***	***90.8%***	***90.9%***	***0.0%***	***90.9%***
Net operating costs	**(38.4)**	**-**	**(38.4)**	**(42.8)**	**-**	**(42.8)**
Profit/(loss) from other activities	**1.7**	**-**	**1.7**	**0.4**	**-**	**0.4**
EBITDA	**315.1**	**-**	**315.1**	**334.2**	**-**	**334.2**
Depreciation and impairment of operating assets	(9.2)	(16.8)	(26.0)	(8.0)	(6.3)	(14.3)
Depreciation and impairment of investment properties	-	(488.7)	(488.7)	-	(200.9)	(200.9)
Profit/(loss) from acquisitions	-	-	-	-	-	-
Profit/(loss) from asset disposals	-	122.5	122.5	-	98.6	98.6
Goodwill impairment	-	-	-	-	-	-
Share in profit/(loss) of equity-accounted companies	4.6	(22.6)	(18.0)	5.1	(6.6)	(1.4)
OPERATING PROFIT/(LOSS)	**310.6**	**(405.6)**	**(95.1)**	**331.3**	**(115.1)**	**216.2**
Cost of gross debt	**(122.4)**	**-**	**(122.4)**	**(139.2)**	**-**	**(139.2)**
Net income from cash and cash equivalents, related loans and receivables	23.6	-	23.6	28.4	-	28.4
Cost of net debt	(98.8)	-	(98.8)	(110.8)	-	(110.8)
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)	-	2.0	2.0	-	(4.6)	(4.6)
Other finance income/(costs)	(3.6)	(0.0)	(3.6)	(4.9)	0.0	(4.8)
FINANCE INCOME/(COSTS)	**(102.4)**	**2.0**	**(100.4)**	**(115.6)**	**(4.6)**	**(120.2)**
Corporate tax	(8.5)	(37.0)	(45.5)	(6.9)	(0.2)	(7.0)
Profit/(loss) from discontinued operations	-	(20.5)	(20.5)	-	0.6	0.6
NET PROFIT/(LOSS)	**199.6**	**(461.1)**	**(261.5)**	**208.8**	**(119.2)**	**89.6**
Net profit/(loss) attributable to non-controlling interests	-	-	-	-	-	-
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**199.6**	**(461.1)**	**(261.5)**	**208.8**	**(119.2)**	**89.6**

(a) The "Non-recurring" column includes the depreciation allowance for investment properties, profit/(loss) from disposals, fair value adjustments to financial instruments and ORNANE bonds, net profit/(loss) from discontinued operations and other non-recurring items.

Rental income from the Commercial Property Investment Division

(in millions of euros)	12/31/2014 restated	Acquisitions/ completions	Disposals/ redevelopments	Rent indexation	Leasing activity	12/31/2015	Change on a like-for-like basis
France Offices	171.7	5.3	(12.2)	0.5	2.8	168.1	1.9%
Business parks	215.8	2.3	(5.7)	0.3	(4.8)	207.8	(2.1)%
STRATEGIC ASSETS	**387.5**	**7.7**	**(17.9)**	**0.7**	**(2.0)**	**375.9**	**(0.3)%**
Non-strategic assets	32.7	0.0	(15.4)	(0.0)	0.2	17.4	0.6%
Intra-group Property Investment operations	(5.9)		-	-	(0.0)	(5.8)	0.7%
GROSS RENTAL INCOME	**414.2**	**7.7**	**(33.3)**	**0.7**	**(1.9)**	**387.5**	**(0.3)%**

Gross rental income generated by the Commercial Property Investment Division during the financial year 2015 amounted to €387.5 million, *i.e.* a decrease of €26.7 million compared to 2014 ((6.4)%).

On a like-for-like basis, rental income is slightly down ((0.3)%).

- Changes in scope of consolidation: €(25.6) million
  - *I.e.* €7.7 million in additional rent related to acquisitions and completed properties including:
    - €7.0 million for properties completed in 2014-2015 which were fully leased (the Sisley and Monet buildings in Saint-Denis and the Brahms building in Colombes);
    - €0.7 million for redeveloped properties that became marketable again.
  - Asset disposals led to a decrease in rental income of €24.3 million, including €15.4 million for non-strategic assets (Germany, shops, warehouses and dwellings) and €8.9 million for mature strategic assets.
  - Redevelopments were accompanied by a loss of rental income of €9.0 million.
- Like-for-like basis: €(1.2) million
  - The changes in the cost-of-construction (CCI) and tertiary activities rent index (TARI) indices led to an increase in revenue of €0.7 million.
  - Meanwhile, the rental activity presented a negative net change of €1.9 million, which breaks down as follows:
    - €(9.8) million due to several rent renegotiations, especially concerning the AXA France leases in Nanterre-Prefecture, ERDF in La Défense and Thales in Rungis, in exchange for lease extensions;
    - +€5.1 million from tenant inflows and outflows, including:
      - +€10.5 million from the offices segment, which was positively impacted by the leases coming into effect in the EQHO tower,
      - €(5.4) million from business parks, mainly on the Rungis park following the departure of the Mondelez tenant in 2014;
    - +€2.8 million for leases that reached first break option and which no longer benefit from rent-free periods and reversals of lease income recognised on a straight-line basis in 2014.

Net rental income from the Commercial Property Investment Division for the year 2015 totalled €351.8 million, representing a margin rate of 90.8%, which was stable compared to 2014 ((0.1) percentage point).

	12/31/2015		12/31/2014 Restated	
(in millions of euros)	Net rental income	Margin	Net rental income	Margin
France Offices	157.5	93.7%	158.7	92.4%
Business parks	179.8	86.5%	191.8	88.9%
STRATEGIC ASSETS	**337.3**	**89.7%**	**350.5**	**90.5%**
Non-strategic assets	8.9	51.0%	21.8	66.6%
Intra-group Commercial Property Investment operations	5.7		4.4	
NET RENTAL INCOME	**351.8**	**90.8%**	**376.6**	**90.9%**

The margin rate for Offices improved by 1.3 percentage points following the increase in occupancy, particularly in the EQHO tower. Conversely, the margin rate for the business parks declined by 2.3 percentage points after accounting for exceptional provisions related to a dispute over the eviction of a tenant.

The efforts carried out on the **net operating costs** of the Commercial Property Investment Division (down 9.0% compared with 2014) partly offset (+€4.4 million) the decrease in net rental income.

But the Commercial Property Investment Division's 2015 performance, which was negatively impacted by the rental activity, was mainly offset by **finance income/(costs).** Finance income/(costs) at December 31, 2015 totalled €(100.4) million *vs.* €(120.2) million at December 31, 2014. This change can be explained by the drop in the average cost of debt between 2014 and 2015 ((36) bps) and by a positive impact on the change in fair value of the ORNANE bonds (+€4.7 million).

Thus, after taking into account the items above, **EPRA Earnings from Commercial Property Investment** reached €199.7 million (€2.71 per share) at December 31, 2015, *vs.* €208.8 million at December 31, 2014 (€2.83 per share).

Other items that had an impact on the net profit/(loss) attributable to the Group generated by the Commercial Property Investment Division represented a total net charge of €461.1 million and comprised mainly:

- **depreciation and impairment of the investment properties** in the amount of €(488.7) million. The negative changes in value of the peripheral business parks that resulted from a challenging market environment (decrease in estimated rental values, increase in vacancy linked to the economic climate), resulted in net provisions for impairment of €291.6 million. The remaining €197.1 million correspond to the depreciation charges for the financial year (see chapter on Net Asset Value);
- the **profit/(loss) from disposals** of €122.5 million related mainly to the sales of the Millénaire 2 and Millénaire 3 buildings;
- the **corporate tax charge** of the Commercial Property Investment Division at December 31, 2015 totalled €(45.5) million, an increase of €38.5 million compared with December 31, 2014 (including €37.0 million in non-recurring taxes that had no impact on EPRA earnings from Commercial Property Investment).

  This change is explained primarily by the recognition in 2015 of an exceptional tax debt of €31.5 million in order to permanently settle a tax dispute dating back to 2010 and which implied an overall maximum risk of €225 million for Icade;
- the **profit/(loss) from discontinued operations** at December 31, 2015 was €(20.5) million *vs.* €0.6 million at December 31, 2014.

  The strategic plan, which was approved by the Board of Directors on November 24, 2015, provides for the sale of the Property Services Division, which led to reviewing the presentation of accounts for this division in compliance with IFRS 5. This activity is now incorporated in the profit/(loss) from discontinued operations of the Commercial Property Investment Division, which includes the parent company that owns the Property Services Division.

In view of the above items, **net profit/(loss) attributable to the Group** from the Commercial Property Investment Division reached €(261.5) million at December 31, 2015 *vs.* €89.6 million at December 31, 2014.

1.2.4.1.4. Rental activity of the Commercial Property Investment Division

	12/31/2014	2015 changes		12/31/2015
Asset classes	**Leased floor area** *(in sq.m)*	**Inflows** *(in sq.m)*	**Outflows** *(in sq.m)*	**Leased floor area** *(in sq.m)*
France Offices	469,119	96,510	71,468	494,161
Business parks	1,215,288	76,409	107,916	1,183,781
STRATEGIC ASSETS	**1,684,407**	**172,919**	**179,384**	**1,677,942**
Warehouses	68,382	12,326	16,588	64,120
COMMERCIAL PROPERTY INVESTMENT	**1,752,789**	**185,245**	**195,972**	**1,742,062**

New leases taking effect represented 185,245 sq.m, including 20,570 sq.m from changes in scope of consolidation (the SNCF lease took effect in the Monet building completed in June 2015).

On a like-for-like basis, the main tenant inflows of the portfolio were as follows:

- 63,800 sq.m leased in the EQHO tower (KPMG, Air Liquide, Banque de France, and UBAF leases);
- 5,020 sq.m leased to QVC in the Gardinoux building in the Portes de Paris park;
- 4,350 sq.m leased to the Departmental Council of Hauts de Seine in the Défense 2 building in Nanterre;
- 3,400 sq.m leased to Lapeyre in the Le Mauvin park.

Departures corresponded to 195,972 sq.m including 42,964 sq.m for changes in scope of consolidation (including the disposals of the Champs and Européen buildings in Évry and the Millénaire 2 building in the Millénaire park).

For offices, most of the outflows on a like-for-like basis (55,020 sq.m) were in properties due to be redeveloped or sold (34,540 sq.m):

- 17,600 sq.m related to the departure of AXA from the Défense 456 building in Nanterre Prefecture; this building will be redeveloped;
- 9,060 sq.m related to the departure of Coca-Cola from the Camille Desmoulins building; this building is being redeveloped and should be available again in H2 2016;
- 5,800 sq.m related to the departure of the Departmental Council of Hauts de Seine in the Reflet Défense building, which is intended to be sold;
- 2,085 sq.m related to the departure of Complétel from the Défense 1 building in Nanterre Prefecture, which is slated to be demolished in preparation for the Campus Défense project.

For business parks, the number of tenant departures during the financial year stood at 81,400 sq.m, including 9,089 sq.m of business premises to be redeveloped. The main departures were as follows:

- 6,330 sq.m related to the departure of Embraer from the Edington building in the Paris-Nord 2 park;
- 4,400 sq.m related to the departure of Thales from the Strasbourg building in the Rungis park;
- 3,850 sq.m related to the departure of Precilec from the Gardinoux building in the Portes de Paris park;
- 3,530 sq.m related to the departure of Orange from the Manille building in the Rungis park;

In 2015, Icade signed 156 leases for a floor area of 107,250 sq.m, representing €19.4 million in annualised face rents including 95,030 sq.m in the strategic asset portfolio (€19.1 million). Leasing activity in business parks was especially strong, with the signing of 75,780 sq.m, up 28% compared with 2014 (58,960 sq.m). This increase was particularly significant in the Rungis park (20,790 sq.m in 2015 compared with 8,420 sq.m in 2014).

The main signings were as follows:

- four leases (UBAF, Mersen, KPMG and Celgene) in the EQHO tower for 11,150 sq.m, thus bringing the occupancy rate to 90.2% including 7,430 sq.m that will take effect in 2016;
- 8,580 sq.m leased to AMP Visual TV in the Portes de Paris park effective January 5, 2016;
- 4,410 sq.m leased to Grand Paris Aménagement in the Le Pont de Flandre park effective January 2, 2017;
- 4,345 sq.m leased to the Departmental Council of Hauts de Seine effective June 1, 2015;
- 4,000 sq.m leased to Corsair in the Rungis park effective October 1, 2016;
- 3,400 sq.m leased to Lapeyre in the Le Mauvin park effective July 1, 2015.

69 leases were renewed, representing a total area of 168,770 sq.m and an annualised face rent of €42.5 million for an average remaining lease term to first break of 6.2 years. It should be noted that three leases represent close to 70% of these renewals in terms of rental income:

- the AXA France lease (57,800 sq.m) in the Axe 14/15/16 buildings in Nanterre Prefecture was renewed with a lease term of nine years with no break clause;
- the Thales lease (22,160 sq.m) in the Genève building in the Rungis park was renewed with a lease term of six years with no break clause;
- the Entrepose group leases (9,510 sq.m) in the Armstrong, Hampton and Gerschwin buildings in the Colombes park were renewed with an average lease term of five years with no break clause.

Taking these changes into account, **the average lease term to first break** is 4.2 years and is up by 0.5 years compared with 2014 (3.7 years).

At December 31, 2015, the 10 largest tenants generated total annualised rents of €129.3 million (35% of the annualised rents of the property portfolio as a whole).

Financial occupancy rate and average remaining lease term

At December 31, 2015, the **financial occupancy rate** stood at 86.8%, implying an increase of 4.9 percentage points in comparison to December 31, 2014 (81.9%).

This improvement resulted primarily from the good performance of offices because of the leases that took effect in 2015 (KPMG, Air Liquide, Union of Arab and French Banks [UBAF]) in the EQHO tower.

	Financial occupancy rate *(in %)* (b)			Average remaining lease term *(in years)* (b)	
Asset classes	**12/31/2015**	**12/31/2014**	**Variation on a like-for-like basis** (a)	**12/31/2015**	**12/31/2014**
Offices	90.2%	80.3%	+9.6 points	5.7	4.3
Business parks	84.1%	83.1%	+0.9 points	2.9	3.1
STRATEGIC ASSETS	**86.9%**	**81.9%**	**+4.7 POINTS**	**4.2**	**3.7**
Warehouses	82.7%	81.8%	+0.9 points	1.7	2.6
COMMERCIAL PROPERTY INVESTMENT	**86.8%**	**81.9%**	**+4.6 POINTS**	**4.2**	**3.7**

(a) Excluding completions, acquisitions and disposals for the period.
(b) Based on proportionate consolidation.

The annualised potential rental income from vacant space (excluding structural vacancy of 10% on average in business parks) in operating properties represents €36 million, and the related annualised cost of vacancy stands at €14 million. This means that the Commercial Property Investment Division has an optimisation potential of €50 million, representing 18% of its 2015 EPRA Earnings.

Lease expiry schedule by segment in terms of annualised rents (in millions of euros)

	Offices France	Business parks	Warehouses	Total	Share of total
2016	14.0	45.7	1.1	60.8	16.2%
2017	18.6	49.4	0.7	68.7	18.3%
2018	24.7	28.6	0.3	53.5	14.3%
2019	15.9	27.2	0.2	43.3	11.6%
2020	4.5	11.3	0.2	16.0	4.3%
2021	29.2	25.2	-	54.3	14.5%
2022	-	3.1	-	3.1	0.8%
2023	5.5	5.6	-	11.1	3.0%
2024	42.3	3.8	-	46.1	12.3%
> 2024	16.1	1.6	-	17.7	4.7%
TOTAL	**170.6**	**201.4**	**2.5**	**374.6**	**100.0%**

Lease roll-over risk for 2016 represents a total of €60.8 million, 75% of which is in the business parks.

Business park users occupy small and medium-size properties and are committed mainly with 3/6/9 leases, which explains the significant share of break options for the years 2016 to 2019.

Based on the turnover of tenants observed in previous financial years and confirmed in 2015, 20% to 25% of tenants exercised their break options. Thus, the probability that most tenants will not exercise their break options is high.

1.2.4.1.5. Investments

Total investments over the period amounted to €225.5 million.

In order to finance these investments over the year, Icade used its own cash and corporate lines of credit.

Investments are presented as per EPRA recommendations, distinguishing contributions to tenants' fitting out costs, marketing costs and finance costs under the item "others".

(in millions of euros)	Asset construction/ redevelopments	Other Capex	Other	Total
France Offices	16.5	14.7	30.6	61.8
Business parks	121.2	27.5	8.9	157.6
STRATEGIC ASSETS	**137.7**	**42.2**	**39.5**	**219.4**
Non-strategic assets	-	6.0	0.1	6.1
COMMERCIAL PROPERTY INVESTMENT	**137.7**	**48.3**	**39.6**	**225.5**

- Asset construction/extensions and redevelopments (€137.7 million)

These investments are mainly related to:

  - offices for €16.5 million, primarily with the construction costs of the Le Monet building in Saint-Denis, which was completed in Q2 2015 and pre-marketed to SNCF, the studies conducted for the Campus Défense building in Nanterre Prefecture and the redevelopment costs of the Camille Desmoulins building, which is due to be completed in H2 2016;
  - business parks for €121.2 million, including the construction costs of the Veolia's future headquarters (€76.2 million), the outstanding balance of the Millénaire 3 building sold to the Ministry of Justice in March 2015 (€44.9 million) and the continuation of works on the Millénaire 4 building (€27.1 million), which is due to be completed in Q4 2016.

- Other capex (€48.3 million): They include primarily the renovation costs of the business parks (major maintenance and repairs and restoration work of the premises).
- Other (€39.6 million): Representing mainly lease incentives (contributions to tenants' fitting out costs), marketing costs for the assets, the capitalised interest costs of projects under development.

Property development projects

A €978 million development pipeline including €372 million committed.

	Completion	Pre-marketing	Area	Rents	Yield on Cost [a] 2016 total	Remaining investment Total	Remaining investment 2016
Véolia (Aubervilliers)	2016	100%	45,000			61.0	61.0
Millénaire 4 (Paris, 19th district)	2016	0%	24,500			49.0	47.9
Open (Camille Desmoulins)	2016	0%	9,100				12.6
PROJECTS STARTED		**57%**	**78,600**	**29.6**	**8.0%**	**110.0**	**108.9**
Pop Up (Saint-Denis)		0%	28,500			105.1	
Ottawa (Rungis)		0%	12,900			39.9	
Campus La Défense (Nanterre)		0%	70,000			346.3	
CONTROLLED PROJECTS		**0%**	**111,400**	**40.7**	**6.7%**	**491.3**	
TOTAL			**190,000**	**70.3**	**7.2%**	**601.3**	**108.9**

(a) YOC = face rents/Cost of the project as approved by Icade's governance bodies. This price includes the book value of the land, the cost of works, carrying costs and any lease incentives.

1.2.4.1.6. Asset disposals

The value of asset disposals carried out in 2015 was €376.6 million.

They included primarily:

- the sale of two buildings in the Le Millénaire park in the 19th district of Paris:
  - in March 2015, the Millénaire 3 building was sold for €180.5 million to the Ministry of Justice, which exercised its purchase option as part of a preliminary sale agreement signed February 29, 2012,
  - in December 2015, the Millénaire 2 building was sold for €164.7 million to Deka Immobilien GmbH;
- in Évry, the "Champs" and "Européen" buildings were sold for €21.5 million;
- non-strategic assets for €8.6 million (a warehouse in Béziers and 62 dwellings);
- a land plot in the Pont de Flandre park for €1.3 million.

These disposals generated a capital gain of €141.8 million.

1.2.4.2. Healthcare Property Investment Division

1.2.4.2.1. Portfolio presentation

The assets of Icade's Healthcare Property Investment Division represent over 1.3 million sq.m of leasable area (0.7 million sq.m on a proportionate consolidation basis). It is mainly comprised of medicine, surgery and obstetrics (MSO) facilities, and follow-up and rehabilitation care (FRC) facilities.

Portfolio breakdown in leasable floor areas by operator

Geographic region *(in sq.m)*	Paris	La Défense/ near La Défense	Other Western Crescent	Inner Ring	Outer Ring	Outside the Paris region	Healthcare Property Investment
Elsan group (Vedici)					23,684	284,718	308,402
Médipôle Partenaires				3,252		141,467	144,719
Générale de Santé				7,443	47,731	48,403	103,577
Capio						75,244	75,244
Other	2,644					103,663	106,307
TOTAL	**2,644**	**-**	**-**	**10,695**	**71,415**	**653,495**	**738,249**

Description of the portfolio

As a market leader, Icade has been a major player in healthcare since 2007 by building up a property portfolio of 87 healthcare facilities, featuring:

- assets that start generating cash flows immediately;
- initial lease terms of 12 years with no break clause and a residual term of 8.8 years at December 31, 2015;
- high rental margin rates (net rental income/gross rental income) (> 98%).

For the development and management of Icade Santé, Icade can rely on a team and expertise recognised by its peers.

Since H1 2012, and in order to support its growth and preserve the key balance sheet ratios of the Group, Icade Santé conducted successive capital increases with institutional investors.

Thus, at December 31, 2015, Icade held a 56.5% stake in Icade Santé.

In October 2015, a new capital increase was carried out for a total of €440 million with its historical partners (OPCI Messidor, C-Santé, Holdipierre, MF Santé and SOGECAPIMMO and Icade) to finance the acquisition during the year of 18 healthcare facilities for a total amount of €678.0 million.

Market context *(Source: Jones Lang Lasalle)*

A full-fledged asset class with a long-term investment horizon

Two types of assets can usually be distinguished in the healthcare real estate market:

- healthcare facilities, including medicine, surgery and obstetrics (MSO) facilities for short-term stays, or psychiatric facilities and follow-up and rehabilitation care (FRC) facilities for medium-term stays;
- medical-social establishments, namely elderly care homes (accommodation facilities for dependent elderly persons [EHPAD]), retirement homes (accommodation facilities for the elderly [EHPA]) and serviced residences.

These single-use assets cover various property classifications, sometimes with large areas of medical and technical capacities and sometimes with predominant accommodation structures.

The leases signed on these assets are predominantly for a term of 12 years with no break clause and all the charges are recoverable from the tenants (including major work falling within the scope of Article 606 of the French Civil Code). However, since the promulgation of law 2014-626 dated June 18, 2014 on commercial leases (the Pinel law) and the entry into force of the Decree establishing rules for distribution of charges, major work under Article 606 of the French Civil Code is now at the expense of property owners in new leases signed beginning November 5, 2014. As part of sales of properties by their operators, work commitments and warranties are often provided by the sellers.

An asset class that is attracting more and more interest from investors

Healthcare property has long been a niche with few investors or investors closely related to healthcare operators. However, as investors seek to diversify their portfolios with property assets generating stable rental income in the long term, attractive yields and a low risk of vacancy, the interest and the number of players have greatly increased in healthcare real estate in recent years.

Icade's Healthcare Property Investment Division, the market leader specialising in healthcare assets (MSO, FRC and psychiatric facilities), Gecimed (a subsidiary of Gecina), Foncière des Murs (a subsidiary of Foncière des Régions) and Cofinimmo (a Belgian REIT) are the historic investors in France. More recently, Eurosic formed a vehicle dedicated to leisure and healthcare assets (Lagune).

Several asset managers that need to invest their own funds also developed this market segment: BNP PARIBAS (Health Property Fund 1), PRIMONIAL (Primovie), Swiss Life REIM and also La Française and AXA RE.

Finally, international investors, whether or not they were already present in the healthcare sector, are interested in the European market and especially the French market.

Competition is therefore strong both in the market for sales of buildings by healthcare operators and in transactions between investors. It is even stronger in transactions for property portfolios, which generally provide minimum size to international investors or to new investment vehicles looking to specialise in healthcare.

Product scarcity that led to yield compression

The healthcare real estate market is now characterised by increased demand from investors. While a few years ago the supply of properties was still limited to properties sold by their operators, which led to higher concentration in the sector, or by doctors who sold their properties and businesses (primary market), a secondary market is now emerging and becoming more and more active.

After investment volumes increased in 2014 (over €620 million compared to €450 million in 2013), they exceeded €1 billion in 2015.

This increase is the reflection of transactions where large healthcare operators sold the properties they operated (Elsan, formerly Vedici and Vitalia, Capio, Médipôle Partners), which continued in 2016. The disposal of the Gecina healthcare portfolio on the secondary market should mark a turning point in the transactions of healthcare assets.

The current prime yield (new establishments or establishments in excellent condition, well-located in dynamic areas, excluding Paris) stands between 6.10% and 6.35% for medicine, surgery and obstetrics (MSO) facilities and between 5.50% and 5.75% for accommodation facilities for dependent elderly persons (EHPAD). *(Source: JLL).* These yields have been compressing for several months, implying a strong upside potential.

1.2.4.2.2. Competitive position of the Healthcare Property Investment Division

By developing genuine partnerships with national healthcare operators such as ELSAN, RAMSAY/GENERALE DE SANTÉ, MEDIPÔLE PARTENAIRES, CAPIO, and other regional groups, Icade Santé has clearly become a leader in the market for private hospital property assets, with a portfolio of near €3.1 billion (100%) as of the end of 2015.

In the real estate investment market, the compression in yields of office assets has led investors to diversify their portfolios towards new asset classes, which has a positive impact on healthcare real estate, considered an alternative asset class.

This segment has become significantly more competitive in the past two years, in particular in the past few months, with the sale of two significant healthcare property portfolios (Vitalia and Gecimed). Competition is high both in the historical market where healthcare operators sell the property assets they operate and in the secondary market, where investors trade among themselves.

New entrants such as BNP PARIBAS (Health Property Fund 1), PRIMONIAL (Primovie), Swiss Life REIM, La Française and AXA RE have also originated significant transactions. Icade Santé, however, enjoys solid relationships with the healthcare operators it has worked with for a number years, which gives the Company access to good investment opportunities.

1.2.4.3. Key figures at December 31, 2015

EPRA Income statement for the Healhcare Property Investment Division and contribution to EPRA earnings from Property Investment

	12/31/2015			12/31/2014 Restated		
(in millions of euros)	Healthcare Property Investment – Recurring (EPRA earnings)	Non recurring [(a)]	Healthcare Property Investment Total	Healthcare Property Investment – Recurring (EPRA earnings)	Non recurring [(a)]	Healthcare Property Investment Total
GROSS RENTAL INCOME	**169.5**	**-**	**169.5**	**141.7**	**-**	**141.7**
Land-related costs	(0.0)	-	(0.0)	-	-	-
Service charges not recovered from tenants	(2.1)	-	(2.1)	(1.7)	-	(1.7)
Property operating expenses	(0.6)	-	(0.6)	0.0	-	0.0
NET RENTAL INCOME	**166.8**	**-**	**166.8**	**140.0**	**-**	**140.0**
Margin rate (net rental income/gross rental income)	***98.4%***	***0.0%***	***98.4%***	***98.8%***	***0.0%***	***98.8%***
Net operating costs	**(10.2)**	**-**	**(10.2)**	**(8.6)**	**-**	**(8.6)**
Profit/(loss) from other activities	**-**	**-**	**-**	**-**	**-**	**-**
EBITDA	**156.6**	**-**	**156.6**	**131.4**	**-**	**131.4**
Depreciation and impairment of operating assets	-	-	-	-	-	-
Depreciation and impairment of investment properties	-	(76.7)	(76.7)	-	(63.4)	(63.4)
Profit/(loss) from acquisitions	-	(0.3)	(0.3)	-	-	-
Profit/(loss) from asset disposals	-	6.0	6.0	-	-	-
Goodwill impairment	-	-	-	-	-	-
Share in profit/(loss) of equity-accounted companies	-	-	-	-	-	-
OPERATING PROFIT/(LOSS)	**156.6**	**(71.0)**	**85.6**	**131.4**	**(63.4)**	**68.0**
Cost of gross debt	**(10.7)**	**-**	**(10.7)**	**(10.3)**	**-**	**(10.3)**
Net income from cash and cash equivalents, related loans and receivables	(14.9)	-	(14.9)	(12.8)	-	(12.8)
Cost of net debt	(25.6)	-	(25.6)	(23.1)	-	(23.1)
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)	-	0.1	0.1	-	(0.7)	(0.7)
Other finance income and costs	(1.0)	-	(1.0)	(0.3)	-	(0.3)
FINANCE INCOME/(COSTS)	**(26.6)**	**0.1**	**(26.5)**	**(23.3)**	**(0.7)**	**(24.0)**
Corporate tax	(0.2)	-	(0.2)	(0.0)	-	(0.0)
Profit/(loss) from discontinued operations	-	-	-	-	-	-
NET PROFIT/(LOSS)	**129.8**	**(70.9)**	**58.9**	**108.1**	**(64.1)**	**44.0**
Net profit/(loss) attributable to non-controlling interests	56.4	(30.8)	25.6	47.0	(27.9)	19.1
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**73.3**	**(40.0)**	**33.3**	**61.1**	**(36.2)**	**24.8**

(a) The "Non-recurring" column includes the depreciation allowance for investment properties, profit/(loss) from disposals, fair value adjustments to financial instruments and ORNANE bonds, and other non-recurring items.

Rental income from the Healthcare Property Investment Division

(in millions of euros)	12/31/2014 restated	Acquisitions/ completions	Disposals/ redevelopments	Rent indexation	Leasing activity	12/31/2015	Change on a like-for-like basis
GROSS RENTAL INCOME	**141.7**	**27.9**	**(0.5)**	**0.4**	**(0.0)**	**169.5**	**0.3%**

Gross rental income generated by the Healthcare Property Investment Division during the financial year 2015 amounted to €169.5 million, *i.e.* an increase of €27.8 million compared to 2014 (+19.6%).

On a like-for-like basis, rental income is up 0.3% due to rent indexation.

The changes in scope of consolidation represented €27.4 million, including:

- + €25.8 million in additional rent related to acquisitions in 2014 and 2015;
- + €2.1 million following the extension of work on the private hospitals in operation;
- €(0.5) million for the disposal of the Renaison private hospital.

Net rental income from the Healthcare Property Investment Division for the year 2015 totalled €166.8 million, *i.e.* a margin rate of 98.4%, a slight decline compared to 2014 ((0.4) percentage point).

	12/31/2015		12/31/2014 Restated	
(in millions of euros)	Net rental income	Margin	Net rental income	Margin
NET RENTAL INCOME	**166.8**	**98.4%**	**140.0**	**98.8%**

Finance income/(costs) for the Healthcare Property Investment Division at December 31, 2015 totalled €(26.5) million *vs.* €(24.0) million at December 31, 2014. This change is primarily explained by the increase in debt related to asset acquisitions conducted in 2015.

Net profit/(loss) attributable to non-controlling interests from the Healthcare Property Investment Division stood at €(25.6) million *vs.* €(19.1) million in 2014, thanks to an improvement in net profit. This corresponds to the share of minority owners (43.49% of capital) of Icade Santé at December 31, 2015.

After taking into account the items above, **EPRA Earnings from Healthcare Property Investment** reached €73.3 million (€0.99 per share) at December 31, 2015, *vs.* €61.1 million at December 31, 2014 (€0.83 per share).

Other items that had an impact on the net profit/(loss) attributable to the Group generated by the Healthcare Property Investment Division represented a total net charge of €40.0 million compared to €36.2 million at December 31, 2014.

Thus, considering the items above, **Net profit/(loss) attributable to the Group** from the Healthcare Property Investment Division reached €33.3 million at December 31, 2015 *vs.* €24.8 million at December 31, 2014.

1.2.4.2.4. Rental activity of the Healthcare Property Investment Division

At December 31, 2015, the **financial occupancy rate** remained unchanged compared to December 31, 2014, at 100%. Private hospitals also showed a physical occupancy rate of 100%.

The average lease term to first break was 8.8 years and was stable compared with 2014. The acquisition of 16 private hospitals from Elsan with remaining lease terms of close to 12 years had a positive effect on this rate.

	Financial occupancy rate *(in %)* (b)			Average remaining lease term *(in years)* (b)	
Asset classes	12/31/2015	12/31/2014	Variation on a like-for-like basis (a)	12/31/2015	12/31/2014
HEALTHCARE PROPERTY INVESTMENT	**100.0%**	**100.0%**	**+0.0 POINTS**	**8.8**	**8.8**

(a) Excluding completions, acquisitions and disposals for the period
(b) Based on proportionate consolidation.

Lease expiry schedule by segment in terms of annualised rents

(in millions of euros)	2016	2017	2018	2019	2020	2021	2022	2023	2024	> 2024	Total
HEALTHCARE PROPERTY INVESTMENT	**0.3**	**-**	**-**	**5.5**	**27.0**	**6.8**	**4.3**	**31.3**	**41.9**	**86.6**	**203.7**

1.2.4.2.5. Investments

(in millions of euros)	Asset acquisitions	Construction/ Asset redevelopments	Other Capex	Other	Total
HEALTHCARE PROPERTY INVESTMENT	**696.4**	**42.1**	**0.5**	**0.3**	**739.3**

In order to finance its investments over the year, the Healthcare Property Investment Division used its own cash and corporate lines of credit, and conducted capital increases with institutional investors.

Investments totalled €739.3 million, including €696.4 million for acquisitions.

In 2015, Icade acquired:

- 18 private hospitals for €678 million, which immediately started generating secure cash flows that will last for another 12 years:
  - a large portfolio of 16 private hospitals was acquired from the Elsan group for €606 million (including €570 million paid out in 2015) in the autumn of 2015 as part of the combination of Vedici and Vitalia (which became the Elsan group),
  - the Claude Bernard private hospital in Albi from the operator Medipôle Partenaires in March 2015 and the Estrée private hospital in Stains from the Elsan group (Vedici) in July 2015. These two acquisitions represented a total of €107.4 million;
- a 75,000-sq.m land plot from the Capio group south east of Toulouse, to build a 30,500-sq.m private hospital. An off-plan lease (BEFA) with a lease term of 12 years with no break clause was signed with the Capio group. Construction work started in January 2016 and is due to be completed in Q1 2018;
- a 62,000-sq.m land plot in Reims Métropole, south west of Reims, to build a 30,000-sq.m private hospital. Construction work started in December 2015 and is due to be completed in Q1 2018. An off-plan lease with a lease term of 12 years with no break clause was signed with the Courlancy Santé group.

1.2.4.2.6. Asset disposals

In 2015, the Healthcare Property Investment Division sold two private hospitals for €26.8 million.

1.2.5. Property Development Division

The Property Development Division operates in the residential sector, which represents 73.1% of its IFRS revenue, the commercial sector (12.7%) and the public and healthcare amenities sector (12.0%). Finally, the Property Development Division has a project owner assistance subdivision representing 2.2% of its IFRS revenue.

The revenue from Property Development Division registered a drop of €281.3 million in a context of weaker marketing activity in the housing sector, and also because of the non-renewal of an exceptional operation in 2014 (the sale of the "Le Garance" building in December 2014, which was recorded for 90% of its technical advancement in the 2014 financial statements).

By keeping its operating margins and structural costs under control, the Property Development Division was able to partially offset the significant decline in revenue. Nevertheless, Net profit/(loss) attributable to the Group stood at €19.1 million, implying a decrease in comparison to the previous year.

The operating margin (operating profit/revenue) totalled 4.3% *vs.* 5.5% at December 31, 2014, due to a decrease in revenue.

Summary income statement and contribution to net current cash flow attributable to the Group

	12/31/2015			12/31/2014		
(in millions of euros)	**Current**	**Non-current**	**Total**	**Current**	**Non-current**	**Total**
Revenue	**885.4**		**885.4**	**1,166.7**		**1,166.7**
Income from operating activities	888.7		888.7	1,170.0		1,170.0
Purchases used	(717.8)		(717.8)	(956.4)		(956.4)
Outside services	(60.0)		(60.0)	(69.3)		(69.3)
Taxes, duties and similar payments	(5.5)		(5.5)	(7.7)		(7.7)
Staff costs, performance incentive scheme and profit sharing	(63.5)		(63.5)	(69.1)		(69.1)
Other operating expenses	(11.4)		(11.4)	(11.8)		(11.8)
Operating expenses	(858.1)		(858.1)	(1,114.3)		(1,114.3)
EBITDA	**30.6**		**30.6**	**55.7**		**55.7**
Depreciation charges net of investment grants		(1.4)	(1.4)		(1.4)	(1.4)
Charges and reversals related to impairment on tangible, financial and other current assets		(0.4)	(0.4)		(0.2)	(0.2)
Profit/(loss) from acquisitions		-	-		-	-
Profit/(loss) from asset disposals		(0.6)	(0.6)		1.9	1.9
Impairment on goodwill and *intangible* assets		-	-		(0.9)	(0.9)
Share in profit/(loss) of equity-accounted companies	9.3	0.3	9.6	9.0	0.0	9.0
OPERATING PROFIT/(LOSS)	**39.9**	**(2.0)**	**37.9**	**64.7**	**(0.5)**	**64.2**
Cost of gross debt	(0.1)		(0.1)	(0.2)		(0.2)
Net income from cash and cash equivalents, related loans and receivables	0.6		0.6	3.0		3.0
Cost of net debt	**0.5**		**0.5**	**2.9**		**2.9**
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)		-	-		-	-
Other finance income/(costs)	0.2	-	0.2	0.8	(0.0)	0.7
FINANCE INCOME/(COSTS)	**0.8**	**-**	**0.8**	**3.6**	**(0.0)**	**3.6**
Corporate tax	(18.6)	0.8	(17.8)	(25.1)	(0.2)	(25.2)
Profit/(loss) from discontinued operations	-	-	-	-	-	-
NET PROFIT/(LOSS)	**22.1**	**(1.3)**	**20.8**	**43.3**	**(0.7)**	**42.6**
Net profit/(loss) attributable to non-controlling interests	1.8	(0.0)	1.8	2.2	(0.1)	2.1
Net profit/(loss) attributable to the Group	**20.3**	**(1.3)**	**19.1**	**41.1**	**(0.6)**	**40.5**

Return on equity

(in millions of euros)	12/31/2015	12/31/2014
Net profit/(loss) attributable to the Group	19.1	40.5
Shares and shareholders' equity attributable to the Group [(a)]	446.9	417.2
Return on equity	**4.3%**	**9.7%**

(a) Average value over the period excluding a dividend payment of €100 million at the end of December 2015. Including this dividend, equity stood at €357 million.

Return on equity was affected by the downward trend in the division's revenues in 2015. Nevertheless, as part of the optimisation of its capital allocation, Icade conducted a special dividend payment of €100 million from the reserves its subsidiary Icade Property Development to Icade SA.

Icade considers that the application of IFRS 11 on joint ventures does not allow it to fully reflect the activity of the Property Development Division.

The IFRS 11 standard requires the equity method of accounting for joint ventures. Consequently, the financial indicator tables below present the relationship between the accounting presentation (equity method as per IFRS) and the economic presentation (proportionate consolidation).

The financial indicators indicated below therefore take into consideration the joint ventures accounted for on a proportionate consolidation basis (economic presentation).

	12/31/2015			12/31/2014			
(in millions of euros)	IFRS	Reclassification of joint ventures	Total	IFRS	Reclassification of joint ventures	Total	Change
Residential Property Development	647.2	49.6	696.8	795.4	31.9	827.3	(15.8)%
Commercial Property Development	238.3	20.5	258.7	371.9	46.5	418.4	(38.2)%
Intra-group property development operations	(0.1)	-	(0.1)	(0.6)	-	(0.6)	-
REVENUE [(a)]	**885.4**	**70.1**	**955.5**	**1,166.7**	**78.4**	**1,245.1**	**(23.3)%**
Residential Property Development	28.5	5.9	34.4	45.2	1.7	46.9	(26.6)%
Commercial Property Development	2.1	3.0	5.0	10.5	5.7	16.2	(68.9)%
EBITDA	**30.6**	**8.8**	**39.5**	**55.7**	**7.4**	**63.1**	**(37.5)%**
EBITDA margin (EBITDA/Revenue)	**3.5%**	**12.6%**	**4.1%**	**4.8%**	**9.4%**	**5.1%**	
Residential Property Development	33.6	0.2	33.7	46.9	-	46.9	(28.1)%
Commercial Property Development	4.3	0.1	4.4	17.4	(0.1)	17.3	(74.7)%
OPERATING PROFIT/(LOSS)	**37.9**	**0.3**	**38.1**	**64.2**	**(0.1)**	**64.1**	**(40.5)%**
Operating margin (operating profit/revenue)	**4.3%**	**0.4%**	**4.0%**	**5.5%**	**(0.1)%**	**5.1%**	

(a) Revenue based on progress, after inclusion of the commercial progress and construction work progress of each operation.

Property development backlog and service order book

The backlog represents the revenue signed (excluding taxes) but not yet recognised for property development operations based on progress and signed reservations (excluding taxes).

The order book represents the service contracts (excluding taxes) that have been signed but have not yet been executed.

	12/31/2015			12/31/2014		
(in millions of euros)	Total	Paris region (Île-de-France)	Outside the Paris region	Total	Paris region	Outside the Paris region
Residential Property Development (incl. subdivisions)	834.1	271.1	563.0	825.8	386.9	438.9
Commercial Property Development	417.6	143.1	274.5	183.8	146.5	37.3
Public and Healthcare Amenities Development	228.6	28.4	200.2	182.5	9.8	172.7
Order book for Services & Project owner assistance operations	28.1	23.6	4.5	41.9	29.7	12.2
TOTAL	**1,508.4**	**466.2**	**1,042.2**	**1,234.0**	**572.9**	**661.1**
Share of total	100.0%	30.9%	69.1%	100.0%	46.4%	53.6%

The Property Development Division's total backlog was up 22.2% to €1,508.4 million *vs.* €1,234.0 million at December 31, 2014.

These changes can be analysed as follows:

- a slight increase in the Residential Property Development backlog related to the increase in reservations and notarised sales for operations for which construction work was starting, offsetting the completion in June 2015 of the Northeast Paris operation (19th district of Paris – Mac Donald: 1,126 residential units);
- a significant increase in the Commercial Property Investment backlog due to signings of significant transactions throughout the year 2015, confirming the comeback of investors in this asset class, especially outside the Paris region:
  - in Lyon with:
    - GECINA, the off-plan sale of the SKY56 building (30,700 sq.m) located in the Part Dieu district in Lyon;
    - RTE, the off-plan sale of a 14,000-sq.m building located in the heart of the Les Girondins commercial area (Lyon Gerland), for the construction of its regional headquarters,
    - BNP PRE, the off-plan sale of the "Ivoire" building in Lyon Gerland (7,550 sq.m),
    - AG REAL ESTATE, the off-plan sale of the entire "Factory" building from the "Ynfluences square" programme,
  - in Lille with:
    - UNION INVESTMENT, the off-plan sale of the EKLA business office building, located in the Le GIAC commercial area, with a floor area of 14,800 sq.m,
    - LA FRANCAISE REM, the off-plan sale of the LE CONEX office building, located at the bottom of the Lille Flandre train station, with a floor area of 7,440 sq.m,
  - in Rennes with:
    - PERIAL AM on behalf of the PF02 fund, the off-plan sale of all of the "URBAN QUARTZ" offices in the EuroRennes commercial area, with a floor area of 13,300 sq.m.

  Finally, in Paris, in the Clichy Batignolles commercial area (lot N4), an off-plan sale preliminary agreement was signed with an institutional investor for the creation of offices, with a floor area of 14,800 sq.m;
- an increase of 25.3% in the "Public and Healthcare Amenities Development" backlog with the signing of a public-private partnership (PPP) contract for the creation of the South Montpellier high speed train (TGV) station and at the end of the year, the signing of two off-plan sales for the creation of 9,643 sq.m of medical buildings adjoining the site of the future COURLANCY private hospital in the Bezannes commercial area bordering Reims;
- the order book for Services and Project owner assistance operations decreased by 32.9% in connection with the decline in this activity outside the Paris region.

2

Residential Property Development

(in millions of euros)	12/31/2015 IFRS	12/31/2015 Reclassification of joint ventures	12/31/2015 Total	12/31/2014 IFRS	12/31/2014 Reclassification of joint ventures	12/31/2014 Total	Change
Revenue	647.2	49.6	696.8	795.4	31.9	827.3	(15.8)%
EBITDA	28.5	5.9	34.4	45.2	1.7	46.9	(26.6)%
EBITDA margin (EBITDA/Revenue)	**4.4%**	**11.9%**	**4.9%**	**5.7%**	**5.3%**	**5.7%**	
OPERATING PROFIT/(LOSS)	**33.6**	**0.2**	**33.7**	**46.9**	**-**	**46.9**	**(28.1)%**
Operating margin (operating profit/revenue)	**5.2%**	**0.3%**	**4.8%**	**5.9%**	**-**	**5.7%**	

The year 2015 was marked by a slight recovery in the residential property market with a significant return of private investors (Pinel incentives) in a low interest rate environment.

The market remains challenging for property development in the Paris region, but a recovery was observed outside the Paris region.

The return of private investors in higher numbers than in 2014 offset the drop in home buyers.

Sales to social landlords were stable whereas those to other institutional investors declined.

The revenues from the Residential Property Development activity stood at €696.8 million at December 31, 2015, down 15.8% *versus* 2014. This decrease resulted primarily from the drop in commercial activity recorded in 2013 and 2014, which preceded the recovery observed since Q4 2014, and it was intensified by the completion of the large-scale "North East Paris" operation (19th district of Paris – Mac Donald: 1,126 residential units), which represented a high contribution to revenue in 2014.

Operating profit/(loss) from the Residential Property Development Division resulted, quite logically, in a decline to €33.7 million at December 31, 2015, compared with €46.9 million at December 31, 2014.

If interest rates remain at their current levels, the trend in 2016 should be identical to that in 2015, with market stability in volume terms and a slight decrease in prices.

Revenue from the Residential Property Development Division is expected to pick up in 2016, thanks to the growth trend established in all regions.

In the Paris region, the ambition of the Greater Paris project to increase production to 70,000 residential units, i.e. to double the current production, is also an encouraging sign for the trend in sales volumes.

At the national level, Icade is betting on continuation of the Pinel investment incentives after 2016, and the new provisions to be adopted in 2016 that will broaden the scope of interest-free loans for first-time buyers.

Finally, Icade expects the acceleration of investments by institutional investors and the government measures in favour of social and intermediate housing to grow its production.

Main physical indicators at December 31, 2015

	12/31/2015	12/31/2014	Change
Marketing started			
Paris region (Île-de-France)	1,583	1,249	26.7%
Outside the Paris region	3,348	3,307	1.2%
TOTAL LOTS (IN UNITS) [(a)]	**4,931**	**4,556**	**8.2%**
Paris region (Île-de-France)	346.0	278.2	24.4%
Outside the Paris region	650.4	619.7	5.0%
TOTAL REVENUE (POTENTIAL IN MILLIONS OF EUROS)	**996.4**	**897.9**	**11.0%**
Projects launched			
Paris region (Île-de-France)	1,012	1,044	(3.1)%
Outside the Paris region	3,626	2,003	81.0%
TOTAL LOTS (IN UNITS) [(a)]	**4,638**	**3,047**	**52.2%**
Paris region (Île-de-France)	216.2	261.0	(17.2)%
Outside the Paris region	735.4	397.0	85.2%
TOTAL REVENUE (POTENTIAL IN MILLIONS OF EUROS)	**951.6**	**658.0**	**44.6%**
Reservations			
Housing reservations (in units)	3,999	3,912	2.2%
Housing reservations (in millions of euros including taxes)	839.3	787.7	6.6%
Housing – cancellation rate *(in %)*	23%	19%	23.5%
Average sale price and average floor area based on reservations			
Average price including taxes per habitable sq.m *(in €/sq.m)*	3,641	3,615	0.7%
Average budget including taxes per housing unit *(in € thousand)*	210.0	205.7	2.1%
Average floor area per housing unit *(in sq.m)*	57.6	56.9	1.2%

(a) "Units" means the number of residential units or equivalent residential units (for the mixed programmes) of any given programme. The number of equivalent residential units is determined by dividing the floor area by type (local business, shop, office) by the average floor area of residential units calculated during the preceding quarter.

Breakdown of reservations by type of customer

	12/31/2015	12/31/2014
Social institutional investors (ESH) – social landlords	21.6%	20.9%
Institutional investors	10.0%	15.4%
Individual investors	42.6%	33.0%
Home buyers	25.8%	30.7%
TOTAL	**100.0%**	**100.0%**

The number of residential units for which marketing started during the year 2015 was up by 8.2% compared with the preceding year (4,931 at December 31, 2015 *vs.* 4,556 at December 31, 2014), and this increase was even stronger in the Paris region, which had experienced a slowdown in 2014.

In line with the recovery of the market, the number of residential unit projects launched strongly increased, by 52%, over the year 2015, totalling 4,638 *vs.* 3,047 at December 31, 2014.

Icade's net housing reservations at December 31, 2015 increased by 2.2% in volume terms compared to the preceding year, reaching 3,999 reservations, and increasing by 6.6% in value terms, boosted by an average price per lot slightly greater than in the preceding year due to the marketing of housing units tailored to investors' needs.

In line with the trend observed in H1 2015, reservations carried out with private investors, mainly in the scope of the "Pinel" tax measure, posted a significant increase and totalled 42.6% of the reservations carried out at December 31, 2015 *vs.* 33% over the year 2014. The proportion and number of home buyers was down to 25.8% *vs.* 30.7%.

On a like-for-like basis, the impact of the drop in prices over the year 2015 was limited by low interest rates. The slight increase in the price per sq.m to €3,641/sq.m, including taxes, is in part related to a more attractive geographic positioning in areas with higher market prices, and to a return of private investors.

Notarised sales at December 31, 2015 reached 4,206 lots for a revenue of €887 million, *versus* 3,133 lots for €674 million at December 31, 2014, i.e. an increase of 34% in volume terms, mainly related to the growth in project launches.

Land portfolio

The residential land and building lot portfolio improved; it represented 8,153 lots at December 31, 2015 (6,835 lots at December 31, 2014), with potential revenue estimated at €1.7 billion (*vs.* €1.4 billion at December 31, 2014).

Commercial Property Development

(in millions of euros)	12/31/2015 IFRS	12/31/2015 Reclassification of joint ventures	12/31/2015 Total	12/31/2014 IFRS	12/31/2014 Reclassification of joint ventures	12/31/2014 Total	Change
Public and healthcare amenities	106.2	-	106.2	82.9	3.8	86.7	22.5%
Commercial	112.9	20.6	133.5	269.7	43.3	313.0	(57.3)%
Project Owner Assistance	19.2	(0.2)	19.0	19.2	(0.6)	18.6	2.2%
REVENUE	**238.3**	**20.5**	**258.7**	**371.9**	**46.5**	**418.4**	**(38.2)%**
EBITDA	**2.1**	**3.0**	**5.0**	**10.5**	**5.7**	**16.2**	**(68.9)%**
EBITDA margin (EBITDA/revenue)	**0.9%**	**14.5%**	**1.9%**	**2.8%**	**12.3%**	**3.9%**	
OPERATING PROFIT/(LOSS)	**4.3**	**0.1**	**4.4**	**17.4**	**(0.1)**	**17.3**	**(74.7)%**
Operating margin (operating profit/revenue)	**1.8%**	**0.5%**	**1.7%**	**4.7%**	**(0.2)%**	**4.1%**	

Public and Healthcare Amenities Development

In 2015, the revenue from Public and Healthcare Amenities Development increased by 22.5% to €106.2 million. The launch of construction works for the "Nouméa Private Hospital" in H2 2014 and that of the "Montpellier-Sud de France" high-speed train (TGV) station contributed significantly to the improvement in the revenue of this division.

At December 31, 2015, the portfolio of "Public and Healthcare Amenities Development" projects was equivalent to 245,036 sq.m (278,996 sq.m at December 31, 2014), including 114,170 sq.m of construction work in progress. The project portfolio of this activity was exclusively located outside the Paris region and in French overseas departments and territories (DOM-TOM). At this point in the year, completed projects represent 35,516 sq.m.

Commercial and Retail Property Development

At December 31, 2015, the revenue from the commercial and retail property development business totalled €133.5 million, *vs.* €313.0 million at December 31, 2014. This decrease of 57.3% is mainly attributable to the large contribution to 2014 revenue from the Le Garance building in the previous year sold in December 2014 to France Domaine (acting on behalf of the Ministry of the Interior) and completed at the end of August 2015.

At December 31, 2015, Icade Promotion had a portfolio of projects in the Commercial and Retail Property Development segment of around 769,443 sq.m (*vs.* 835,489 sq.m at December 31, 2014), including 161,834 sq.m of construction work in progress.

Over the year 2015, completions totalled 107,246 sq.m and included that of the Le Cargo building in October. This building located in the 19th district of Paris represents 15,000 sq.m of floor area entirely dedicated to innovative and creative companies.

Speculative developments represented an exposure of €201.4 million at December 31, 2015, implying an increase with respect to December 31, 2014 (€130.4 million).

Project Owner Assistance

The Project Owner Assistance Division includes Project Owner Assistance contracts and studies conducted on behalf of clients from the Public and Healthcare Amenities, Commercial and Retail sectors.

In 2015, revenue from this division was relatively stable at €19.0 million.

Working capital requirement and debt

(in millions of euros)	12/31/2015 IFRS	12/31/2015 Reclassification of joint ventures	12/31/2015 Total	12/31/2014 IFRS	12/31/2014 Reclassification of joint ventures	12/31/2014 Total	Change
Residential Property Development	186.6	23.9	210.5	245.1	17.4	262.5	(52.0)
Commercial Property Development	24.2	19.0	43.3	(1.1)	20.2	19.1	24.2
WORKING CAPITAL REQUIREMENT	**210.8**	**42.9**	**253.8**	**244.0**	**37.6**	**281.7**	**(27.9)**
NET DEBT (a)	**(113.1)**	**25.0**	**(88.1)**	**(176.9)**	**17.5**	**(159.4)**	**71.3**

(a) The negative sign means net asset, while the positive sign means net liability.

The working capital requirement (WCR) improved by €27.9 million compared to the beginning of the year 2015, totalling €253.8 million.

The WCR of Commercial Property Development increased by €43.3 million (16.7% of revenue) with the launch of new projects, while that of Residential Property Development dropped to €210.5 million, representing 30.2% of 2015 revenue, *vs.* 31.7% in 2014.

Net cash from the Property Development Division stood at €88.1 million, implying a €71.3 million decrease compared with December 31, 2014. This is related in particular to the payment of a special dividend of €100 million from reserves at the end of 2015.

Competitive position of the Property Development Division

Icade is a French property investment company with a presence all across the country, thanks to its 19 local branches. Icade contributes actively to urban planning and to the development of residential, commercial and public facilities in the French cities and regions.

In the **Commercial** segment, Icade is reinforcing the synergies between its property development activities and its Property Investment Division, while continuing to develop projects for its usual clients (investors and for its own account). **While Icade Promotion has the capacity to work on all types of solutions, it focuses mainly on important, large-scale, complex and/or mixed-use projects.**

Icade Promotion is one of the leaders in the **construction of public facilities** (educational, cultural, police stations) **or healthcare facilities** (public and private hospitals, EHPAD). This activity is performed either as part of off-plan purchase agreements or property development agreements on behalf of the state or local authorities, or as part of Project Owner Assistance contracts. Icade also carries out major public infrastructure projects under public-private partnership (PPP) agreements.

In the residential segment, Icade Promotion operates as a distributor to institutional investors (social institutional investors [ESHs], real estate investment companies [SCPIs], real estate collective investment schemes [OPCIs] and the intermediate housing fund [FLI]), home buyers or individual investors. It is positioned in the low-end and mid-range categories and it also develops serviced residences for students or seniors, or innovative products such as the BiHome concept (shared housing).

2015 property development revenue of the main players

Developers	2015	2014	2013
Nexity [(a)]	2,541	2,100	2,285
Bouygues Immobilier	2,304	2,775	2,510
Kaufman & Broad [(b)]	1,063	1,083	1,026
Altarea Cogedim [(c)]	1,012	822	883
Icade Promotion	955	1,245	1,091
Eiffage Immobilier	743	740	662
Vinci Immobilier	707	587	816

(a) Revenue from the residential and commercial property segments.
(b) Results from December 1, 2014 to November 30, 2015.
(c) Revenue from the residential and office segments.

Source: Data published by the companies.

Residential property development

Icade's residential segment represents 73.1% of its IFRS revenue.

There are several regional and national players involved in this market. Icade is ranked 6th based on the number of housing reservations.

The following table shows the number of reservations of the main residential developers in the past three years:

Residential developers	2015	2014	2013
Nexity [(a)]	14,235	12,562	12,322
Bouygues Immobilier [(b)]	12,195	11,776	10,963
Kaufman & Broad [(c)]	6,901	5,871	5,379
Altarea Cogedim	6,011	4,526	3,732
Vinci Immobilier	4,189	3,321	2,823
Icade Promotion [(d)]	3,999	3,912	3,605
Eiffage Immobilier	3,671	3,395	3,267

(a) Number of housing and subdivision reservations, both in France and internationally.
(b) Number of housing reservations, both in France and internationally.
(c) Results from December 1, 2014 to November 30, 2015.
(d) Number of housing reservations, including plots of building land.

Source: Data published by the companies.

Commercial property development

Icade's Office and Retail segment represents 12.7% of its IFRS revenue.

In this segment, Icade competes with the main real estate companies, including Bouygues immobilier, Nexity, BNP Paribas Real Estate, ALTAREA COGEDIM, Linkcity (Bouygues construction).

Icade's public and healthcare amenities segment represents 12.0% of its IFRS revenue.

The public-private partnerships/healthcare activity consists of the development and execution of public or private amenities projects mainly in the fields of healthcare (public or private hospitals, EHPAD, EHPA) and education (high schools, universities, private schools and research). These projects are carried out under Project Owner Assistance contracts or property development agreements.

Icade's main competitors in the field of Project Owner Assistance are semi-public companies (SEMs), public urban development companies (EPA) or engineering consultancies such as ISMS, A2MO, SOGELERG, EGIS, Polyprogramme, and SECA Santé.

Regarding property development agreements, Icade's main competitors are the subsidiaries of major construction groups specialised in the project management and development such as Linkcity or CIRMAD (Bouygues), Eiffage immobilier, ADIM (Vinci), Fayat immobilier and Rabot Dutilleul. These competitors when it comes to property development might also become partners in cases of joint proposals.

1.3. Net asset value at December 31, 2015

1.3.1. Valuation of property assets

1.3.1.1. Valuation assignments and methods

1.3.1.1.1. Valuation assignments

Icade's property assets are valued twice a year by independent property surveyors for the publication of the half-yearly and annual financial statements, according to a procedure compliant with the SIIC Code of Ethics published in July 2008 by the Federation of property and real estate companies (Fédération des sociétés immobilières et foncières).

Property valuation was entrusted to Jones Lang LaSalle Expertises, DTZ Valuation France, CBRE Valuation, Catella Valuation FCC and BNP Paribas Real Estate Valuation.

Property valuation fees are billed to Icade on the basis on fixed remuneration that takes into account the specifics of the properties (number of units, number of square meters, number of leases, etc.) and that is independent of the value ot the asset.

The assignments of the surveyors, whose main valuation methods and conclusions are presented hereafter, are performed according to the standards of the profession, in particular:

- the Property Valuation Charter *(Charte de l'expertise en évaluation immobilière)*, fourth edition, published in October 2012;
- the Barthès de Ruyter report from the French Securities Exchange Commission (COB), which is part of the French Financial Authority (AMF), dated February 3, 2000 on the valuation of the property assets of publicly traded companies;
- at international level, the European surveying standards of TEGoVA (The European Group of Valuers' Associations), published in April 2009 in the Blue Book, as well as the Red Book standards of the Royal Institution of Chartered Surveyors (RICS).

These various texts specify the qualifications of the surveyors, the principles of good conduct and ethics and the basic definitions (values, floor areas, rates and the main valuation methods).

On each valuation assignment and on the presentation of values, Icade ensures, with its panel of surveyors, the consistency of the methods used for the valuation of its assets.

"Duties included" and "duties excluded" values are calculated, the "duties excluded" values being determined after deduction of fees and fixed legal expenses calculated by the surveyors.

The Crystal Park office building, the EQHO and PB5 towers, and the Millénaire shopping centre were valued twice and the average of the two valuations was selected.

In H2 2015, Icade extended this double valuation approach to all of its business parks in order to obtain more reliable valuations. For this purpose, Icade invited the main property surveyors to a bidding process in July 2015. Surveyors were selected based on criteria of independence, qualification, reputation, expertise in property valuation, organisational capacity, responsiveness and price.

Note: In 2015, Icade also initiated, as most real estate companies, a procedure of internal valuations performed by its asset management teams, in order to verify the asset values obtained by the surveyors, and to gain a better understanding of the future performance of the portfolio on the basis of the business plans defined.

On-site visits are systematically conducted by the surveyors for all new assets coming into the portfolio. Further on-site visits are then organised according to a multi-year schedule or each time that a specific event in the life of the building requires it (occurrence of significant modifications in its structure or environment).

All of Icade's assets, including its land bank and projects under development, were valued according to the procedures currently in place within the Group at December 31, 2015, with the exception of:

- properties in the process of being sold, including those that are subject to a preliminary sale agreement as of the end of the reporting period or those for which an offer has been received and that are valued based on the contractual sale price; that was the case, at December 31, 2015, for condominium units in the Arago tower, the Rueil extension, Reflet Défense and the Évry-Courcouronnes business park;
- the underlying properties of a financing transaction (*i.e.* finance lease or lease with an option to buy where Icade acts exceptionally as the lessor), which are valued based on the financial receivable recognised in the accounts or, as the case may be, based on price of the option to buy established in the contract: at December 31, 2015, the Levallois-Perret office building leased to the Ministry of the Interior for 20 years with an option to buy was the only property included in that category;

- public properties and projects held as part of a public-private partnership (PPP) which are not subject to a formal valuation due to the fact that ownership ultimately returns to the State at the end of these contracts. These assets are therefore recognised based on their net book value, which is included unchanged in the value of the property assets reported by Icade;
- properties acquired less than three months before the end of the half-yearly or annual reporting period, which are valued based on their net book value. At December 31, 2015, 18 assets acquired during the last quarter fell within this category including the Vision portfolio.

1.3.1.1.2. Methodology used by the surveyors

The methodologies used by the surveyors were identical to those used in the previous financial year.

Investment properties are valued by the surveyors by using two methods simultaneously: the income method (the surveyor using the most appropriate method between net rent capitalisation and discounted cash flows) and the method of direct comparison with the prices of the transactions noted on the market for assets equivalent in type and location (price per unit, per block, per building).

The net income capitalisation method involves applying a yield to rental income streams, whether that income is reported, existing, theoretical or potential (estimated rental value). This approach may be adopted in different ways according to the income basis considered (actual rent, estimated rent and net rental income) to which different yields correspond.

The discounted cash flow method assumes that the value of the assets is equal to the present value of the cash flows expected by the investor, including the sale at the end of the holding period. In addition to the resale value obtained by applying a theoretical yield on the rents for the last year, which differs depending on the sites, the cash flows integrate the rents, the different charges not recovered by the owner and the major maintenance and repair work. The discount rate to be applied to the cash flows is calculated based either on a risk-free rate plus a risk premium (related both to the property market and to the building considered taking into account its qualities in terms of location, construction and security of income) or on the weighted average cost of capital.

Irrespective of the method used, valuation calculations are carried out on a lease by lease basis, except for particular cases and justified exceptions.

The land bank and properties under development are also valued at fair value. They are therefore subject to a valuation taken into account in calculating the NAV. The methods used by the surveyors primarily include the residual method (or hypothetical development method) development and/or the discounted cash flow, both completed in certain cases by the comparison method (see above for details of the last two methods).

The residual method involves producing the financial projections of the project from the point of view of a property developer to whom the land has been offered. From the selling price of the building on completion, the surveyor deducts all the costs to be incurred, including building costs, fees and margin, financial costs and any land-related costs.

For properties under development, all outstanding costs linked to the completion of the project, along with carrying costs until completion, must be deducted from the buildings' provisional sale price.

Projects under development are valued on the basis of a clearly identified and documented project, as soon as planning permission can be examined and implemented.

Considering its special situation, and its development model, the land bank of the Rungis park were subject to a specific valuation. In fact, in the Rungis park there is an unutilised capacity for construction on the plots already developed. Icade valued the difference between the constructed area and the potential area in the context of a 25-year projected redevelopment plan. This plan provides for the construction of around 385,000 sq.m of premium offices, mixed-use buildings (office and business premises) through the demolition of the most obsolete buildings or the construction in strategic areas for the development of a park.

The method is based on:

- applicable urban planning rules;
- estimated absorption rate;
- the current market for new offices (rental value, yield);
- the redevelopment plan of the site on 5-, 10-, 15-, 20- and 25-year horizons: 32,900 sq.m in the first five years, 81,500 sq.m between the 5th and 10th years, 89,000 sq.m between the 10th and 15th years, 115,000 sq.m between the 15th and 20th years, and 66,000 sq.m between the 20th and 25th years.

The estimated value of unutilised capacity for construction is based on the value of the building land in the park. A land coefficient of 18% is applied including a developer margin of 8%. This coefficient is the result of the average price by square meter of the land and of a coefficient observed on business parks in the outskirts of Paris (Second/Third Ring). These values thus obtained are discounted based on the 5-, 10-, 15-, 20- and 25-year redevelopment periods provided for in the projected plan with rates of 3.5%, 5.5%, 6.5%, 7.5% and 8.5%, respectively. The valuation of the land bank in the Rungis park totalled €74.1 million at December 31, 2015.

Additionally, Icade has identified, among its assets, floor space that is not leasable in its current condition: buildings that are completely vacant, held for sale, or due to be redeveloped or demolished, and for which a project will be initiated later. This floor space was valued at €81.9 million and €50.4 million for offices and business parks, respectively.

Whichever method is selected, it is ultimately up to the property surveyors to set a value and discount rate in line with the risks inherent in each project and, in particular, the state of progress of the various authorisation and building phases (demolition permit, building permit, objections, progress of work, any pre-marketing or rent guarantee). For the resulting value, the surveyors must explain which procedure they followed in estimating the degree of risk and revaluation attached to the building in the light of the circumstances under which they work and the information made available to them.

The buildings of private hospitals or healthcare establishments are valued by surveyors taking the mean of the values obtained using the rent capitalisation method (or the rental value) and the discounted cash flow method.

The market value of a hospital is essentially dependent on its operation and its ability to generate sufficient income to provide a reasonable return on the property investment. These buildings fall under the category of single-use buildings and the value determined by the surveyor nevertheless is totally related to its operation and consequently to the goodwill of the business. Since these premises are unsuitable for any other use without substantial conversion works, they are not otherwise subject to renewal rent capping or revision or to the traditional rules of determining rental value, because the configuration and the degree of specialisation of the property imposes objective limits (number of beds or rooms, etc.) on the operator, whatever its qualities.

The estimated rental value used by the property surveyors is thus based on taking into account a share of the average revenue or EBITDA that the establishment has generated during the last years of operation, with or without correction for category, stability, administrative environment, quality of operating structure (price positioning, hospital fee agreement with the French Social Security, income statement, etc.) and competitive environment. The establishment's premises could otherwise be valued by capitalisation of the rental income reported by Icade.

Finally, valuations dated December 31, 2015 do not take into account the effects related to the increase in additional tax in the Paris region (Île-de-France) and the increase in transfer duties decided by the city of Paris, both applicable as from 2016.

1.3.1.2. Summary of valuations of Icade's portfolio

Assets are classified as follows:

- the strategic assets of the Commercial Property Investment Division consist of offices (including public-sector properties and projects held *via* public-private partnerships) and business parks (including the Millénaire shopping centre);
- the non-strategic assets of Commercial Property Investment Division consist of warehouses and housing units;
- the assets of the Healthcare Property Investment Division include the Healthcare portfolio.

Furthermore, the assets of the Healthcare Property Investment portfolio are valued in proportion to Icade's stake in Icade Santé (56.51%). If these assets were held at 100% of their value, Icade's portfolio would represent €10,497.6 million excluding duties *vs.* €10,151.4 million at the end of 2014 (and €11,065.6 million including duties *vs.* €10,682.2 million at the end of 2014).

(value of the property portfolio excl. duties, on a proportionate consolidation basis in millions of euros)	12/31/2015	12/31/2014	Change *(in € million)*	Change *(in %)*	Like-for-like change [(a)] *(in € million)*	Like-for-like change [(a)] *(in %)*	Total floor area *(in sq.m)*	Price [(b)] *(in €/sq.m)*	Net yield, excl. duties [(c)] *(in %)*	Reversion potential [(d)] *(in %)*	Overall estimated rental value *(in € million)*	EPRA vacancy rate [(d)] *(in %)*
Offices												
Paris	249.1	220.2	+28.9	+13.1%	+28.6	+13.0%	17,174	14,503	4.6%	(0.7)%	11.5	9.3%
La Défense/near La Défense	1,724.7	1,681.6	+43.1	+2.6%	+111.7	+7.1%	319,797	5,393	6.5%	(1.0)%	118.1	13.1%
Other Western Crescent	667.6	723.7	(56.1)	(7.8)%	(8.5)	(1.3)%	75,006	8,900	6.1%	(7.8)%	38.3	9.1%
Inner Ring	738.4	569.7	+168.7	+29.6%	+64.1	+9.7%	133,657	5,525	5.6%	(2.0)%	40.8	0.5%
Outer Ring	38.3	66.6	(28.3)	(42.5)%	(3.1)	(7.4)%	10,372	3,693	18.1%	(9.3)%	1.3	24.5%
Total Paris region	**3,418.1**	**3,261.9**	**+156.1**	**+4.8%**	**+192.7**	**+6.1%**	**556,006**	**6,148**	**6.1%**	**(2.5)%**	**210.0**	**9.8%**
Other regions	76.3	77.1	(0.8)	(1.0)%	+0.0	+0.0%	4,348	17,559	10.0%	(22.5)%	0.6	1.8%
TOTAL	**3,494.4**	**3,339.0**	**+155.4**	**+4.7%**	**+192.7**	**+5.9%**	**560,354**	**6,236**	**6.1%**	**(2.6)%**	**210.6**	**9.7%**
Land reserve	3.2	3.2	-	-	-	-						
Projects under development	62.8	113.3	(50.5)	(44.6)%	+0.3	+0.4%						
Non-leasable area pending redevelopment [(f)]	81.9	3.1	+78.8	+2509.3%	(28.1)	(25.6)%						
TOTAL OFFICES	**3,642.3**	**3,458.6**	**+183.7**	**+5.3%**	**+164.9**	**+4.8%**	**560,354**	**6,500**	**6.1%**	**(2.6)%**	**210.6**	**9.7%**
Business parks												
Paris	628.8	701.7	(72.8)	(10.4)%	+58.6	+10.4%	115,458	5,447	6.1%	(3.2)%	40.3	6.6%
La Défense/near La Défense	164.7	234.6	(69.9)	(29.8)%	(71.4)	(30.4)%	92,936	1,772	9.5%	(6.3)%	14.9	37.7%
Other Western Crescent	139.1	161.9	(22.8)	(14.1)%	(24.2)	(14.9)%	72,056	1,930	10.2%	(6.6)%	10.5	6.6%
Inner Ring	944.0	944.0	(0.0)	(0.0)%	(17.1)	(1.8)%	361,375	2,612	8.4%	(4.5)%	76.3	6.1%
Outer Ring	1,209.6	1,429.2	(219.5)	(15.4)%	(261.6)	(18.0)%	817,680	1,479	9.8%	(5.6)%	111.8	23.0%
Total Paris region	**3,086.2**	**3,471.3**	**(385.1)**	**(11.1)%**	**(315.6)**	**(9.4)%**	**1,459,504**	**2,115**	**8.6%**	**(4.9)%**	**253.8**	**15.3%**
Land reserve	150.8	235.8	(84.9)	(36.0)%	(99.2)	(38.9)%						
Projects under development	333.8	380.4	(46.6)	(12.3)%	+59.1	+34.5%						
Non-leasable area pending redevelopment [(f)]	50.4	75.4	(25.1)	(33.2)%	(33.3)	(39.8)%						
TOTAL BUSINESS PARKS	**3,621.2**	**4,162.9**	**(541.7)**	**(13.0)%**	**(389.1)**	**(10.1)%**	**1,459,504**	**2,481**	**8.6%**	**(4.9)%**	**253.8**	**15.3%**
TOTAL OFFICES AND BUSINESS PARKS	**7,263.4**	**7,621.5**	**(358.0)**	**(4.7)%**	**(224.2)**	**(3.1)%**	**2,019,858**	**3,596**	**7.3%**	**(3.8)%**	**464.4**	**12.8%**
Non-Strategic Assets (g) of Commercial Property Investment	**163.3**	**179.2**	**(15.9)**	**(8.8)%**	**(19.1)**	**(10.9)%**	**88,651**	**1,843**	**12.4%**			**18.3%**
TOTAL COMMERCIAL PROPERTY INVESTMENT ASSETS	**7,426.8**	**7,800.7**	**(373.9)**	**(4.8)%**	**(243.3)**	**(3.3)%**	**2,108,509**	**3,522**	**7.3%**	**(3.7)%**	**464.4**	**12.8%**
Healthcare property investment												
Paris – Inner Ring	55.5	54.8	+0.7	+1.3%	+0.6	+1.1%	39,428	1,409	6.4%			0.0%
Outer Ring	239.2	202.9	+36.3	+17.9%	+6.0	+3.0%	47,205	5,067	6.6%			0.0%
Total Paris region	**294.7**	**257.7**	**+37.0**	**+14.4%**	**+6.6**	**+2.6%**	**86,633**	**3,402**	**6.5%**			**0.0%**
Other regions	1,440.6	1,070.7	+369.9	+34.6%	+14.7	+1.4%	653,866	2,203	6.8%			0.0%
TOTAL HEALTHCARE PROPERTY INVESTMENT	**1,735.3**	**1,328.4**	**+406.9**	**+30.6%**	**+21.3**	**+1.6%**	**740,499**	**2,343**	**6.7%**			**0.0%**
GRAND TOTAL	**9,162.1**	**9,129.1**	**+33.0**	**+0.4%**	**(222.1)**	**(2.5)%**	**2,849,009**	**3,216**	**7.2%**			**9.0%**
Including assets consolidated by the equity method	*179.2*	*184.2*	*(5.0)*	*(2.7)%*	*(6.1)*	*(3.3)%*						

(a) Net change in disposals for the period and investments.
(b) Established based on the appraised value excluding duties.
(c) Annualised net rental income from leased space plus potential net rental income from vacant space at estimated rental value, divided by appraised value excluding duties of leasable space.
(d) Difference noted between the estimated rental value and annualised rental income net of non-recoverable charges of the same floor space (expressed as a percentage of net rent). The reversion potential as calculated above is established without taking into consideration the payment schedules of the leases and is not subject to discounting.
(e) Calculated based on the estimated rental value of vacant premises divided by the overall rental value.
(f) Properties that are 100% vacant whose floor space will be sold, redeveloped or demolished.
(g) The indicators (Total area, Price in €/sq.m, EPRA net yield excluding duties, and EPRA vacancy rates) are presented excluding the Residential Property Investment Division and excluding PPPs.

1.3.1.2.1. Strategic assets of the Commercial Property Investment Division

Based on proportionate consolidation, the overall value of Icade's offices and business parks portfolio was €7,263.4 million excluding duties at December 31, 2015 *vs.* €7,621.5 million at the end of 2014, *i.e.* a decrease of €358 million ((4.7)%).

Excluding the impact of the investments, acquisitions and disposals made during the year 2015, the change in asset value of offices and business parks was (3.1)%.

In value terms, 99% of the portfolio is located in the Paris region (Île-de-France).

The value of the land reserves and projects under development stood at €682.8 million at December 31, 2015 and corresponds to €154 million in land reserve, €396.5 million in projects under development, and €132.3 million of non-leasable floor area pending redevelopment.

Offices

During the year 2015, investments made in office assets, which comprise mainly the construction work for the Eqho building in La Défense and the Monet building in Saint-Denis, stood at total of €42.9 million (corrected for the €19.1 million change in underlying properties of a financing transaction and public-sector properties and projects held as part of PPPs and the corresponding construction work).

Excluding the impact of these investments and asset disposals completed during the year, the change in value of the Offices Division assets at December 31, 2015 was +€164.9 million on a like-for-like basis (*i.e.* +4.8%) to €3,642.3 million.

Business parks

The property assets of the business parks consist of marketable constructed area as well as the land reserves and building rights for which property projects have been identified and/or are under development.

During the year 2015, Icade spent €140.4 million in maintenance and development investments in the business parks (net of works to properties sold during the financial year, for €18 million).

On a like-for-like basis, excluding investments, acquisitions and the disposals of the Millénaire 2 and Millénaire 3 buildings, the value of business park assets decreased by €389.1 million over the year 2015, *i.e.* (10.1)%, to €3,621.2 million. This decrease is the result of a contrasted situation: the value of the parks located in Paris increased by €58.6 million, demonstrating the attractiveness of the Millénaire park and the Pont de Flandre park, while the parks located in the outer ring recorded negative changes due to vacancy (€(261.6) million), and drops in rental values for the shopping centre (negative change for properties in the inner ring: €(26) million). The business parks in La Défense and other Western Crescent saw their valuations shrink by €95.5 million, in a difficult market environment.

Finally, the impact of the new appraised values of the land reserves, projects under development and non-leasable area pending redevelopment was €(73.5) million (see above for the details and valuation methods).

1.3.1.2.2. Non-strategic assets of Commercial Property Investment Division

Warehouses

The market value of the warehouses was estimated at €20.6 million excluding duties at December 31, 2015 *vs.* €22.5 million at December 31, 2014, *i.e.* a decrease of €1.9 million ((8.4)%).

This strong decline is mainly due to the disposal of a warehouse in Béziers in 2015 for €1.4 million.

Residential

The assets of the Residential Property Investment Division at December 31, 2015 are composed of buildings managed by the SNI, together with condominium units and various residual assets, which were valued on the basis of property valuations.

The value of these assets was €142.7 million excluding duties at December 31, 2015 *vs.* €156.7 million at the end of 2014, *i.e.* a change of €(14) million ((8.9)%), which is explained primarily by the effect of the disposals.

1.3.1.2.3. Assets of the Healthcare Property Investment Division

The property portfolio of the Healthcare Property Investment Division includes private hospital buildings and healthcare establishment buildings.

Based on proportionate consolidation, the overall value of Icade's healthcare property investment portfolio is estimated at €1,735.3 million excluding duties at December 31, 2015, *vs.* €1,328.4 million at the end of 2014, *i.e.* an increase of €406.9 million, of which €380.1 million (proportionate consolidation, excluding duties) is explained by the acquisition, during the year, of 18 healthcare establishments and three plots of land where medicine, surgery and obstetrics (MSO) private hospitals are under construction, and which also includes the increase in values.

On a like-for-like basis, excluding the construction works for the year of €19.3 million (proportionate consolidation basis), and disposals and acquisitions, the value of the portfolio rose by €21.3 million over the year 2015, *i.e.* +1.6%).

1.3.2. Valuation of the property development and property services businesses

The valuation of Icade's property development and services companies was performed by Détroyat Associés, an independent firm, for the purpose of calculating the net asset value. The method selected by the surveyor is based mainly on discounting the cash flows (DCF) over the period of the business plan of each company, discounting the cash flows calculated by extending those from the business plan over an additional 10-year period, and adding a terminal value calculated by applying a perpetual growth rate to the cash flows. The value of the companies is integrated into the calculation of the net asset value.

On these bases, the values of the property development and services companies at December 31, 2015 are broken down in the following manner:

(in millions of euros)	12/31/2015 Property development and services companies	12/31/2014 Property development and services companies
Enterprise value	345.9	327.4
Net debt [(a)]	(119.5)	(179.3)
Other adjustments [(a)]	54.9	50.8
Value of the companies (full consolidation)	**410.6**	**455.9**
Value of the companies (consolidated by the equity method)	**68.4**	**14.7**
Total value of the companies	**478.9**	**470.6**

(a) The negative sign means net asset, while the positive sign means net liability.

Enterprise value of the companies (full consolidation)	345.9	327.4
Value of the companies (consolidated by the equity method)	94.2	32.0
Value of property development and services companies	**440.1**	**359.4**

Among the selected financial parameters, the surveyor used a weighted average cost of capital between 6.21% and 10.67%.

The enterprise value of property development companies at December 31, 2015 (including the enterprise value of companies consolidated by the equity method) was up compared with December 31, 2014. This increase resulted mainly from the impact of the business plan of property development, which takes into account the state of the property development market which is expected to rebound starting in 2017, coupled with the ambition of restoring a level of profitability in line with peer average over the period covered by the strategic plan, but accelerating the generation of synergies with the property investment activity, as announced to the market on 30 November.

Finally, in accordance with its strategic plan, Icade initiated, after approval by the Board of Directors, a process to sell its Property Services Division, whose implementation is scheduled for 2016. For confidentiality reasons related to this process, the equity contribution from the property services business was grouped with that of property development companies.

1.3.3. Calculation of EPRA net asset value

(in millions of euros)		**12/31/2015**	**06/30/2015**	**12/31/2014**
Consolidated equity attributable to the Group [(a)]	(1)	3,592.5	3,725.8	4,042.3
Impact of the dilution of securities giving access to the capital [(b)]	(2)	0.0	0.0	0.0
Unrealised capital gains on property assets (excl. duties)	(3)	1,810.0	1,684.4	1,615.9
Unrealised capital gains on shares in equity-accounted property investment companies (excluding duties)	(4)	21.0	4.6	4.5
Unrealised capital gains on property development and services companies	(5)	51.1	18.2	15.6
Unrealised capital gains on shares in equity-accounted property development companies	(6)	59.6	27.6	(6.4)
Adjustment for the revaluation of interest rate hedging instruments	(7)	60.8	64.5	92.3
EPRA simple net asset value attributable to the Group	**(8)=(1)+(2)+(3)+ (4)+(5)+(6)+(7)+(8)**	**5,595.0**	**5,525.0**	**5,764.1**
Revaluation of rate hedging instruments	(9)	(60.8)	(64.5)	(92.3)
Revaluation of fixed-rate debt	(10)	(135.7)	(103.8)	(129.3)
Tax on unrealised capital gains on shares in property development and services companies [(c)]	(11)	(15.4)	(16.6)	(14.7)
EPRA triple net asset value attributable to the Group	**(12)=(8)+(9)+(10)+(11)**	**5,383.0**	**5,340.1**	**5,527.8**
Number of fully diluted shares [(d)]	n	73,607,581	73,731,196	73,530,191
EPRA simple net asset value per share (attributable to the Group – fully diluted in euros)	**(8)/n**	**76.0**	**74.9**	**78.4**
Year-on-year change		(3.1)%		
EPRA triple net asset value per share (attributable to the Group – fully diluted in euros)	**(12)/n**	**73.1**	**72.4**	**75.2**
Year-on-year change		*(2.8)%*		

(a) Including the Net loss attributable to the Group of €(207.6) million for 2015.

(b) Dilution related to stock options which had the effect of increasing consolidated equity and the number of shares, which can be up to the number of shares obtained from the stock options exercisable at the end of the fiscal year.

(c) Calculated at a rate of 34.43% for shares held for less than two years and at a rate of 4.13% for securities held for more than two years. For shares owned directly by Icade, these rates are subject to the exceptional contribution (contribution exceptionnelle), increasing them respectively to 38.0% and 4.56%.

(d) Stands at 73,607,581 at December 31, 2015, after cancelling treasury stock ((532,965) shares) and the positive impact of dilutive instruments (29,360 shares).

In spite of the impairments on supplemental assets in H2 2015, the NAV improved compared with June 30, 2015. It increased from €5,340.1 million to €5,383.0 million.

The change in NAV over the period is detailed in the table below.

EPRA TRIPLE NAV ATTRIBUTABLE TO THE GROUP AT 12/31/2014 ***(in € per share)***	**€75.2**
Dividends paid in H1	€(3.7)
Consolidated profit/(loss) for the year attributable to the Group	€(2.8)
Change in fair value of financial derivatives	+€0.4
Change in unrealised capital gains on real estate assets of shares in equity-accounted property investment companies	+€2.9
Change in unrealised capital gains on property development and services companies	+€1.4
Change in fair value of fixed-rate debt	€(0.1)
Impact of the change in the number of diluted shares on NAV per share	€(0.1)
Other	€0.0
EPRA TRIPLE NAV ATTRIBUTABLE TO THE GROUP AT 12/31/2015 ***(in € per share)***	**€73.1**

The change in unrealised capital gains of property assets from the property development and services companies resulted from changes in the values detailed above (see 1.3.1.2 and 1.3.2). The main changes refer to the real estate assets situated in dynamic areas or in areas experiencing a rebound (Paris business parks and offices in the inner ring), where significant value increases were recorded, resulting in higher unrealised capital gains.

On the other hand, the constant decrease in the interest rates throughout the year increased the fair value adjustment for fixed-rate debt, whose outstanding amount grew in 2015, especially due to a €500 million bond issue in September.

The fair value of interest rate hedging instruments rose, which is explained by the passing of time and to old derivative instruments with high rates reaching maturity.

2

1.4. EPRA reporting at December 31, 2015

Below, Icade presents all its performance indicators as defined by the European Public Real Estate Association (EPRA) and in accordance with its recommendations.

1.4.1. EPRA net asset value (simple net and triple net)

The EPRA NAV calculation is detailed in chapter 2, section 1.3.3: "Calculation of EPRA net asset value".

(in millions of euros)	12/31/2015	06/30/2015	12/31/2014 restated	Change 2014/2015	Change *(in %)*
EPRA simple net asset value attributable to the Group	5,595.0	5,525.0	5,764.1	(169.1)	(2.9)%
EPRA simple net asset value attributable to the Group, per share *(in €)*	76.0	74.9	78.4	(2.4)	(3.1)%
EPRA triple net asset value attributable to the Group	5,383.0	5,340.1	5,527.8	(144.8)	(2.6)%
EPRA triple net asset value attributable to the Group, per share *(in €)*	73.1	72.4	75.2	(2.1)	(2.8)%

1.4.2. EPRA earnings from Property investment

EPRA earnings from Property Investment measure the operational performance of the recurring operations of the Commercial Property Investment and Healthcare Property Investment Divisions.

(in millions of euros)		12/31/2015	12/31/2014 restated	Year-on-year % change
	Net profit/(loss)	**(180.2)**	**172.8**	
	Net profit/(loss) – Other activities [(a)]	1.9	39.9	
(a)	**Net profit/(loss) from Property Investment [(b)]**	**(182.1)**	**132.9**	
(i)	Change in value of investment properties and depreciation allowance	(582.2)	(270.6)	
(ii)	Profit/(loss) from asset disposals	128.5	98.6	
(iii)	Profit/(loss) from acquisitions	(0.3)		
(iv)	Tax on profits from disposals and impairments			
(v)	Negative goodwill on acquisition/goodwill impairment		-	
(vi)	Change in fair value of financial instruments	2.2	(5.3)	
(vii)	Acquisition cost for shares		-	
(viii)	Tax charge related to EPRA adjustments	(37.0)	(0.2)	
(ix)	Adjustment for equity-accounted companies	(22.6)	(6.6)	
(x)	Minority interests (Healthcare Property Investment)	56.4	47.0	
(b)	**Total adjustments**	**(455.0)**	**(136.9)**	
(A-B)	**EPRA EARNINGS FROM PROPERTY INVESTMENT**	**273.0**	**269.9**	**1.2%**
	Average number of diluted shares outstanding used in the calculation	73,737,524	73,735,312	
	EPRA EARNINGS FROM PROPERTY INVESTMENT IN EUROS PER SHARE	**€3.70**	**€3.66**	**1.1%**

(a) The other activities are: property development, discontinued operations and intra-group transactions.
(b) Profit/(loss) from the continuing operations of the Commercial Property Investment and Healthcare Property Investment Divisions.

EPRA earnings from Property Investment were €3.70 per share at December 31, 2015 *vs.* €3.66 per share at December 31, 2014.

1.4.3. EPRA yield

The table below presents the adjustments to Icade's net yields as described elsewhere that are required to obtain EPRA yields. The calculation is carried out after adjustment for Icade Santé's minority interests.

	12/31/2015	06/30/2015	12/31/2014
ICADE NET YIELD [(A)]	**7.2%**	**7.2%**	**7.4%**
Impact of estimated duties and fees	(0.4)%	(0.4)%	(0.4)%
Adjustment for potential rents from vacant properties	(0.9)%	(0.9)%	(0.8)%
EPRA TOPPED-UP NET INITIAL YIELD [(B)]	**5.9%**	**6.0%**	**6.1%**
Inclusion of rent-free periods	(0.3)	(0.4)	(0.6)
EPRA NET INITIAL YIELD [(C)]	**5.6%**	**5.6%**	**5.5%**

(a) Annualised net rental income from leased space plus potential net rental income from vacant space at estimated rental value, excluding lease incentives, divided by the appraised value excluding duties of operating properties.
(b) Annualised net rental income from leased space, excluding lease incentives, divided by the appraised value (including duties) of operating properties.
(c) Annualised net rental income from leased space, including lease incentives, divided by the appraised value (including duties) of operating properties.

1.4.4. EPRA vacancy rate

The EPRA vacancy rate is defined as the ratio between the estimated rental value of vacant space and the estimated rental value of the whole portfolio. Properties under development are not included in calculation of this ratio.

Below are detailed figures concerning the vacancy rate, in accordance with the definition recommended by EPRA, for the Commercial Property Investment portfolio after adjustment for Icade Santé's minority interests.

	12/31/2015	06/30/2015	12/31/2014
Strategic assets	12.8%	14.9%	18.3%
Non-strategic assets	18.3%	27.0%	19.6%
Commercial Property Investment Division (excluding Residential)	12.8%	15.0%	18.3%
Healthcare Property Investment Division (based on proportionate consolidation)	0.0%	0.0%	0.0%
TOTAL PROPERTY INVESTMENT (EXCLUDING RESIDENTIAL)	**10.3%**	**12.5%**	**15.5%**

The improvement in EPRA vacancy rate between 2014 and 2015 is mainly explained by the significant decrease in the financial vacancy rate of the Offices Division between 2014 and 2015, especially due to the leases that took effect during the financial year representing close to 60,000 sq.m in the EQHO tower (KPMG, Air Liquide, Banque de France, UBAF).

2

1.4.5. EPRA cost ratio for the Property Investment Division

The data below present a detailed calculation of the cost ratio, in accordance with the definition recommended by the EPRA, for operations of the Commercial Property Investment (excluding Residential Property Investment) and Healthcare Property Investment Divisions (after adjustment for minority interests).

		12/31/2015	12/31/2014 Restated
	Includes		
(i)	Structural costs and other overhead costs	(83.7)	(90.1)
(ii)	Service charges net of recharges to tenants	(31.2)	(30.8)
(iii)	Management fees net of actual/estimated profit element		
(iv)	Other recharges intended to cover overhead expenses	41.3	42.7
(v)	Share of equity-accounted companies in overheads and expenses	(3.5)	(3.1)
(vi)	Share of non-controlling interests in overheads and expenses	5.6	4.5
	Excludes		
(vii)	Depreciation of investment properties	-	-
(viii)	Ground rent costs	(2.1)	(2.4)
(ix)	Other service charge costs recovered through rents but not separately invoiced	(0.2)	(0.1)
(A)	**EPRA COSTS (INCLUDING DIRECT VACANCY COSTS)**	**(69.1)**	**(74.2)**
(x)	Direct vacancy costs	(28.6)	(27.7)
(B)	**EPRA COSTS (EXCLUDING DIRECT VACANCY COSTS)**	**(40.6)**	**(46.5)**
(xi)	Gross rental income less ground rent costs	540.1	538.5
(xii)	Other service charge costs recovered through rents but not separately invoiced		
(xiii)	Plus: share of rental income less ground rent costs of equity-accounted companies	9.5	10.4
(xiv)	Share of non-controlling interests in rental income less ground rent costs	(73.7)	(61.6)
(C)	**GROSS RENTAL INCOME**	**475.9**	**487.2**
(A/C)	**EPRA COST RATIO – PROPERTY INVESTMENT (INCL. DIRECT VACANCY COSTS)**	**14.5%**	**15.2%**
(B/C)	**EPRA COST RATIO – PROPERTY INVESTMENT (EXCL. DIRECT VACANCY COSTS)**	**8.5%**	**9.5%**

The improvement in the EPRA cost ratio for the Property Investment Division between December 31, 2014 and December 31, 2015 is explained by:

- the leases taking effect in the EQHO tower in April 2015, which had a positive impact on the EPRA cost ratio by reducing direct vacancy costs and improving rental income;
- the continuation of acquisitions in the Healthcare Property Investment Division, which posted an EPRA cost ratio greater than that of the business parks and offices business;
- the other impact from changes in scope of consolidation (disposal of German properties in 2014) improved the EPRA cost ratio in 2015;
- the savings in operating costs, especially staff costs, which decreased by €6.4 million between December 31, 2014 and December 31, 2015;
- non-recurring costs over the financial year 2014 (legal costs related to the mergers by acquisition of eight companies by Icade).

1.5. Financial resources

Over the year, Icade continued strengthening its liability structure by using once again the bond market and by increasing the level of its available credit lines. In early September, Icade successfully completed a new seven-year euro-denominated bond issue totalling €500 million, with a margin of 125 bps above the benchmark rate (*i.e.* a 1.875% coupon). This new issue was largely oversubscribed by European investors, confirming their confidence in the credit quality of Icade.

The Group also conducted the following transactions over the year:

- signing of €370 million revolving credit lines with maturity of over four years;
- signing of a five-year €150 million syndicated loan in favour of Icade Santé;
- optimisation of Icade's hedging structure through the subscription of €220 million in long-term swaps in an environment of historically low rates, and by restructuring the notional amount of €325 million of interest rate caps, which led to a decrease in the portfolio cap rate.

All of these transactions allowed the Group to continue implementing its financial policy and to further decrease the cost and increase the diversification of its financial resources.

The average cost of debt stood at a historical low and financial fundamentals were maintained at solid levels.

1.5.1. Liquidity

Icade's financial resources were strengthened during 2015 by renewing existing credit lines and by setting up new credit lines. The main financing transactions were as follows:

- cancellation of €80 million in revolving credit and setting up of €370 million in medium- and long-term revolving credit lines;
- setting up of a medium-term syndicated loan of €150 million for Icade Santé;
- setting up of a €10 million overdraft;
- bond issue for an amount of €500 million;
- issue of commercial paper to reach an outstanding amount of €302.5 million at the end of the year.

These new financings (excluding commercial paper) had an average credit margin of 123 bps and an average maturity of 5.9 years.

Icade now has the ability to draw on short- and medium-term credit lines of €1,440 million compared with €1,260 million at December 31, 2014, which are fully available. The total available cash at December 31, 2015 covers almost two years of debt principal and interest payments.

1.5.2. Debt structure at December 31, 2015

1.5.2.1. Debt by type

At December 31, 2015, gross financial debt stood at €4,672.6 million and included:

- €1,373.0 million in corporate loans;
- €1,809.5 million in bonds;
- €809.5 million in mortgage financing;
- €206.4 million in finance leases;
- €302.5 million in commercial paper;
- €94.1 million in private placement;
- €24.2 million in bank overdrafts;
- €47.3 million in ORNANE bonds; and
- €6.1 million in debt associated with equity interests.

At December 31, 2014, gross debt totalled €4,376.2 million. The €296.4 million change primarily stems from the following:

- new debt for an amount of €760 million, largely related to the September bond issue, the growth in the outstanding amount of commercial paper as well as the setting up of bank financing for Icade Santé;
- drawdown and repayment of €80 million over the year from available lines;
- maturity of a syndicated loan taken out by Icade (€130 million) and a corporate line of credit of €150 million;
- scheduled and early repayments of corporate lines of credit for about €151 million;
- scheduled payments of finance leases for €24 million;
- decrease of €2.5 million in the fair value of the ORNANE bonds, with a positive impact on profit/(loss);
- decrease of €10.5 million in bank overdrafts.

Net financial debt amounted to €4,121.2 million at December 31, 2015, representing an increase of €272.1 million compared to December 31, 2014.

The change between these two dates primarily stems from the following:

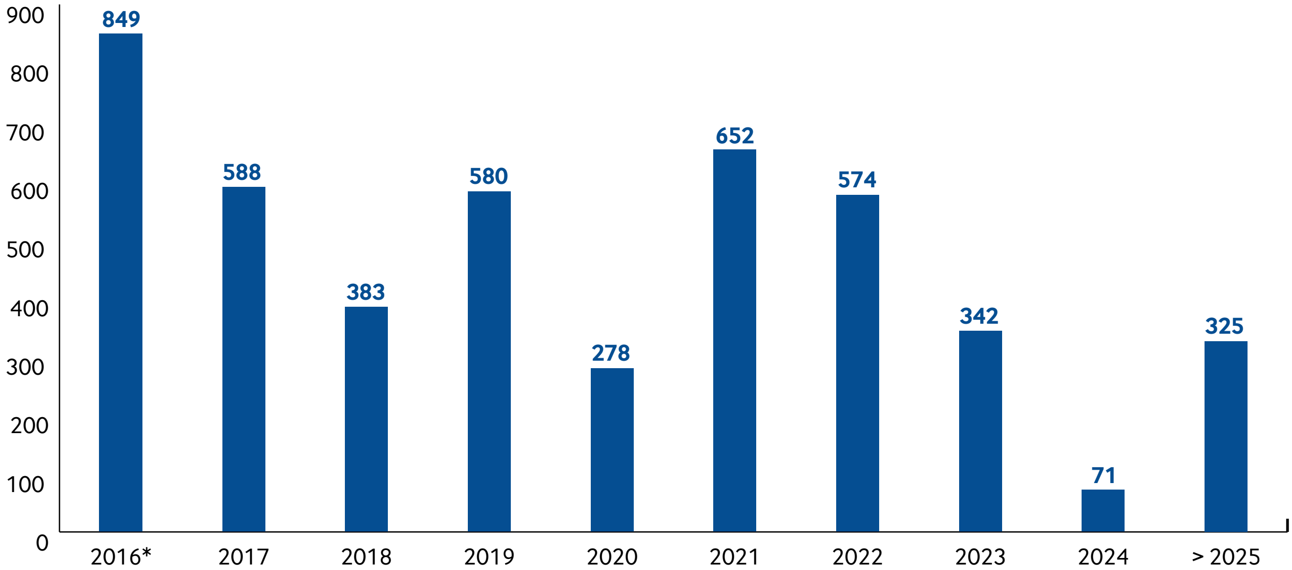
- improvement in value of hedging instruments of €27.9 million, which has a positive impact on equity;
- decrease in cash levels of around €27 million.

1.5.2.2. Debt by maturity date

The maturity schedule of debt drawn by Icade (excluding overdrafts) at December 31, 2015 is as follows:

MATURITY SCHEDULE OF DRAWN DEBT

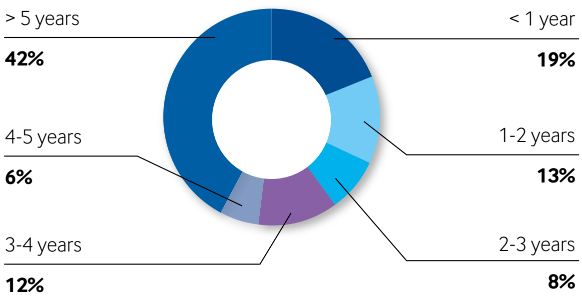
(December 31, 2015, in millions of euros)



* *Including €303 million in commercial paper.*

BREAKDOWN OF DEBT BY MATURITY

(December 31, 2015)



The average maturity of debt was 4.5 years at December 31, 2015 (excluding commercial paper), to be compared with 4.7 years at December 31, 2014. The debt raised in 2015, especially the seven-year bond issue, allowed the maintenance of the average maturity of Icade's debt at over four years.

1.5.2.3. Debt by division

After allocation of intra-group refinancing, almost 100% of the Group's debt is used by the Property Investment Division, the share allocated to the Property Development Division being insignificant.

1.5.2.4. Average cost of debt

In 2015, the average cost of debt was 1.94% before hedging and 2.71% after hedging, compared with 1.97% and 3.07% respectively in 2014.

This strong decrease in the average cost of debt between 2014 and 2015 was achieved through the proactive management of existing debt and new debt issues (bonds and commercial paper).

1.5.2.5. Interest rate risk

The monitoring and management of financial risks are centralised within the Financing and Treasury Management Department.

This department reports on a monthly basis to Icade's Risk, Rates, Treasury and Finance Committee on all matters related to finance, cash management, interest-rate and liquidity risk management policies.

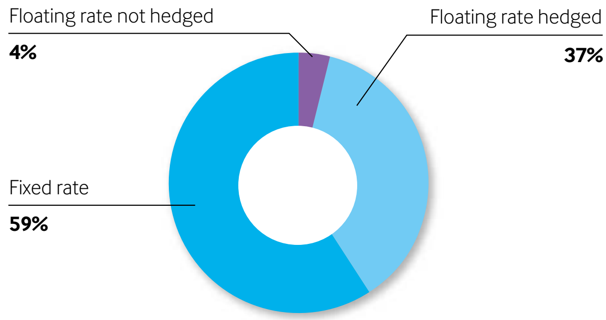
Changes in financial markets can entail a variation in interest rates, which may be reflected in an increase in financing costs. Since part of the debt used by Icade to finance its investments is at variable rate, the Company uses hedging instruments to minimise interest rate risk.

Variable rate debt represented, before hedging, nearly 41% of its total debt at December 31, 2015 (excluding debt associated with equity interests and bank overdrafts).

Icade continued its prudent debt management policy over the financial year 2015, maintaining a limited exposure to interest rate risk while profiting from low rates, by setting up appropriate hedging contracts allowing to cover a future financing needs (vanilla swaps) and replacing its historical caps, which had elevated strikes, with new caps having the same features but lower strikes.

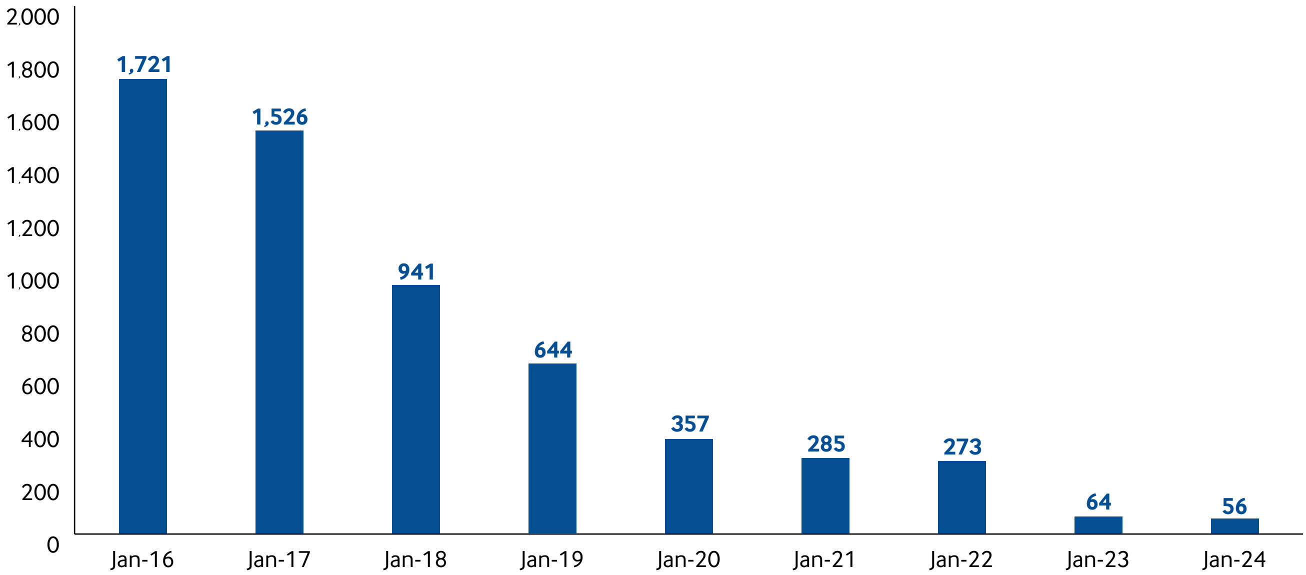
BREAKDOWN OF DEBT BY TYPE OF RATE (EXCLUDING DEBT INVESTMENT ASSOCIATED WITH EQUITY INTERESTS AND BANK OVERDRAFTS)

(December 31, 2015)



OUTSTANDING HEDGING POSITIONS *

(December 31, 2015, in millions of euros)



* *Excluding notionals from interest rate floors (when used to hedge the same debt as caps).*

Most of the debt (95.8%) is protected against an increase in interest rates (fixed rate debt or variable rate debt hedged by interest rate swaps or options). The notional amounts of hedging instruments are summarised in the graph above.

Given the financial assets and the new hedges, the net position is described in the following table:

12/31/2015 *(in millions of euros)*	Financial assets (a)		Financial liabilities (b)		Net exposure before hedging (c) = (b) - (a)		Interest rate hedging instrument (d)		Net exposure after hedging (e) = (d) - (c)	
	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate	Fixed rate	Variable rate
< 1 year	3.1	584.3	359.8	541.2	356.7	(43.1)	-	195.6	(356.7)	238.7
1 to 2 years	-	-	77.6	515.4	77.6	515.4	-	884.9	(77.6)	369.5
2 to 3 years	-	-	30.6	350.9	30.6	350.9	-	296.4	(30.6)	(54.5)
3 to 4 years	-	-	529.3	51.0	529.3	51.0	-	305.1	(529.3)	254.1
4 to 5 years	-	-	29.2	239.7	29.2	239.7	-	73.2	(29.2)	(166.5)
> 5 years	26.7	0.3	1,698.6	249.1	1,671.9	248.8	-	285.5	(1,671.9)	36.7
TOTAL	**29.8**	**584.7**	**2,725.2**	**1,947.4**	**2,695.4**	**1,362.7**	**-**	**2,040.7**	**(2,695.4)**	**678.0**

The average maturity of variable rate debt is 2.6 years; and 2.9 years for the related hedges, allowing adequate hedging, and anticipating coverage of a future financing need.

Finally, Icade favours hedging instruments that qualify as "cash flow hedge" according to IFRS; this involves the recognition of changes in fair value of these instruments in equity (for the effective part), and not in the income statement.

Considering the developments of the year and the trend in interest rates, the changes in fair value of hedging instruments had a positive impact on equity of €26.9 million.

1.5.3. Credit rating

Icade has been rated by the Standard & Poor's rating agency since September 2013.

After its annual review, in August 2015, Standard & Poor's affirmed Icade's long-term rating at BBB+ with a stable outlook and its short-term rating at A2. These two ratings were reiterated by the agency following the presentation of the Group's strategic orientations last 30 November.

1.5.4. Financial structure

1.5.4.1. Financial structure ratios

1.5.4.1.1. LTV (loan-to-value) ratio

The LTV ratio, which is calculated by dividing net financial debt by the latest valuation of property assets excluding duties (total share), plus the value of property development and services companies, stood at 38.0% at December 31, 2015 (*versus* 36.9% at December 31, 2014).

This ratio remains well below the maximum levels established by the financial covenants stipulated in the banking documentation (50% and 52% in the majority of cases where this ratio is mentioned as a covenant). These covenants do not provide for the inclusion of the value of property development and services companies in the calculation of the ratio. On this basis, the LTV ratio stands at 39.5% (compared with 38.2% at December 31, 2014).

If the value of the portfolio used for its calculation was valued including duties and if the fair value of interest rate derivatives was not included in net debt, the adjusted LTV ratio would be 35.5% at December 31, 2015.

1.5.4.1.2. ICR (interest coverage ratio)

The operating-profit-to-interest coverage ratio (better known as EBIT ICR) (net of depreciation) was 2.52x for the financial year 2015. This ratio was down compared to the previous year (4.74x in 2014), due mainly to the impacts of the provisions for impairment for the year. The EBITDA-to-interest coverage ratio (EBITDA ICR) stands at 4.05x.

	12/31/2015	12/31/2014
Ratio of net financial debt/asset value (LTV) [(a)]	38.0%	36.9%
Operating-profit-to-interest coverage ratio (EBIT ICR)	2.52x	4.74x

(a) Includes the balance sheet value of property development and services companies as well as the financial debt of the public-private partnerships.

1.5.4.2. Table of covenants

		Covenants	12/31/2015
LTV covenant [(a)]	Maximum	<50% or <52%	39.5%
ICR	Minimum	> 2	2.52x
CDC's stake	Minimum	34%	51.94%
Value of property investment assets [(b)]	Minimum	> €1.7 billion > €4 billion > €5 billion > €7 billion	€10.4 billion
Debt from property development subsidiaries/consolidated gross debt	Maximum	< 20%	0.6%
Security interests in assets	Maximum	< 20% of property investment assets	9.7%

(a) Around 89% of the debt subject to an LTV covenant has a 52% limit and the remaining 11% has a limit of 50%.
(b) Around 5% of the debt subject to a covenant on the value of Property Investment Division's portfolio has a limit of €1.7 billion, 15% of the debt has a limit of €3 billion, 12% of the debt has a limit of €5 billion and the remaining 68% has a limit of €7 billion.

All covenants were met at December 31, 2015.

1.6. Other information

1.6.1. Financial data for the past five financial years

Icade – Type of indications		2015	2014	2013	2012	2011
1 – Financial position at year-end						
A	Share capital	112,966,652	112,831,295	112,669,299	79,263,666	79,251,083
B	Number of issued shares	74,104,074	74,022,386	73,916,109	52,000,517	51,992,262
C	Total bonds convertible into shares	0	0	0	0	0
2 – Key income statement items for continuing operations (total amounts)						
A	Revenue excluding tax	312,582,499	337,698,268	174,908,821	180,946,050	182,223,915
B	Profit/(loss) before tax, employee profit-sharing, depreciation, amortisation and provisions	417,122,872	275,186,266	145,586,017	211,966,065	91,025,893
C	Corporate tax	48,303,767	5,995,796	6,361,617	4,003,466	546,667
D	Profit/(loss) after tax, depreciation, amortisation and provisions	113,713,289	95,094,569	(31,183,581)	61,199,462	92,175,923
E	Total dividend distribution			270,944,411	188,476,062	192,563,151
3 – Key income statement items (per share)						
A	Profit/(loss) after tax and employee profit-sharing, but before depreciation, amortisation and provisions	4.977	3.637	1.884	3.999	1.740
B	Profit/(loss) after tax, employee profit-sharing, depreciation, amortisation and provisions	1.535	1.285	(0.422)	1.177	1.773
C	Dividend per share	3.73 [(a)]	3.73	3.67	3.64	3.72 [(b)]
4 – Staff						
A	Number of employees at year-end	13	12	342	309	308
B	Total payroll expense	4,606,077	19,404,131	27,423,673	25,104,852	25,292,235
C	Amount of sums paid for employee benefits (social security, social welfare programmes, etc.)	1,620,221	6,393,398	12,419,164	11,329,377	10,780,857

(a) Subject to the approval of the Annual Ordinary General Meeting (OGM). This sum will be adjusted to the number of shares in existence on the day of the annual OGM.
(b) Including €0.37 in special dividends.

1.6.2. Activity of Icade's main subsidiaries

1.6.2.1. Icade Santé

The main activity of this subsidiary, in which Icade has a 56.51% stake, is to own the buildings of short-term and medium-term healthcare facilities: medicine, surgery and obstetrics (MSO) private hospitals, follow-up and rehabilitation care (FRC) and psychiatric (PSY) establishments.

At December 31, 2015, Icade Santé holds, both directly and indirectly *via* wholly-owned subsidiaries, a portfolio of 90 healthcare establishments, including 77 MSO private hospitals and 13 FRC and PSY establishments, for a total of over 16,000 beds and outpatient places.

The value of Icade Santé's portfolio excluding duties stands at €2,731.7 million, including €335.3 million in assets excluding duties from its subsidiaries.

During the financial year 2015, the Company continued to invest in healthcare real estate assets, by purchasing directly or indirectly the buildings of 18 private hospitals and three land plots for the construction of healthcare establishments. The Company also continued to invest in construction projects for the extension or redevelopment of establishments in its portfolio, and completed the extension works for Saint-Clément and Pic Saint-Loup private hospitals in Saint-Clément-de-Rivière (Hérault department). In 2015, Icade sold two establishments for a total of €24.8 million.

In 2015, the rental income from these activities amounted to €165.2 million *vs.* €142.2 million in 2014. This 16.4% increase is primarily attributable to the acquisitions conducted in 2014 and 2015. In 2015, the subsidiary recorded a net profit of €50.6 million (€34.9 million in 2014) due, in particular, to the sale of two assets.

In 2015, Icade Santé distributed a dividend for FY 2014 of €2.83 per share, for a total of €71.2 million.

1.6.2.2. Icade Promotion

The core business of this wholly owned subsidiary of Icade is residential property development. At December 31, 2015, it was a shareholder of 242 property development companies included in Icade's scope of consolidation.

The main management indicators of Icade Promotion are as follows:

	2015		2014	
	No. of residential units	*(in € million)*	No. of residential units	*(in € million)*
Notarised sales	2,621	562.2	1,963	417.1
Construction works started	2,086	615.9	1,865	403.2
Backlog	-	618.4	-	524.3

The Company recorded a revenue of €537.3 million in 2015 *vs.* €619.3 million in 2014. This decline is mainly due to low business volume in terms of notarised sales in the financial years 2013 and 2014.

In 2015, operating profit reached €1.7 million *vs.* €7.4 million a year earlier.

As of the date of publication of this document, and pending the results of joint ventures, the financial statements of Icade Promotion have not yet been approved by the General Meeting. As a reminder, in 2014 net profit was €42.8 million.

In December 2015, Icade Promotion's General Meeting decided to pay a special dividend of €100 million, *i.e.* €13.48 per share, from reserves.

1.6.3. Payment terms

1.6.3.1. Information on payment terms

1.6.3.1.1. Accounts payable

At December 31, 2015, accounts payable and related accounts, including intra-group debt, amounted to €34.4 million *vs.* €43.5 million at December 31, 2014.

Details are shown below:

	No due date		< 30 days past due at end of period		Not yet due > 30 days				total	
(in millions of euros)	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
Accounts payable	-	-	-	1.54	3.83	1.96	0.04	0.03	3.86	3.53
Provisions for invoices to be received	30.22	39.82	-	-	-	-	-	-	30.22	39.82
Other	0.30	0.16	-	-	-	-	-	-	0.30	0.16
TOTAL	**30.52**	**39.97**	**-**	**1.54**	**3.83**	**1.96**	**0.04**	**0.03**	**34.38**	**43.50**

The payment terms agreed with suppliers are usually between 30 and 60 days. They are generally observed, except for disputes which are dealt with on a case by case basis.

1.6.3.1.2. Accounts receivable

At December 31, 2015, accounts receivable and related accounts, amounted to €95.3 million *vs.* €79.9 million at December 31, 2014.

Details are shown below:

(in millions of euros)	Not yet due		Past due <30 days		Past due 30 to 60 days		Past due 60 to 90 days		Past due >90 days		Total	
	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
Accounts receivable	0.12	0.21	2.66	2.50	1.04	1.80	(0.00)	0.16	3.79	4.93	7.61	9.60
Doubtful debts	-	-	-	-	-	-	-	-	8.22	7.03	8.22	7.03
Invoices to be raised	79.45	63.23	-	-	-	-	-	-	-	-	79.45	63.23
TOTAL	**79.6**	**63.4**	**2.7**	**2.5**	**1.0**	**1.8**	**(0.0)**	**0.2**	**12.0**	**12.0**	**95.3**	**79.9**

The increase of €15.4 million in accounts receivable and related accounts is mainly associated with the change in invoices to be raised in connection with lease incentives being spread over time.

1.6.4. Contracts

1.6.4.1. Major contracts

Icade and its subsidiaries have not concluded any significant contracts, outside the normal course of business, for the unit consisting of Icade and its subsidiaries during the two years preceding the date of this report.

1.6.4.2. Related-party transactions

The most significant agreements concluded between Icade and/or certain of its subsidiaries include: service agreements, a trademark license, and financing agreements.

The report produced by Icade's Statutory Auditors on regulated related-party transactions and commitments as referred to in Article L. 225-38 of the French Commercial Code which were authorised or which continued during the year ended December 31, 2015 is reproduced in chapter 9 of this registration document.

Service agreements

On July 1, 2014, the administrative management and property management activities coming from Icade and the former Silic, until then performed respectively by Icade and by SAS Socomie, were grouped within GIE Icade Management.

This legal structure offers assistance and services in matters related to support functions and real estate, for the exclusive benefit of the companies of the Icade group.

Relationships between GIE Icade Management and its members, exclusive beneficiaries of its services, are governed by an internal procedure and by service provision agreements.

Trademark licensing agreements

Icade grants to the subsidiaries concerned the non-exclusive right to use the name "Icade", the "Icade" trademarks, and the stylised letter "I", whose dot is marked with the Caisse des Dépôts badge, in their company name and/or their logo within the scope of their business activities, as well as the right to use the logo owned by Icade.

Trademark licensing agreements are concluded for an initial period of one year, renewable annually three times by tacit agreement. Trademark licensing agreements can be terminated annually by either party by giving at least three months' notice before the end of the current year.

1.6.4.3. Specific clauses relating to the business activities

None.

2

1.7. Restated 2014 financial statements

Financial statements at December 31, 2014 were restated in order to take into account the transfer of the entities from the Property Services Division to "Profit/(loss) from discontinued operations". The restated financial statements below also take into account the transfer of the healthcare business, which was historically aggregated in the Commercial Property Investment Division, to a new Healthcare Property Investment Division.

1.7.1. Income statement (current/non-current classification)

	12/31/2014 reported		12/31/2014 restated [(a)]		
(in millions of euros)	Total	Adjustments [(a)]	Total	Incl. current	Incl. non-current
Revenue	**1,759.8**	**(41.5)**	**1,718.3**	**1,718.3**	**-**
Income from operating activities	**1,764.1**	**(42.1)**	**1,722.0**	**1,722.0**	**-**
Purchases used	(958.0)	1.7	(956.3)	(956.3)	-
Outside services	(114.5)	6.1	(108.4)	(108.4)	-
Taxes, duties and similar payments	(13.2)	0.7	(12.5)	(12.5)	-
Staff costs, performance incentive scheme and profit sharing	(150.0)	29.6	(120.5)	(120.5)	-
Other operating expenses	(5.6)	1.0	(4.6)	(4.6)	-
Operating expenses	**(1,241.3)**	**39.0**	**(1,202.2)**	**(1,202.2)**	**-**
EBITDA	**522.8**	**(3.0)**	**519.7**	**519.7**	**-**
Depreciation charges net of investment grants	(274.0)	0.5	(273.5)	-	(273.5)
Charges and reversals related to impairment on tangible, financial and other current assets	(5.5)	-	(5.5)	-	(5.5)
Profit/(loss) from acquisitions	-	-	-	-	-
Profit/(loss) from asset disposals	99.1	-	99.1	-	99.1
Impairment on goodwill and intangible assets	(1.0)	0.2	(0.8)	-	(0.8)
Share in profit/(loss) of equity-accounted companies	6.2	-	6.2	12.7	(6.5)
OPERATING PROFIT/(LOSS)	**347.6**	**(2.4)**	**345.2**	**532.5**	**(187.3)**
Cost of gross debt	(149.6)	-	(149.6)	(149.6)	-
Net income from cash and cash equivalents, related loans and receivables	18.6	-	18.6	18.6	-
Cost of net debt	**(131.0)**	**-**	**(131.0)**	**(131.0)**	**-**
Adjustment to the value of derivatives and other fair value adjustments (ORNANE bonds)	(5.3)	-	(5.3)	-	(5.3)
Other finance income and costs	(4.4)	-	(4.4)	(4.4)	-
FINANCE INCOME/(COSTS)	**(140.7)**	**-**	**(140.7)**	**(135.4)**	**(5.3)**
Corporate tax	(34.0)	1.7	(32.3)	(31.9)	(0.3)
Profit/(loss) from discontinued operations	-	0.6	0.6	2.0	(1.4)
NET PROFIT/(LOSS)	**172.8**		**172.8**	**367.2**	**(194.3)**
Net profit/(loss) attributable to non-controlling interests	21.3	-	21.3	49.2	(27.9)
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**151.5**	**-**	**151.5**	**318.0**	**(166.4)**

(a) Reclassification of the property services business as Profit/(loss) from discontinued operations in accordance with IFRS 5. Separation of the Property Investment Division into a Commercial Property Investment Division and a Healthcare Property Investment Division.

1.7.2. EPRA income statement for the Property Investment Division

(in millions of euros)	12/31/2014 reported	Adjustments [a]	12/31/2014 restated [a]	Property Investment – Recurring (EPRA earnings)	Non-recurring
GROSS RENTAL INCOME	**556.0**	**-**	**556.0**	**556.0**	**-**
Land-related costs	(2.4)	-	(2.4)	(2.4)	-
Service charges not recovered from tenants	(33.2)	-	(33.2)	(33.2)	-
Property operating expenses	(2.3)	(1.4)	(3.7)	(3.7)	-
Net rental income	**518.0**	**(1.4)**	**516.6**	**516.6**	**-**
Margin (net rental income/gross rental income)	***93.2%***		***93.1%***	***92.9%***	***0.0%***
Net operating costs	**(52.8)**	**1.4**	**(51.4)**	**(51.4)**	**-**
Profit/(loss) from other activities	**0.4**	**-**	**0.4**	**0.4**	**-**
EBITDA	**465.6**	**-**	**465.7**	**465.7**	**-**
Depreciation and impairment of operating assets	(14.3)	-	(14.3)	(8.0)	(6.3)
CURRENT OPERATING PROFIT/(LOSS)	**451.3**	**-**	**451.3**	**457.6**	**(6.3)**
Depreciation and impairment of investment properties	(264.3)	-	(264.3)	-	(264.3)
Profit/(loss) from asset disposals	98.6	-	98.6	-	98.6
Goodwill impairment	-	-	-	-	-
Share in profit/(loss) of equity-accounted companies	(1.4)	-	(1.4)	5.1	(6.6)
OPERATING PROFIT/(LOSS)	**284.2**	**-**	**284.2**	**462.8**	**(178.5)**
Cost of gross debt	(149.5)	-	(149.5)	(149.5)	-
Net income from cash and cash equivalents, related loans and receivables	15.6	-	15.6	15.6	-
Cost of net debt	**(133.9)**	**-**	**(133.9)**	**(133.9)**	**-**
Adjustment to the value of derivatives and other fair value adjustments	(5.3)	-	(5.3)	-	(5.3)
Other finance income and costs	(5.1)	-	(5.1)	(5.1)	-
FINANCE INCOME/(COSTS)	**(144.3)**	**-**	**(144.3)**	**(139.0)**	**(5.3)**
Corporate tax	(7.1)	-	(7.1)	(6.9)	(0.2)
Profit/(loss) from discontinued operations		0.6	0.6	-	0.6
NET PROFIT/(LOSS)	**132.9**	**0.6**	**133.6**	**316.9**	**(183.3)**
Profit/(loss) attributable to non-controlling interests	19.2	-	19.2	47.0	(27.8)
NET PROFIT/(LOSS) ATTRIBUTABLE TO THE GROUP	**113.8**	**0.6**	**114.4**	**269.9**	**(155.5)**

(a) Reclassification of the property services business as Profit/(loss) from discontinued operations in accordance with IFRS 5. Separation of the Property Investment Division into a Commercial Property Investment Division and a Healthcare Property Investment Division.

1.7.3. Net rental income from the Property Investment Division

(in millions of euros)	12/31/2014 reported	Adjustments	12/31/2014 restated	
France Offices	158.7	-	158.7	92.4%
Business parks	191.8	-	191.8	88.9%
STRATEGIC ASSETS	**350.5**	**-**	**350.5**	**90.5%**
ALTERNATIVE ASSETS	**140.0**	**(140.0)**	**-**	**-**
NON-STRATEGIC ASSETS	**21.8**	**-**	**21.8**	**66.6%**
Intra-group Property Investment operations	5.8	(1.4)	4.4	-
COMMERCIAL PROPERTY INVESTMENT	**518.1**	**(141.4)**	**376.6**	**90.9%**

1.7.4. EPRA cost ratio for the Property Investment Division

		12/31/2014 reported	Adjustments	12/31/2014 restated
	Includes:			
(i)	Structural costs and other overhead costs	(82.5)	(7.6)	(90.1)
(ii)	Service charges net of recharges to tenants	(29.3)	(1.5)	(30.8)
(iii)	Management fees net of actual/estimated profit element		-	-
(iv)	Other recharges intended to cover overhead expenses	33.6	9.1	42.7
(v)	Share of equity-accounted companies in overheads and expenses	(3.1)	-	(3.1)
(vi)	Share of non-controlling interests in overheads and expenses	4.5	-	4.5
	Excludes:			
(vii)	Depreciation of investment properties	-	-	-
(viii)	Ground rent costs	(2.4)	-	(2.4)
(ix)	Other service charge costs recovered through rents but not separately invoiced	(0.1)	-	(0.1)
(A)	**EPRA COSTS (INCLUDING DIRECT VACANCY COSTS)**	**(74.2)**	**-**	**(74.2)**
(x)	Minus: Vacancy expenses	(27.7)	-	(27.7)
(B)	**EPRA COSTS (EXCLUDING DIRECT VACANCY COSTS)**	**(46.5)**	**-**	**(46.5)**
(xi)	Gross rental income less ground rent costs	538.5	-	538.5
(xii)	Other service charge costs recovered through rents but not separately invoiced	-	-	-
(xiii)	Plus: share of rental income less charges from equity accounted property investment companies	10.4	-	10.4
(xiv)	Share of rental income less charges from property investment allocated to non-controlling interests	(61.6)	-	(61.6)
(C)	**GROSS RENTAL INCOME**	**487.2**	**-**	**487.2**
(A/C)	**EPRA COST RATIO – PROPERTY INVESTMENT (INCL. DIRECT VACANCY COSTS)**	**15.2%**		**15.2%**
(B/C)	**EPRA COST RATIO – PROPERTY INVESTMENT (EXCL. DIRECT VACANCY COSTS)**	**9.5%**		**9.5%**

2. LIST OF PROPERTY ASSETS

2.1. Geographical distribution of assets by type

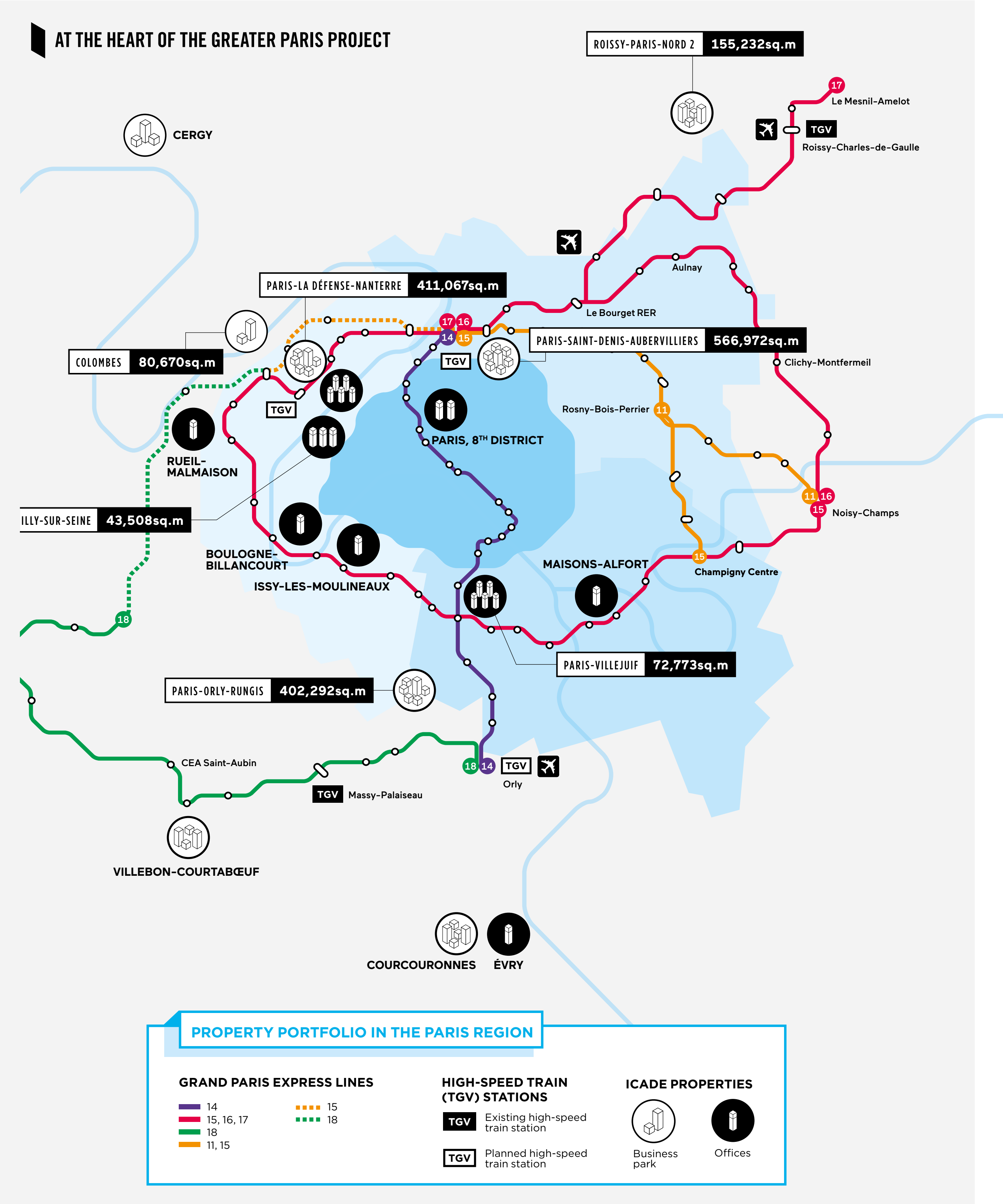
At December 31, 2015

In value terms *(in millions of euros)*	Offices	Business parks	Healthcare	Warehouses	Residential units	Total	%
Paris region (Île-de-France)	**3,566**	**3,621**	**522**	**3**	**143**	**7,854**	**74.8%**
% of total value	*97.9%*	*100.0%*	*17.0%*	*14.3%*	*99.8%*		
incl. Paris	249	719	26	-	0	994	
incl. La Défense/near La Défense	1,820	166	-	-	-	1,986	
incl. Western Crescent	720	144	-	-	13	877	
incl. Inner Ring	738	1,277	72	-	5	2,093	
incl. Outer Ring	38	1,316	423	3	124	1,904	
Other regions	**76**	**-**	**2,549**	**18**	**0**	**2,643**	**25.2%**
% of total value	*2.1%*	*0.0%*	*83.0%*	*85.7%*	*0.2%*		
GRAND TOTAL	**3,642**	**3,621**	**3,071**	**21**	**143**	**10,498**	
% of total value of the property portfolio	**34.7%**	**34.5%**	**29.3%**	**0.2%**	**1.4%**		**100%**

In terms of floor area *(in sq.m)* [(a)]	Offices	Business parks	Healthcare	Warehouses	Residential units	Total	%
Paris region (Île-de-France)	**520,275**	**1,424,579**	**149,976**	**15,915**	**1,661,335**	**3,772,080**	**75.0%**
% of total floor area	*94.4%*	*100.0%*	*11.5%*	*19.1%*			
incl. Paris	17,174	115,730	4,679	-	251	137,835	
incl. La Défense/near La Défense	270,598	86,587	-	-	-	357,185	
incl. Western Crescent	75,006	62,746	-	-	8,527	146,279	
incl. Inner Ring	133,500	361,595	18,925	-	5,858	519,878	
incl. Outer Ring	23,997	797,921	126,372	15,915	1,646,699	2,610,904	
Other regions	**30,993**		**1,156,378**	**67,225**	**482**	**1,255,078**	**25.0%**
% of total floor area	*5.6%*	*0.0%*	*88.5%*	*80.9%*	*0.0%*		
GRAND TOTAL	**551,268**	**1,424,579**	**1,306,354**	**83,140**	**1,661,817**	**5,027,158**	
% of total floor area of the property portfolio	**11.0%**	**28.3%**	**26.0%**	**1.7%**	**33.1%**		**100%**

(a) Leasable floor area in sq.m at December 31, 2015.

ICADE'S PROPERTY ASSETS IN THE PARIS REGION (ÎLE-DE-FRANCE) AT DECEMBER 31, 2015 OFFICES AND BUSINESS PARKS



2.2. Offices Division

At December 31, 2015

Offices Division at December 31, 2015	Municipality	Dept.	Floor area (sq.m) (leasable)	Offices floor area (leasable)	Shops floor area (leasable)	Other floor area (leasable)	Number of parking spaces	Acquisition date[a]	Date of construction or renovation	Shareholding %	Main tenants
France			**551,268**	**469,028**	**12,579**	**69,661**	**7,503**				
Paris region (Île-de-France)			**520,275**	**468,072**	**10,155**	**42,048**	**7,407**				
SUB-TOTAL PARIS			**17,174**	**12,634**	**4,295**	**246**	**184**				
Le Marignan – 29, 31, 33, avenue des Champs-Élysées	Paris 8th district	75	9,966	6,003	3,717	246	-	2004	1950	100%	Pino Élysées – Eurotradia
69, boulevard Haussmann	Paris 8th district	75	7,208	6,630	578	-	184	2004	1990	100%	UBS Securities
SUBTOTAL LA DÉFENSE/NEAR LA DÉFENSE			**270,598**	**245,185**	**2,114**	**23,298**	**3,688**				
PB5 tower – 1, avenue du Général-de-Gaulle	Paris – La Défense	92	30,173	28,451	-	1,722	276	2009	-	100%	ERDF – TOTAL France
Initiale tower – 1, terrasse Bellini	Puteaux	92	10,390	8,006	-	2,384	143	2004	2003	33.33%	RTE
EQHO tower – 2, avenue Gambetta	Courbevoie	92	78,974	74,457	-	4,517	1,110	2004-2007	2013	100%	KPMG
Défense 1 – 39-45, boulevard des Bouvets	Nanterre	92	4,130	-	-	4,130	402	2013	1982	100%	Verizon France – Completel
Défense 2 – 25, boulevard des Bouvets	Nanterre	92	14,611	11,154	-	3,457	182	2013	1982	100%	Mitsubishi Electric Europe BV – ITS group
Défense 3 – 1-5, boulevard des Bouvets	Nanterre	92	14,688	11,117	-	3,571	239	2013	1985	100%	Neopost France – Mail Services
Défense 456 – 7-11, boulevard des Bouvets (being redeveloped)	Nanterre	92	-	-	-	-	-	2013	2005	100%	-
Axe 13 – Les Terrasses de l'Arche	Nanterre	92	16,831	16,432	399	(0)	130	2013	2010	100%	GIE AXA France
Axe 14 – Les Terrasses de l'Arche	Nanterre	92	20,956	19,584	-	1,372	147	2013	2006	100%	GIE AXA France
Axe 15 – Les Terrasses de l'Arche	Nanterre	92	19,722	18,858	864	-	147	2013	2006	100%	GIE AXA France
Axe 16 – Les Terrasses de l'Arche	Nanterre	92	18,979	17,965	851	163	146	2013	2006	100%	GIE AXA France
In redevelopment: Reflet Défense – 209, rue de la Garenne	Nanterre	92	-	-	-	-	124	2013	2001	100%	French department of "Hauts-de-Seine"
Étoile Park – 123, rue Salvador-Allende	Nanterre	92	5,606	5,484	-	122	68	2009	-	100%	Société Générale – Infotel Conseil
H2O – 2, rue des Martinets	Rueil-Malmaison	92	21,729	21,609	-	120	458	2007	2008	100%	Heineken Entreprise – DBAPPAREL
Fontanot – 21-29, rue des 3-Fontanot	Nanterre	92	13,808	12,068	-	1,740	116	2013	2010	100%	RTE – Avnet Technology Solutions
SUBTOTAL WESTERN CRESCENT			**75,006**	**74,619**	**-**	**387**	**1,365**				
Crystal Park – 62-64, boulevard Victor-Hugo	Neuilly-sur-Seine	92	39,911	39,870	-	41	720	2009	2003	100%	PWC
Dulud – 22, rue Jacques-Dulud	Neuilly-sur-Seine	92	1,805	1,805	-	-	36	2009	-	100%	MTV Networks
Charles de Gaulle – 93, avenue Charles-de-Gaulle	Neuilly-sur-Seine	92	1,792	1,446	-	346	-	2009	-	100%	Qliktech – CWI group
84, rue de Villiers	Levallois	92	26,516	26,516	-	-	478	2006	2006	100%	French Ministry of the Interior
11-15, avenue Morizet	Boulogne-Billancourt	92	4,982	4,982	-	-	131	2004	2000	100%	Omnicom Media GRP

(a) Date of inclusion of the asset and/or entity in the Icade group.

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Offices Division at December 31, 2015	Municipality	Dept.	Floor area (sq.m) (leasable)	Offices floor area (leasable)	Shops floor area (leasable)	Other floor area (leasable)	Number of parking spaces	Acquisition date (a)	Date of construction or renovation	Shareholding %	Main tenants
SUBTOTAL INNER RING			**133,500**	**126,602**	**2,655**	**4,243**	**2,010**				
Îlot 3 Loire – 32-36, avenue de Paris	Villejuif	94	19,805	19,361	444	-	250	2010	-	100%	LCL
Îlot 5 Seine – 10-12, avenue de Paris	Villejuif	94	14,342	14,342	-	-	238	2008	-	100%	LCL
Îlot 4 Rhône – 14-20, avenue de Paris	Villejuif	94	8,007	8,007	-	-	99	2010	-	100%	LCL
Îlot 6 Rhin – 2-4, avenue de Paris	Villejuif	94	20,652	20,226	426	0	256	2011	-	100%	LCL
Îlot 1 Tolbiac – 35-43, avenue de Paris	Villejuif	94	9,968	8,726	328	914	197	2012	-	100%	LCL
Cézanne – 30, avenue des Fruitiers	Saint-Denis	93	20,688	18,453	697	1,538	352	2013	2011	100%	Arcelormittal France – Société du Grand Paris
Sisley	Saint-Denis	93	19,473	18,712	761	-	343	2013	2014	100%	Siemens
First Landy/Monet	Saint Denis	93	20,566	18,774	-	1,791	275	2012	2015	100%	SNCF
SUBTOTAL OUTER RING			**23,997**	**9,033**	**1,091**	**13,873**	**160**				
Maisons-Alfort – 31, cours des Julliottes – 2, rue Louis-Pergaud	Maisons-Alfort	94	4,032	3,829	-	203	26	2009	-	100%	DDASS – Groupe GEOXIA
Mozart – 39-41, rue Paul-Claudel	Évry	91	6,340	5,204	1,091	45	134	2009	-	100%	El Campo – ACM Médical
PCM Meaux – 19 et 29, avenue des Sablons-Bouillants	Meaux	77	8,539	-	-	8,539	-	2006	2008	100%	French Ministry of the Interior (SGAP Versailles)
BSP Pontoise – CH René Dubos, 8, avenue de l'Île-de-France	Pontoise	95	5,086	-	-	5,086	-	2007	2009	100%	CH René Dubos
Other regions			**30,993**	**956**	**2,424**	**27,613**	**96**				
Champion – 27, avenue de Paris	Reims	51	2,177	-	2,177	-	-	2007	2003	100%	Amidis et Cie
2, rue Jean-Artus	Bordeaux	33	1,203	956	247	-	30	1978	1978	100%	Association Rénovation
Nursery in Toulouse Blagnac	Blagnac	31	968	-	-	968	-	2008	2008	100%	L'Imagine R
Les Tovets – Courchevel 1850	Les Tovets	74	-	-	-	-	66	2005	2006	100%	City of Courchevel
University hospital (CHU) of Nancy – Site de Brabois – 5, allée du Morvan	Vandœuvre	54	26,645	-	-	26,645	-	2007	2010	100%	University hospital (CHU) of Nancy
GRAND TOTAL (BASED ON THE SCOPE OF CONSOLIDATION)			**551,268**	**469,028**	**12,579**	**69,661**	**7,503**				

(a) Date of inclusion of the asset and/or entity in the Icade group.

2.3. Business Parks Division

At December 31, 2015

Business Parks Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Businesses floor area (leasable)	Offices floor area (leasable)	Warehouses floor area (leasable)	Misc. floor area (leasable)	Number of parking spaces	Acquisition date [(a)]	Shareholding %	Main tenants
SUB-TOTAL PARIS			**115,730**	**6,328**	**108,632**	**-**	**770**	**1,456**			
Pont de Flandre park	Paris 19th district	75	86,022	3,927	81,385	-	711	1,024	2002	100%	Pierre et Vacances group – Club Méditerranée
Millénaire 1 park	Paris 19th district	75	29,708	2,402	27,248	-	59	432	2002	100%	Icade group – Oddo & Cie
SUBTOTAL LA DÉFENSE/ NEAR LA DÉFENSE			**86,587**	**26,582**	**60,005**	**-**	**-**	**1,973**			
La Défense park – Nanterre-Seine	Nanterre	92	86,587	26,582	60,005	-	-	1,973	2013	100%	Locatel France – Tunzini
SUBTOTAL WESTERN CRESCENT			**62,746**	**20,907**	**41,838**	**-**	**-**	**1,970**			
Colombes park	Colombes	92	62,746	20,907	41,838	-	-	1,970	2013	100%	Alcatel Lucent – Entrepose Contracting
SUBTOTAL INNER RING			**361,597**	**206,635**	**108,393**	**43,636**	**2,933**	**1,653**			
Portes de Paris park			203,661	108,073	63,365	30,625	1,598	1,053	2002		
- Saint-Denis	Saint-Denis	93	59,519	39,093	17,799	2,549	78	212	2002	100%	Eurosites – Euro Media France
- Batigautier LEM	Aubervilliers	93	10,327	5,732	4,595	-	-	-	2002	100%	Win's et Co – Eurasia Groupe
- Aubervilliers Gardinoux	Aubervilliers	93	133,815	63,248	40,971	28,076	1,520	841	2002	100%	Euro Media France – Eurasia Groupe
Pilier Sud	Aubervilliers	93	22,384	20,793	-	576	1,015	-	2002	100%	Eurasia Groupe – Interxion France
CFI park	Aubervilliers	93	64,892	38,887	23,358	2,647	-	172	2002	100%	Rhodia group – Endemol France
Quartier du Canal park	Aubervilliers	93	4,707	4,707	-	-	-	-	2002	100%	Locaber
Le Mauvin park	Aubervilliers	93	19,926	5,261	4,557	9,788	320	50	2011	100%	Lapeyre – Aquila Audiovisuel
Millénaire 5 park	Aubervilliers	93	17,113	-	17,113	-	-	378	2011	100%	French state – Prefecture
Le Millénaire park – Shopping centre (on a proportionate consolidation basis)	Aubervilliers	93	28,914	28,914	-	-	-	-	2011	50%	Carrefour group – C&A France
SUBTOTAL OUTER RING			**797,922**	**270,251**	**527,557**	**-**	**113**	**15,633**			
Orly – Rungis park	Rungis	94	376,573	100,593	275,867	-	113	8,623	2013	100%	Thales group – Système U Centrale Nationale
La Cerisaie park	Fresnes	94	56,179	50,129	6,050	-	-	422	2013	100%	But International – Mattel France
Évry Lisses-Courcouronnes park	Évry	91	54,836	19,127	35,708	-	-	308	2013	100%	Snecma – Serare
Villebon – Courtabœuf park	Villebon-sur-Yvette	91	89,686	37,505	52,180	-	-	521	2013	100%	Thales group – Thermo Electron
Roissy-Paris Nord 2 park	Villepinte	93	147,698	31,657	116,041	-	-	4,373	2013	100%	LG Electronics France – Xerox
Antony park	Antony	92	38,321	16,338	21,983	-	-	345	2013	100%	Air Liquide – EBSCO
Cergy-Pontoise park	Cergy	95	34,629	14,902	19,728	-	-	1,041	2013	100%	Colas group – Autoliv Electronic SAS
GRAND TOTAL			**1,424,582**	**530,703**	**846,425**	**43,636**	**3,816**	**22,685**			

(a) Date of inclusion of the asset and/or entity in the Icade group.

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2.4. Healthcare Division

At December 31, 2015

At December 31, 2015

90 clinics including:

- 77 MSO facilities (1) (3 under construction)
- 13 FRC (2) and MHE (3) centres

(1) MSO: Medicine, surgery, obstetrics

(2) FRC: Following-up and rehabilitation care

(3) MHE: Mental health establishment

Healthcare Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Other floor area (leasable)	MSO private hospitals floor area (leasable)[(a)]	FRC private hospitals floor area (leasable)[(b)]	Number of beds	Acquisition date[(c)]	Construction or renovation date	Shareholding %	Operator
SUBTOTAL PARIS			**4,679**	**-**	**4,679**	**-**	**80**				
La Muette private hospital – 46/48, rue Nicolo	Paris 19th district	75	4,679	-	4,679	-	80	2014	1987	56.51%	Ramsay
SUBTOTAL INNER RING			**18,925**	**-**	**18,925**	**-**	**320**				
Armand Brillard private hospital – 3-5, avenue Watteau	Nogent	94	13,170	-	13,170	-	240	2008	2003/2006	56.51%	Générale de Santé
Bercy private hospital – 9, quai de Bercy	Charenton-le-Pont	94	5,755	-	5,755	-	80	2011	2005	56.51%	Médipôle Partenaires
SUBTOTAL OUTER RING			**145,419**	**-**	**131,069**	**14,350**	**2,236**				
Medical-surgical centre of Parly II – 21, rue Moxouris	Le Chesnay	78	15,818	-	15,818	-	280	2008	1971/1997	56.51%	Générale de Santé
Ouest Parisien private hospital – 14, avenue Castiglione	Trappes	78	21,110	-	21,110	-	274	2008	1975/2000	56.51%	Générale de Santé
Paul d'Egine private hospital – 4, avenue Marx Dormoy	Champigny	94	14,270	-	14,270	-	233	2008	2001/2007	56.51%	Générale de Santé
Marne La Vallée private hospital – 33, rue Léon-Menu	Bry-sur-Marne	94	12,737	-	12,737	-	190	2010	2009	56.51%	Générale de Santé
Le Bourget private hospital – 7-7 bis rue Rigaud	Le Bourget	93	7,893	-	-	7,893	150	2010	2007	56.51%	Générale de Santé
Bois d'Amour private hospital – 19, avenue Bois d'Amour	Drancy	93	6,457	-	-	6,457	104	2009	2009	56.51%	Générale de Santé
Monet private hospital – 34, rue de Verdun	Champigny	94	6,177	-	6,177	-	130	2011	2011	56.51%	Générale de Santé
Pasteur private hospital – 22, rue de la Petite-Saussaie	Vitry-sur-Seine	94	6,120	-	6,120	-	109	2011	2007	56.51%	Vedici
Saint-Louis private hospital – 1, rue Basset	Poissy	78	13,396	-	13,396	-	171	2013	2007	56.51%	Vedici
L'Estree private hospital, 35, rue d' Amiens	Stains	93	22,394	-	22,394	-	315	2015	-	56.51%	Vedici
Claude Bernard private hospital – 9, avenue Louis-Armand	Ermont	95	19,047	-	19,047	-	280	2014	2014	56.51%	Capio Santé
SUBTOTAL OTHER REGIONS			**1,137,332**	**6,799**	**1,095,694**	**29,279**	**15,877**				
Bon Secours private hospital – 9, place de la Préfecture	Arras	62	23,269	-	23,269	-	284	2009	2007	56.51%	Générale de Santé
La Roseraie private hospital	Soissons	02	5,035	-	5,035	-	81	2009	2010	56.51%	Générale de Santé
Villeneuve d'Ascq private hospital – Le Recueil, Le Haut du Recueil	Villeneuve d'Ascq	59	23,032	-	23,032	-	225	2010	2012	56.51%	Générale de Santé
Mas du Vendômois – Place called "Sous Grand Champ"	Naveil	41	3,240	3,240	-	-	45	2011	2012	56.51%	Générale de Santé
La Loire private hospital centre – 39, boulevard de La Palle	Saint-Étienne	42	31,074	-	31,074	-	327	2013	2005	56.51%	Générale de Santé
L'Atlantique polyclic – rue Claude-Bernard	Saint-Herblain	44	32,506	-	32,506	-	309	2008	1993/2002	56.51%	Vedici
Poitiers polyclic – 1, rue de la Providence	Poitiers	86	19,631	-	19,631	-	206	2008	1990/2004	56.51%	Vedici
Brétéché private hospital	Nantes	44	17,756	-	17,756	-	180	2009	2004/2007	56.51%	Vedici

(a) Medicine, surgery and obstetrics (MSO) private hospitals.
(b) Follow-up and rehabilitation care (FRC) private hospitals.
(c) Date of inclusion of the asset and/or entity in the Icade group.

Healthcare Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Other floor area (leasable)	MSO private hospitals floor area (leasable)[(a)]	FRC private hospitals floor area (leasable)[(b)]	Number of beds	Acquisition date[(c)]	Construction or renovation date	Shareholding %	Operator
Keraudren polyclinic – Rue Ernestine de Tremaudan – ZAC de Keraudren	Brest	29	16,279	-	16,279	-	182	2010	2007	56.51%	Vedici
L'Archette private hospital – Rue Jacques Monod	Olivet	45	17,020	-	17,020	-	165	2007	2000	56.51%	Vedici
L'Occitanie private hospital – 20, avenue Bernard-IV	Muret	31	13,358	-	13,358	-	170	2008	1973	56.51%	Vedici
St- François private hospital – 2, rue Rolland Buthier	Mainvilliers	28	11,212	-	11,212	-	155	2007	1998/2000	56.51%	Vedici
Roz Arvor physical rehabilitation centre – 2, rue du Fort	Nantes	44	6,653	-	-	6,653	95	2008	1989/1996	56.51%	Vedici
Saint-Charles private hospital – 3, rue de la Providence	Poitiers	86	4,110	-	-	4,110	76	2008	1990/2004	56.51%	Vedici
L'Elorn private hospital – 30, rue Claude-Bernard	Landerneau	29	5,019	-	-	-	60	2010	2010	56.51%	Vedici
Pont de Chaume private hospital – 330, avenue Marcel-Unal	Montauban	82	28,544	-	28,544	-	248	2011	2006	56.51%	Vedici
François Chenieux private hospital – 18, rue du Général-Catroux	Limoges	87	26,604	-	26,604	-	292	2012	2008	56.51%	Vedici
Centre Clinical – 2, chemin de Fregeneuil	Soyaux	16	20,932	-	20,932	-	233	2012	2009	56.51%	Vedici
Pôle Santé Sud – 28, rue de Guetteloup	Le Mans	72	36,900	-	36,900	-	472	2012	2006	56.51%	Vedici
Les Cèdres private hospital – Impasse des Cèdres	Brive-la-Gaillarde	19	12,300	-	12,300	-	173	2012	2003	56.51%	Vedici
Le Parc polyclinic – 20, avenue du Capitaine Georges-Guynemer	Caen	14	15,907	-	15,907	-	227	2014	2012	56.51%	Vedici
Bouchard private hospital, 77, rue Dr-Escat	Marseille	13	14,249	-	14,249	-	316	2015	-	56.51%	Vedici
Beaumont private hospital, rue Châtaigneraie	Beaumont	63	24,162	-	24,162	-	317	2015	-	56.51%	Vedici
Montagard surgical centre, 23, boulevard Gambetta	Avignon	84	3,206	-	3,206	-	318	2015	-	56.51%	Vedici
La Pergola private hospital, 75, allée des Ailes	Vichy	03	10,042	-	10,042	-	319	2015	-	56.51%	Vedici
Le Ter private hospital, Chemin de Kerbernès	Ploemeur	56	17,626	-	17,626	-	320	2015	-	56.51%	Vedici
Toulouse-Lautrec private hospital, 2, rue Jacques Monod	Albi	81	11,948	-	11,948	-	321	2015	-	56.51%	Vedici
Le Sidobre polyclinic, Chemin de Saint-Hippolyte	Castres	81	12,063	-	12,063	-	322	2015	-	56.51%	Vedici
Gascogne polyclinic, 55, avenue Sambre-et-Meuse	Auch	32	7,514	-	7,514	-	323	2015	-	56.51%	Vedici
Le Saint-Cœur private hospital, 10 B, rue Honoré-de-Balzac	Vendôme	41	10,454	-	10,454	-	324	2015	-	56.51%	Vedici
Notre Dame polyclinic, 345, avenue Pierre-Brossolette	Draguignan	83	10,399	-	10,399	-	325	2015	-	56.51%	Vedici
Val de Loire polyclinic, 49, boulevard Jérôme-Trésaguet	Nevers	58	11,952	-	11,952	-	326	2015	-	56.51%	Vedici
Saint Claude private hospital, 1, boulevard du Dr-Schweitzer	Saint-Quentin	02	15,947	-	15,486	-	327	2015	-	56.51%	Vedici

(a) Medicine, surgery and obstetrics (MSO) private hospitals.
(b) Follow-up and rehabilitation care (FRC) private hospitals.
(c) Date of inclusion of the asset and/or entity in the Icade group.

Healthcare Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Other floor area (leasable)	MSO private hospitals floor area (leasable)[(a)]	FRC private hospitals floor area (leasable)[(b)]	Number of beds	Acquisition date[(c)]	Construction or renovation date	Shareholding %	Operator
Saint-Omer private hospital, 71, rue Ambroise-Paré	Saint-Omer	62	10,279	-	10,279	-	328	2015	-	56.51%	Vedici
Medical-surgical centre of Chaumont le Bois, 17, avenue des États-Unis	Chaumont	52	9,689	-	9,609	-	329	2015	-	56.51%	Vedici
Medical-surgical centre of Tronquières	Aurillac	15	21,046	-	21,046	-	330	2015	-	56.51%	Vedici
Océane private hospital, 11, rue Dr-Joseph-Audic	Vannes	56	29,346	-	29,346	-	331	2015	-	56.51%	Vedici
Saint Charles private hospital – 11, boulevard René-Levesque	La Roche-sur-Yon	85	17,773	-	17,773	-	210	2008	1988/2004	56.51%	Regional groups
Le Maine polyclinic – 4, avenue des Français-Libres	Laval	53	13,679	-	13,679	-	154	2008	1987/1994	56.51%	Regional groups
Terrain PSO – Val d'Olonne private hospital	Olonne	85	14,425	-	14,425	-	90	2008	2009	56.51%	Regional groups
Physical rehabilitation private hospital Centre Vendée – 5, rue de la Grotte	Les Essarts	85	1,916	-	-	1,916	40	2008	1987/1988	56.51%	Regional groups
Les Chênes private hospital – Rue Chantemerle, place called "Capit"	Aire-sur-l'Adour	40	9,284	-	9,284	-	92	2007	1977-1978	56.51%	Regional groups
Esquirol Saint-Hilaire private hospital – 1, rue du Docteur-Delmas	Agen	47	33,414	-	33,414	-	329	2007	1970s and 1980s	56.51%	Regional groups
Marzet private hospital – 42, boulevard Alsace-Lorraine	Pau	64	16,329	-	16,329	-	192	2007	1973 to 1999	56.51%	Regional groups
Richelieu private hospital – 22, rue Montlouis	Saintes	17	5,416	-	5,416	-	82	2011	2004	56.51%	Regional groups
Le Parc private hospital – 50, rue Emile-Combes	Castelnau-le-Lez	34	21,204	-	21,204	-	206	2012	2010	56.51%	Regional groups
Saint Clément private hospital – 115, avenue Saint-Sauveur-du-Pin	Saint-Clément de Rivière	34	6,243	-	-	6,243	83	2012	2005	56.51%	Regional groups
Pic Saint Loup private hospital – 96, avenue Saint-Sauveur-du-Pin	Saint-Clément de Rivière	34	3,559	3,559	-	-	50	2012	2005	56.51%	Regional groups
Saint Augustin private hospital – 112, avenue d'Ares	Bordeaux	33	15,919	-	15,919	-	227	2011	2007	56.51%	Médipôle Partenaires
Pôle Santé République private hospital – 105, avenue de la République	Clermont-Ferrand	63	29,231	-	29,231	-	270	2011	2008	56.51%	Médipôle Partenaires
Le Cap d'Or private hospital – 1361, avenue des Anciens-Combattants-Français-d'Indochine	La Seyne-sur-Mer	83	6,454	-	6,454	-	100	2011	2009	56.51%	Médipôle Partenaires
Inkermann polyclinic – 84, route d'Aiffers	Niort	79	21,434	-	21,434		223	2011	2009	56.51%	Médipôle Partenaires
Le Parc polyclinic – 48, bis rue Henri-Barbusse	Saint-Saulve	59	17,084	-	17,084	-	174	2011	2004	56.51%	Médipôle Partenaires
Majorelle private hospital – 1240, avenue Raymond Pinchard	Nancy	54	11,729	-	11,729	-	146	2011	2006	56.51%	Médipôle Partenaires
Ambroise Paré private hospital – 387, route Saint-Simon	Toulouse	31	17,213	-	17,213	-	222	2011	2004	56.51%	Médipôle Partenaires
Pasteur private hospital – 54, rue Professeur-Pozzi	Bergerac	24	9,006	-	9,006	-	137	2011	2007	56.51%	Médipôle Partenaires
Vauban private hospital – 10, avenue Vauban	Valenciennes	59	18,410	-	18,410	-	234	2011	1999	56.51%	Médipôle Partenaires

(a) Medicine, surgery and obstetrics (MSO) private hospitals.
(b) Follow-up and rehabilitation care (FRC) private hospitals.
(c) Date of inclusion of the asset and/or entity in the Icade group.

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Healthcare Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Other floor area (leasable)	MSO private hospitals floor area (leasable)[a]	FRC private hospitals floor area (leasable)[b]	Number of beds	Acquisition date[c]	Construction or renovation date	Shareholding %	Operator
Les Fleurs polyclinic – Quartier Quiez	Ollioules	83	12,363	-	12,363	-	208	2012	2007	56.51%	Médipôle Partenaires
Flandre private hospital – 300, rue des Forts – Place called "Le Boernhol"	Coudekerque	59	9,927	-	9,927	-	111	2012	2004	56.51%	Médipôle Partenaires
Jean Vilar polyclinic – Avenue Maryse Bastie	Bruges	33	16,982	-	16,982	-	214	2012	2009	56.51%	Médipôle Partenaires
Villette private hospital – 18, rue Parmentier	Dunkerque	59	11,434	-	11,434	-	123	2012	1991	56.51%	Médipôle Partenaires
Saint-Pierre private hospital – 169, avenue de Prades	Perpignan	66	16,029	-	16,029	-	266	2014	2001	56.51%	Médipôle Partenaires
Saint-Michel private hospital – 25-27, avenue Louis-Prat	Prades	66	5,127	-	5,127	-	65	2014	1997	56.51%	Médipôle Partenaires
Le Floride healthcare centre – Avenue Thalassa	Le Barcarès	66	5,342	-	-	5,342	107	2014	1989	56.51%	Médipôle Partenaires
Claude Bernard private hospital – 1, rue Père-Colombier	Albi	81	26,646	-	26,646	-	206	2015	-	56.51%	Médipôle Partenaires
L'Union private hospital – boulevard de Ratalens	Saint-Jean	31	34,343	-	34,343	-	425	2013	2006	56.51%	Ramsay
Le Marquisat centre – boulevard de Ratalens	Saint-Jean	31	5,015	-	-	5,015	107	2013	1991	56.51%	Ramsay
Les Cèdres private hospital – Château d'Alliez	Cornebarrieu	31	48,897	-	48,897	-	608	2014	2012	56.51%	Capio Santé
Le Beaujolais polyclinic – 120, ancienne route Beaujeu	Arnas	69	12,959	-	12,959	-	101	2014	2004	56.51%	Capio Santé
Fontvert Avignon Nord private hospital – 235, avenue Louis-Pasteur	Sorgues	84	7,540	-	7,540	-	76	2014	2012	56.51%	Capio Santé
La Sauvegarde private hospital – 480, avenue Ben-Gourion	Lyon	69	17,251	-	17,251	-	239	2014	2013	56.51%	Capio Santé
Saint-Vincent private hospital – 40, chemin des Tilleroyes	Besançon	25	18,000	-	18,000	-	279	2014	2013	56.51%	Capio Santé
L'Atlantique private hospital – 26, rue du Moulin-des-Justices	Puilboreau	17	9,454	-	9,454	-	100	2014	2011	56.51%	Capio Santé
GRAND TOTAL (BASED ON THE SCOPE OF CONSOLIDATION)			**1,306,354**	**6,799**	**1,250,366**	**43,629**	**18,513**				

(a) Medicine, surgery and obstetrics (MSO) private hospitals.
(b) Follow-up and rehabilitation care (FRC) private hospitals.
(c) Date of inclusion of the asset and/or entity in the Icade group.

2.5. Warehouses Division

At December 31, 2015

Warehouses Division at December 31, 2015	Municipality	Dept.	Floor area in sq.m (leasable)	Offices floor area (leasable)	Warehouses and misc. floor area (leasable)	Number of parking spaces	Acquisition date [a]	Construction or renovation date	Shareholding %	Main tenants
France			83,140	4,211	78,930	107				
OUTER RING			**15,915**	**718**	**15,197**	**59**				
8, rue Denis Papin	Chilly-Mazarin	91	4,649	318	4,331	-	2009	-	100%	UPS France
10, rue Denis Papin	Chilly-Mazarin	91	11,266	400	10,866	59	2009	-	100%	Locapost
OTHER REGIONS			**67,225**	**3,493**	**63,733**	**48**				
ZI de Chesnes Tharabie	St-Quentin Fallavier	38	39,351	2,925	36,426	-	2007	-	100%	MGPACK
Zone Eurofret Terrain	Strasbourg	67	27,874	568	27,307	48	2009	2009	100%	Mory Ducros
GRAND TOTAL (BASED ON THE SCOPE OF CONSOLIDATION)			**83,140**	**4,211**	**78,930**	**107**				

(a) Date of inclusion of the asset and/or entity in the Icade group.

2.6. Residential Division

At December 31, 2015

Residential Division at December 31, 2015	Municipality	Dept.	Habitable floor area in sq.m	Acquisition date	Shareholding %	No. of residential units Total	No. of residential units Incl. subsidised
Operating properties			**3,510**			**40**	**-**
SUBTOTAL 95			**3,510**			**40**	**-**
Guyenne tower	Sarcelles	95	3,510	1963	100%	40	
SARVILEP			120,789			2,214	354
SUBTOTAL 93			**120,789**			**2,214**	**354**
Orgemont	Épinay-sur-Seine	93	120,789	1957	100%	2,214	354
Individual units for sale			**52,950**			**834**	**-**
SUBTOTAL 75 PARIS			**251**			**3**	**-**
Porte de Vincennes vente	Paris	75	251	1968	100%	3	
SUBTOTAL 78 YVELINES			**5,561**			**111**	**-**
Gémeaux	Les Mureaux	78	243	1977	100%	3	
Sorrières	Montigny-le-Bretonneux	78	1,088	1979	100%	16	
Romarins	Montigny	78	55	1977	100%	1	
Castillan	Poissy	78	94	1958	100%	2	
Corniche	Poissy	78	188	1954	100%	4	
Côte tower	Poissy	78	152	1958	100%	2	
6-16 Montaigne	Poissy	78	1,124	1954	100%	24	
78-88 Maladrerie	Poissy	78	1,316	1954	100%	28	
6 à 16, rue de Montaigne-Lyautey	Poissy	78	1,014	1954	100%	27	
Square Cocteau	Trappes	78	223	1974	100%	3	
Mermoz	Versailles	78	64	1976	100%	1	
SUBTOTAL 91 ESSONNE			**8,035**			**116**	**-**
2-6 d'Orbay	Draveil	91	119	1957	100%	2	
Colombes	Épinay s Sénart	91	210	1967	100%	4	
1, rue Weber	Épinay s Sénart	91	680	1967	100%	8	
11, rue du Petit Pont	Épinay s Sénart	91	779	1967	100%	10	
5 France	Épinay s Sénart	91	328	1967	100%	4	
Saint Marc vente (Massy)	Massy	91	198	1960	100%	3	
Toulouse Lautrec (Massy)	Massy	91	447	1960	100%	9	
12-16 Mogador	Massy	91	508	1968	100%	10	
2-8 Lisbonne	Massy	91	458	1968	100%	9	
Thorez	Massy	91	219	1968	100%	3	
Blum	Massy	91	138	1968	100%	2	
Blum II	Massy	91	589	1968	100%	8	
2 *bis* Herriot	Massy	91	1,242	1968	100%	17	
4 Herriot	Massy	91	834	1968	100%	10	
1 à 5, rue Julian Grimaud	Sainte-Geneviève	91	1,286	1954	100%	17	

Residential Division at December 31, 2015	Municipality	Dept.	Habitable floor area in sq.m	Acquisition date	Shareholding %	No. of residential units Total	Incl. subsidised
SUBTOTAL 92 HAUTS-DE-SEINE			**9,189**			**136**	**-**
Eluard	Bagneux	92	91	1972	100%	1	
Galilée	Bagneux	92	180	1959	100%	2	
Vaux Germains Vente	Chatenay	92	107	1959	100%	2	
La Roue vente	Fontenay	92	284	1958	100%	5	
Voltaire	Rueil	92	53	1956	100%	1	
Arthur Rimbaud	Rueil	92	228	1957	100%	4	
Gibets II	Rueil	92	361	1957	100%	8	
3 place André Malraux	Villeneuve-la-G.	92	2,463	1980	100%	38	
9-10 Malraux	Villeneuve-la-G.	92	5,422	1980	100%	75	
SUBTOTAL 93 SEINE-SAINT-DENIS			**13,229**			**217**	**-**
Courbet	Blanc-Mesnil	93	124	1965	100%	2	
Pont de Pierre	Bobigny	93	2,573	1957	100%	46	
Pasteur	Bondy	93	177	1955	100%	3	
Jannin/Bouin	Gagny	93	3,344	1959	100%	47	
Dumas	Gagny	93	518	1959	100%	8	
Jean Bouin	Gagny	93	666	1959	100%	10	
Moulin vente II	Gagny	93	671	1957	100%	12	
Couperin	Rosny	93	55	1983	100%	1	
Herodia	Rosny	93	341	1960	100%	6	
108/112 Alsace	Rosny	93	715	1960	100%	16	
10/14 Couperin- blérioz	Rosny	93	954	1960	100%	18	
6-8 De la Lande	Rosny	93	973	1976	100%	14	
2-4 Couperin	Rosny	93	994	1960	100%	17	
2-4 Franck	Rosny	93	515	1975	100%	8	
Sicopar	Sevran	93	61	1974	100%	1	
5 Ampère	Tremblay	93	48	1967	100%	1	
7 Ampère	Tremblay	93	71	1967	100%	1	
1 Ampère	Tremblay	93	429	1967	100%	6	
SUBTOTAL 94 VAL-DE-MARNE			**9,399**			**147**	**-**
Cachan I	Cachan	94	44	1957	100%	1	
Cachan II	Cachan	94	455	1957	100%	7	
Plumerette	Créteil	94	56	1961	100%	1	
Mermoz	Créteil	94	56	1961	100%	1	
Savignat	Créteil	94	148	1961	100%	3	
1/3 Arcos	Créteil	94	526	1958	100%	9	
1/5 Timons	Créteil	94	404	1958	100%	8	
8/12 Vildrac	Créteil	94	1,836	1958	100%	27	
Roussel	Créteil	94	1,440	1961	100%	20	
Col Rivière (Fresnes)	Fresnes	94	209	1957	100%	4	
Poétes (Hay)	L'Haÿ-les-Roses	94	406	1957	100%	6	
Peintres (Hay)	L'Haÿ-les-Roses	94	259	1957	100%	4	
Château de Sucy vente	Sucy-en-Brie	94	57	1954	100%	1	
Cytises	Sucy-en-Brie	94	590	1965	100%	8	

Residential Division at December 31, 2015	Municipality	Dept.	Habitable floor area in sq.m	Acquisition date	Shareholding %	No. of residential units Total	No. of residential units Incl. subsidised
Rodin	Villejuif	94	283	1957	100%	4	
Rembrandt	Villejuif	94	154	1957	100%	2	
10-16, rue Léon Moussinac	Villejuif	94	826	1954	100%	13	
Karl Marx	Villejuif	94	1,523	1954	100%	26	
Parc Leblanc	Villeneuve-le-Roi	94	127	1957	100%	2	
SUBTOTAL 95 VAL-D'OISE			**6,804**			**98**	**-**
Justice	Cergy	95	4,834	1983	100%	72	
Hauts de Cergy	Cergy	95	193	1983	100%	1	
Cergy Pissaro	Cergy	95	207	1983	100%	3	
Van Gogh	Ermont	95	136	1961	100%	2	
Orme St Edme vente	Franconville	95	299	1967	100%	5	
Entrée de Ville (1,2 et 3)	Sarcelles	95	741	1972	100%	8	
Ste Honorine	Taverny	95	186	1975	100%	3	
Pompon	Villiers-le-Bel	95	60	1965	100%	1	
Lalo	Villiers-le-Bel	95	108	1965	100%	2	
Varagne	Villiers-le-Bel	95	40	1958	100%	1	
SUBTOTAL OTHER REGIONS			**482**			**6**	**-**
SCI Grande terre des Vignes	Vénissieux	69	482	1966	100%	6	
TOTAL RESIDENTIAL			**177,249**			**3,088**	**354**
OTHER ASSETS							
Retail and commercial assets			11,891		100%		
Homes and residences for the elderly			9,613		100%		
Land bank			1,463,064		100%		
GRAND TOTAL			**1,661,817**			**3,088**	**354**

CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

3

MESSAGE FROM THE MANAGEMENT

Message from André Martinez, Chairman of the Board of Directors

It is Icade's responsibility both, as leader and considering the importance of its economic imprint, to help develop the practices of its sector. Corporate social responsibility is therefore at the heart of our strategy. Sustainable development, refocussing on our customers and on the people who live and work in our buildings are different aspects of the same transformation movement based on innovation, particularly digital. With the mayors and elected officials from local governments as with private individuals, we have a clear expectation for more effective housing from an environmental perspective, of more fluid transportation means, of mobility and enhanced accessibility. The demands of the companies are also developing towards more modularity and flexibility. Innovation is what allows us to meet the challenges with which the Company is confronted. Because the world is changing, and changing fast. Tomorrow, the property leader could be a purely digital player, whose application could display offices available for one hour, one day, one week, a few months or a few years…

Message from Olivier Wigniolle, CEO

In the sustainable development domain, being a subsidiary of the Caisse des Dépôts is a real plus for Icade: the Caisse des Dépôts is highly ambitious in terms of CSR; it is, therefore, naturally the same for Icade who has always been a pioneer and benchmark in this domain. Our goals rely on very collaborative governance, whose two pillars are a high level of involvement of employees and the CSR Orientation Strategy Committee. Our workers are the first players in the CSR approach, and we apply the same solutions internally as we propose to our customers, particularly pertaining to the quality of life at work. Businesses are, in fact, awaiting still more advanced services for their employees; the collaborative need, of "well-being", leads us to review our products and service offering. Moreover, Icade is a company rooted in the surrounding zones, and we implement numerous actions aimed at promoting integration, social, intergenerational and functional diversity. Among the new trends, facilitating the establishment of tenant communities becomes essential: the exchange and interaction between the occupants of our offices and business parks allows us to make the property business a value added component for our tenants. Lastly, before, during and after the COP21, we are more than ever partners with Caisse des Dépôts, committed to energy transition with ambitious, quantified goals in terms of energy, carbon, water, waste and biodiversity. Our innovative approach and our CSR commitments specify our ambition and define the methods which allow us to meet these environmental challenges and respond to the expectations of our stakeholders.

1. CSR, AN ESSENTIAL COMPONENT OF ICADE'S DNA

2005

- First commercial property building to obtain HQE Construction certification

- Signing of the Enterprise-Territory Charter with Plaine Commune

2006

- First business park certified ISO 14001 in France

2007

- First electric river shuttle in a business park

2008

- First complete Bilan Carbone® (Carbon Footprint) for a real estate company

2009

- First Vélib' (bicycle rental) terminal in a private park
- First commercial property building to obtain HQE Operation certification
- Collective Agreement for the Disabled

2010

- First environmental appendix signed and first green lease committee with Pierre & Vacances Center Parcs, three years before the regulations

2011

- First shopping centre to obtain the two HQE and BREEAM certifications in Europe

2012

- Creation of BIHOME® or the shared habitat

BIHOME® Une solution ICADE

- First HQE Aménagement (sustainable urban planning) certification

2013

- Signing of an innovation partnership with Philips

2014

- Among the first real estate companies to obtain the BiodiverCity label

biodivercity

2015

- First Autolib' (car rental) terminal in a private park
- First place among the prize winners in 2015 for increasing female executive presence in SBF 120 companies in the executive committee parity category.
- First business incubator for property start-ups entirely financed by a private player in France
- First private operator to obtain the "Bâtiment biosourcé" (Bio-sourced Building) label
- Among the first developers to obtain the NF Habitat HQE certification with the new HQE framework

Féminisation des instances dirigeantes Palmarès 2015

2016

- Pilot of the BBCA label (Low Carbon Building), construction scheduled to start in 2016
- Signing of a partnership with the "Our neighbourhoods have talent" association

NOS QUARTIERS ONT DES TALENTS

3

2. ICADE'S ISSUES AND STAKEHOLDERS

2.1. An approach to listening to stakeholders

Icade's CSR approach relies on the identification and good knowledge of the stakeholders in order to best meet their expectations. To this effect, Icade maintains a regular and constructive dialogue with its key stakeholders.

Icade's key stakeholders	Dialogue modes
Customers and users	◆ Customer service ◆ Satisfaction surveys ◆ Thematic conferences ◆ Green Lease Committees ◆ User Clubs ◆ Periodic reports for customers on the use and environmental performance of the built assets ◆ Dedicated web sites ◆ Digital communication and exchange platform on innovation http://hub.icade.fr ◆ Institutional leaflets and product leaflets ◆ Social networks: LinkedIn, Youtube, Twitter
Employees & personnel representatives	◆ Social dialogue with social partners ◆ Annual interviews ◆ Employee surveys ◆ Internal communication: Intranet, information screens, internal magazines and newsletters ◆ Events: Sustainable Development Week, meetings with the employees (presentation of the results to the employees, addresses, seminars, conferences) ◆ Innovative Hub approach, grouping 1/3 of the employees, with a co-working and exchange physical space
Financial and non-financial community: Investors, institutional and individual shareholders, lenders, rating agencies, banks and insurance companies	◆ Shareholders' Meeting ◆ Presentation dedicated to the investors, annual and semi-annual reports, press communications ◆ Rebroadcasting of audio presentations and webcasts ◆ Meetings with financial analysts and conferences in Europe and the United States ◆ Response to non-financial rating agency questionnaires and meetings with SRI (Socially Responsible Investments) analysts
Elected officials, regional governments and residents	◆ Work group on the energy transition of Grand Paris ◆ Signing of the Climate Action Charter of the City of Paris ◆ Participation in Alec (Local Energy and Climate Agency Plaine Commune) and the ViTeCC Club (Cities, Regions, Energy and Climate Change) ◆ Enterprise-Territory Charter with the urban area of Plaine commune in northern Paris ◆ Signing of local employment and integration charters ◆ Association of users of La Défense
Business partners & suppliers: architects, builders, work companies, intellectual and service providers, Caisse des Dépôts group, start-up and industrial partners	◆ Signing of responsible purchasing charters and clean work site charters ◆ Regular assessment of suppliers ◆ Development of common projects with start-ups and with industrial partners (Philips, EDF, Schneider, Veolia) ◆ Development of common projects with subsidiaries of the Caisse des Dépôts group (SNI, Egis, CDC Biodiversité, etc.)

Icade's key stakeholders	Dialogue modes
Professional sector: certifiers and labellers, professional associations and regulatory authorities	◆ Co-piloting of the new HQE framework ◆ Participation in the Application Committee of the NF Housing and NF Habitat (Cerqual) brands ◆ Afnor: Member of the Regulatory Commission for the Sustainable Management of Business Districts (ADQA) ◆ Active member of several professional circles: EPRA (European Public Real Estate Association), France GBC (Green Building Council), Smart Building Alliance, FPI (Fédération des promoteurs immobiliers), Association HQE, FSIF (Fédération des sociétés immobilières et foncières) ◆ Founding member of ADIVbois and BBCA (low carbon building), associations that promote the use of wood in construction ◆ Signing of the energy charter of the French "Sustainable Building Plan" ◆ Participation in the draft decree on the real property lease and in the draft decree of the law on energy transition favouring the substitution of parking places with a car sharing solution
NGOs and associations	◆ Integration partnerships: "Young talent from Plaine Commune", "Canal des métiers" (Jobs channel) and "Nos quartiers ont des talents" (Our neighbourhoods have talent) ◆ LPO (League for the Protection of Birds): partnership agreement that adapted several Commercial Property Investment Division sites ◆ Sponsoring and corporate-giving, supporting primarily cultural activities and local sports
Media	◆ Press releases, press kits, press points, articles ◆ Events: opening of the "Start-up house", laying of the first stone of Millénaire 4, (SIMI, MIPIM) trade shows, etc.
Universities and Schools	◆ Partnership on the "Customer Experience" with University of Paris Dauphine ◆ Partnerships specialised in recruitment with Essec and ESTP ◆ Participation in the research on new generation green roofs in partnership with the Pierre and Marie Curie University (Paris 6) and CDC Biodiversité

2.2. Managing the risks and seizing the opportunities related to sustainable development

The management of risks is ensured by a proven internal control mechanism since 2011 under the supervision of the Audit, Risk Management and Sustainable Development Committee. It relies on operational risk mapping, whose critical nature is re-evaluated every half year. It has been supplemented since 2014 with fraud and accounting risk mapping, revised annually.

The more critical risks coming from these maps, considered strategic, are evaluated by the Executive Committee semi-annually. A severity index is attributed to each risk, taking into account its potential impact on Icade's activity and its probability of being triggered. Each risk is subject to control measures, in the form of action plans or procedures whose efficiency is assessed every six months by second-level controls.

The Audit, Risk Management and Internal Control Department manages the updates of risks, control measures and controls in collaboration with internal controllers from the operational and functional departments.

This scope of analysis allows Icade to assess the importance of identified risks. On more than 300 risks monitored, about 20% concern CSR. Among these risks, none is likely to seriously affect the environment, with the exception of ICPE (Classified Establishments for Environmental Protection). The ICPEs identified by Icade are mainly heating and cooling equipment from buildings and their handling is controlled in the scope of ISO 14001 certifications for parks (more details in Annex 5.1.2). Icade has accounted for no provision or risk guarantee in environmental matters over the year 2015, as in the year 2014.

Icade considers the CSR as a lever for managing its risks and as a source of value creation opportunities in its activities. The primary risks and opportunities identified by Icade are described below:

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RISKS AND OPPORTUNITIES RELATED TO SUSTAINABLE DEVELOPMENT FOR ICADE:

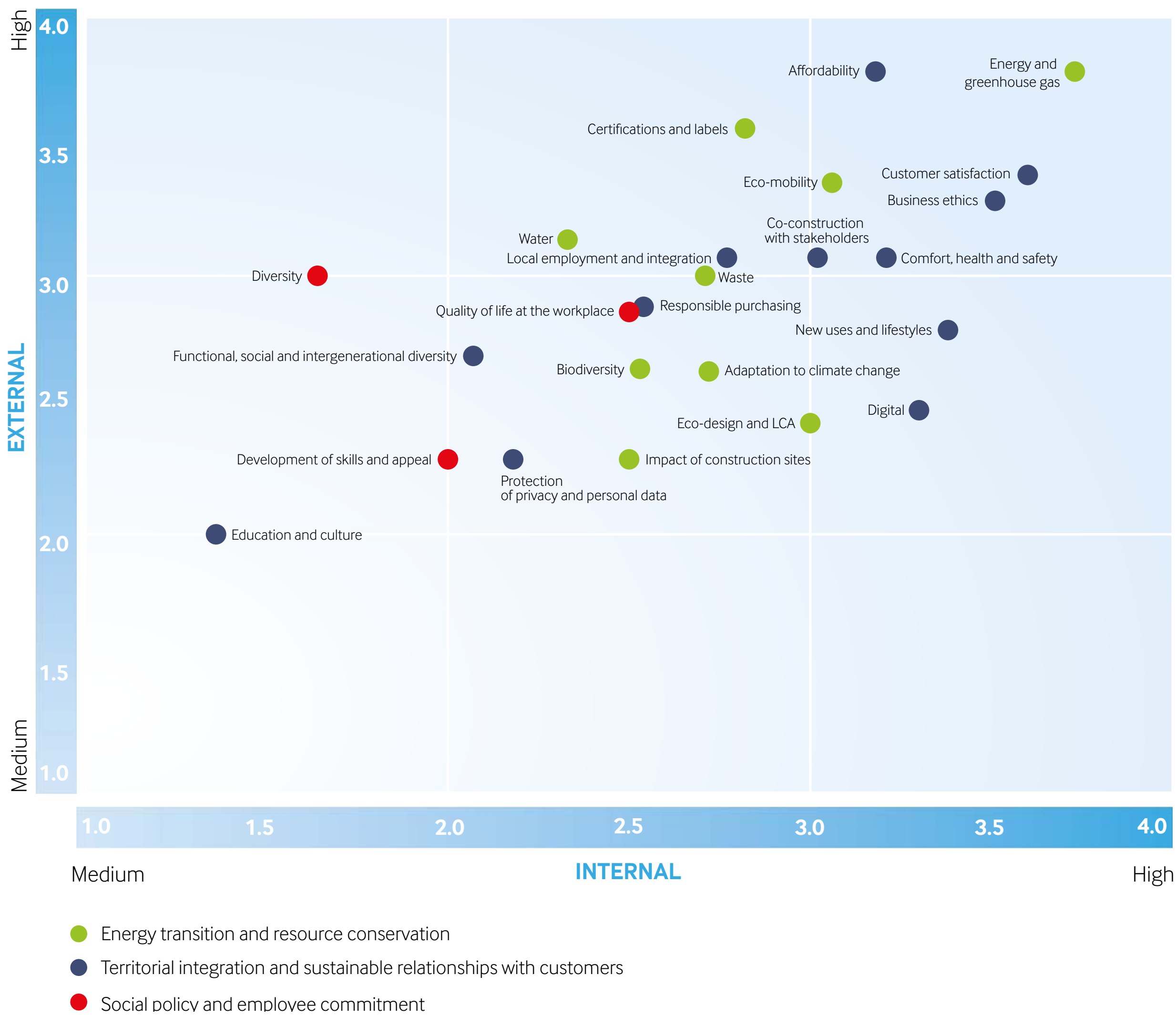
Categories of issues	Underlying risks	Underlying opportunities
Regulations	Non-compliance with new environmental, social or societal regulations. For example: thermal regulations, law of energy transition, law on the national low carbon strategy, draft decree related to the obligations of work in commercial property, disability law in matters of accessibility to public places	Making assets more appealing, strengthening the well-being of users and the commercial value of the assets
Financial	Obsolescence leading to impairment of the value of certain assets	Measuring green value, offering the best potential for value creation and reducing vacancy
	Increasing the CAPEXs for bringing the assets into compliance	Smoothing the investment in anticipation of necessary asset restructuring
	Increasing tenant charges in the event of an increase in energy costs	Controlling charges through grouped purchases and the support of tenants (green lease, buyer booklets) in a customer service approach
Physical	Impact of climate change: urban heat islands, floods, extreme climate phenomena	Adapting the assets and maintaining their long-term value
Operational	Increase in the vacancy rate and impact on the valuation	Accelerating the investment of assets and limiting the vacancy of business parks
	Organisational and social risks related to Icade's development	Opportunity to attract and establish the loyalty of talent, in the scope of the simplification of the organisation and the development of a more collaborative culture
	Lack of anticipation of new needs of customers	Strengthening the immaterial value by supporting new uses: well-being of the occupants, connected buildings, etc.
Reputational	Difficulty in collaborating with the regional players and the value chain or in obtaining building permits in the event of a societal controversy	Strengthening the sustainable joint innovation with business partners and improving the appeal of new projects

2.3. An approach structured around priority issues

In 2015, Icade conducted a detailed review of its CSR strategy. It relied on the results from two analyses on the materiality of CSR issues, conducted for the Commercial Property Investment and Property Development Divisions. The materiality analysis consists of prioritising the impact of each CSR issue for the activity and performance of Icade on the one hand and for its outside stakeholders on the other.

The assessment of the importance of the issues was carried out in collaboration with panels of internal and external stakeholders and the overall analysis was carried out by two independent offices, Greenflex and Imagin'able. The issues matrices from the Property Development and Property Investment Divisions have been summarised in a single matrix, representative of the Icade group.

ICADE CSR ISSUES MATERIALITY MATRIX



This analysis has engendered reflection on the different points of governance and management of CSR in the scope of updating the CSR strategy.

3. ORGANISATION AND OBJECTIVES

3.1. Icade, a player committed to CSR, alongside Caisse des Dépôts

The Icade shareholders constitute an asset in support of its ambitions in sustainable development matters. Icade also plays a part in the policy committed to the CSR matters of its primary shareholder, Caisse des Dépôts, and in the values of solidarity, proximity and responsibility of its secondary shareholder, Groupama.

Icade is a major player in Grand Paris and the favoured partner of economic and territorial development of the major cities in France. It thus contributes to the mission of general interest of the Caisse des Dépôts. Thanks to its integrated property operator skills, to the long-term approach of its property strategy and to its local roots in all of the French region, Icade deploys a national network of experts in the service of all the local players, and in close relation with the regional departments of the Caisse des Dépôts. There are close to 1,500 workers who build the dwellings, offices, public facilities, shopping centres, hospitals and clinics in the service of the city and diversity of urban functions.

Icade also supports the ambitious policy of the Caisse des Dépôts in both energy transition and ecological matters. Thus, in December 2015, Icade participated in the global COP21 Summit together with the Caisse des Dépôts, the official partner of this decisive event in the fight against climate change. On this occasion, Icade made new ambitious commitments, such as the reduction of its greenhouse gas emissions by 40% by 2020. With the support of its primary shareholder, Icade will create a model district of the sustainable and smart city, unique in France, in its historical territory located in north-eastern Paris. Icade also supports the ambition of the Group to undertake on a positive biodiversity trajectory, with shared goals and the collaboration of other subsidiaries of the Group that are experts in this domain, such as CDC Biodiversité.

Finally, Icade adheres to the social values of the Caisse des Dépôts and follows a policy committed to matters of diversity and quality of life at work.

The shared values around energy transition, territorial roots and social cohesion strengthen Icade's positioning and that of the Caisse des Dépôts in the long term.

3.2. Governance and management of CSR

Icade's CSR governance has evolved in 2015. It is deployed at the highest level of the Company and is based on three main points:

- the Audit, Risk Management and Sustainable Development Committee, attached to the Board of Directors, which oversees and guides the CSR strategy. It consists of three directors, two of whom are independent (see chapter 5 "Corporate Governance" of this reference document);
- the Strategic CSR Orientation Committee ("COS CSR"), which meets with outside experts who represent Icade as well as the Chairman of the Board and the Executive Committee;
- the Executive Committee, which includes three members who direct Icade's CSR strategy.

At the Executive Committee level, since 2015, the CSR responsibility has been supported by three of its members, demonstrating the desire of General Management to significantly amplify Icade's activity in this domain:

- Emmanuelle Baboulin, Head of the Commercial Property Investment Division, is responsible for the environmental panel of the CSR;
- Corinne Lemoine, Head of human resources, is responsible for the labour relations and community issues;
- Marianne de Battisti, Head of innovation, institutional relations and communication, is responsible for Icade CSR communication externally.

Icade has chosen a collaborative CSR governance including its outside stakeholders and its employees in the approach.

In order to better integrate the expectations of its stakeholders, Icade thus enriched its CSR governance in 2015 with a CSR Strategic Orientation Committee ("COS CSR"), which met two times with the Executive Committee and a panel of outside personalities. Its outside members are experts who represent Icade's stakeholders and include, for example, environmental experts, a sociologist, representatives of customers and service providers, a shareholder representative. The purpose of this Semi-Annual Committee is to define Icade's priorities in terms of CSR and demonstrates the willingness of the Company to confront and nurture its CSR strategy through strengthened governance.

Moreover, at the initiative of its CEO, in 2015, Icade chose to make its employees genuine participants in the new CSR strategy, in line with the objective of the strategic plan to make Icade's corporate culture more collaborative. Icade's employees have been invited to take part in an on-line survey aimed at prioritising future CSR commitments. The response rate has been satisfactory for this type of survey (34%), which is very encouraging for the mobilisation of all of Icade's employees on the implementation of its CSR policy. This survey has been successful in strengthening certain strong commitments made by Icade, such as carbon, customer relations and internal mobility. It has also enabled the focus to be put on other issues, such as water and quality of life at work. In addition, some proposals coming out of this investigation will feed the action plans based on the CSR objectives. Icade is thus one of only a few groups conducting this type of consultation.

A new CSR strategy was defined in 2015 by the Executive Committee, in the scope of the Group's overall strategic planning. In order to define it, the Executive Committee relied on the materiality analysis and the survey of the employees. It was validated by the COS CSR and by the Board of Directors. As a sign of this reaffirmed ambition, the new strategy is based on the quantified objectives, by a defined date, with the action plans established by division, in relationship with the strategic road map that the Group announced in November.

To help achieve these commitments, Icade is counting on going further in the association and mobilisation of employees by setting innovation and CSR goals starting in 2016 with the members of the Executive Committee and with the managers. The involvement of its executives is a sign of Icade's leadership: 10% of the variable compensation of the members of the Executive Committee will be based on achieving the CSR goals.

3.3. CSR commitments 2016-2020: high expectations

ENERGY TRANSITION AND CONSERVATION OF RESOURCES

Commitment in the fight against climate change

Commercial Property Investment Division:

- Reduce CO_2 emissions by 40% in significant buildings between 2011 and 2020 (in CO_2/sq.m/year)
- Reduce energy consumption by 30% in significant buildings between 2011 and 2020 (in kWh_{PE}/sq.m/year)
- Reach 20% of renewable energy in the energy mix of the assets by 2020
- Evaluate the risks related to adaptation to climate change of all of the assets in 2016

Property Development Division:

- Reduce CO_2 emissions related to grey energy from new construction by 12% between 2015 and 2020 (in kg CO_2/sq.m/year)
- Develop 100% of the offices in Île-de-France (Paris region) and 25% of the dwellings in compliance with an energy performance rating RT2012-10% starting in 2016
- Develop at least five positive energy operations labelled BEPOS (positive energy) per year starting in 2017

Integrate the best certification and labelling standards

Commercial Property Investment Division:

- Increase the surface areas of certified offices in operation by +5% per year through to 2020
- ISO 14001 certify 100% of business parks in 2017

Healthcare Property Investment Division:

- HQE certify 100% of the new projects and extensions whose surface area is greater than 10,000 sq.m

Property Development Division:

- HQE certify 100% of the offices and 35% of the dwellings starting in 2018

Promote eco-mobility

Commercial Property Investment Division:

- Equip 100% of the offices and parks with charging terminals for electric vehicles by 2018

Property Development Division:

- Develop at least 75% of the operations within five minutes by foot from mass transit starting in 2016

Innovate for sustainable construction

Property Development Division:

- Systematically carry out a life cycle analysis for operations over 10,000 sq.m starting in 2016
- Develop at least five wood constructions per year starting in 2017

Reduce waste and create work sites that respect the environment

Commercial Property Investment Division:

- Recycle and recover 100% of the controlled operating waste in 2020

Property Development Division:

- Recover 60% of the work site waste for HQE certified offices starting in 2016

(IPM) Services Division:

- Ensure collection by eco-agencies for 25% of the buildings with an on-site presence in 2016

Preserve water and biodiversity

Property Development Division/Commercial Property Investment Division

- Reach positive biodiversity 25% of the assets and new construction by 2020

Commercial Property Investment Division:

- Reduce water consumption by 25% in significant buildings between 2011 and 2020 (in m^3/sq.m/year)

Property Development Division:

- Develop at least 25% of operations with a rain water recovery system starting in 2016

Support the environmental performance of customers

Commercial Property Investment Division:

- Reach 75% of Green Lease Committees by the end of 2016 and 90% by the end of 2017

Property Development Division:

- Expand the distribution of user guides to help raise awareness about eco-actions in new construction

REGIONAL INTEGRATION AND SUSTAINABLE RELATIONSHIPS WITH CUSTOMERS

Place innovation and CSR at the heart of the strategy

- Integrate the CSR goals for executives and managers in 2016
- Train 70% of the employees in the use of digital technology in 2016 and raise awareness of 80% of the employees regarding CSR by 2018
- Offer 20 services that contribute to the well-being and environmental performance of customers in the innovation approach by 2018

Improve customer satisfaction and comfort, supporting new uses and modes of life

Commercial Property Investment Division:

- Create a "quality of life" proprietary label for business parks and deploy this label in all parks by 2017
- Set up "User Clubs" in the five business main parks by 2017

Property Development Division:

- Reach a customer satisfaction index of 8.5/10 at delivery for the Property Development Division in 2018, *i.e.*, a 33% increase compared with 2015

Participate in the economic and social development of the regions

- Develop local partnerships regarding integration and local employment and introduce integration clauses for all the significant work sites
- Involve the employees in associative partnerships

Reinforce the responsible purchasing policy

- Deploy responsible purchasing charters on 100% of the new building work sites of the Property Development Division, 100% of the new service provision contracts of the Commercial Property Investment Division and 80% of the IPM suppliers starting in 2016
- Set up a CSR assessment of the main suppliers for the service provision markets of the Commercial Property Investment Division and for IPM in 2016
- Reference the materials and products with low impact on the environment and health in 2016 to extend their use starting in 2017.

Guarantee business ethics

- Finalise the training of employees in anti-money laundering and distribute the new Ethics Code in 2016

SOCIAL POLICY AND EMPLOYEE COMMITMENT

Develop employee skills and strengthen the Company's appeal

- Train at least 80% of the employees on average over the period 2016-2018
- Train at least 80% of the employees targeted for the asset manager training and portfolio manager paths by 2017
- Provide 25% of jobs internally on average over the period 2016-2018

Make a commitment for better quality of life at work

- Conduct an experiment on telecommuting covering 10% of the employees in 2016

Promote diversity in all dimensions

- Increase the percentage of women managers from 34% to 40% by 2018
- Process 15% of outside recruitments in permanent contracts for young people less than 26 years of age and maintain the rate of employment for seniors
- Increase recourse to purchases in the protected and adapted work sector by 30% by 2016 and by 50% by 2018

3.4. External evaluation of the non-financial performance of Icade

Each year, Icade's performance is assessed by analysts, investors and rating agencies. For Icade, this approach involves both a desire for dialogue and better structuring of its commitments. It places the Company in a virtuous cycle of continuous improvement through a benchmark of sector best practices. The graph below shows the development of Icade's scores in the main non-financial classifications.

2014 2015

	SCORES	RANKING
GRESB	62 Score out of 100	**2015: 2nd out of 18 real estate companies, "diversified assets" category (Europe)** 2014: Not assessed
CDP DRIVING SUSTAINABLE ECONOMIES	95B 98B Transparency score out of 100 Performance score from A to E	
vigeo eiris	35 49 Score out of 100	**2015: 7th out of 33 real estate companies (Europe)** 2014: 18th out of 30 real estate companies (Europe)
oekom research	D+ C Scores from D- to A+	**2015: among the top 10% scores in the real estate sector (World). "Prime" status** 2014: Not awarded "Prime" status
FTSE4Good	3,1 4 Score from 1 to 5	**2015: among the top 2% scores in the real estate sector (World)** 2014: among the top 15% scores in the real estate sector (World)
Gaïa-Index	84 87 Score out of 100	**2015: 24th out of 230 companies of the index (all segments, France)** 2014: 23rd out of 230 companies of the index (all segments, France)

The spread of gross grades is explained by the fact that the grades of certain classifications are structurally lower than others. The position of the Company in its sector better reflects Icade's relative performance. It should be noted that the non-financial performance assessments in 2015 were established based on the data relating to 2014, and those of 2014 were established based on the data relating to 2013.

A sign of recognition of the ambition of its strategy and the improvement of its actions in regards to CSR actions, Icade progressed in 2015 in the classifications of CSR rating agencies, general and per sector.

- Evaluated for the first time in the GRESB (Global Real Estate Sustainability Benchmark) framework, the international classification of reference for the property sector, Icade was classified in the best category, "Green Star". Icade is ranked second out of 18 European companies in its category "diversified assets".
- The quality of Icade's carbon strategy was recognised by the Carbon Disclosure Project, the most well-known international classification in matters of policy for the fight against global warming. Its transparency grade in carbon policy matters increased from 95% to 98% between 2014 and 2015. Icade also maintained its performance/quality score for its carbon policy at "B" (on a scale from A to E, A being the best).
- Moreover, Icade progressed 11 places in the Vigeo Rating classification, a French rating agency specialised in the assessment of CSR. Icade moved from 18th to 7th place in the classification conducted among 33 European companies assessed in the property sector.
- Icade also progressed far in the Oekom Research classification, a German rating agency specialised in CSR assessment. The Group received "Prime" status in 2015, which is awarded to the companies that are leaders in their sector.
- Icade also maintains a presence on the FTSE4Good Global Index, with the score of 4 out of 5 that it received from the British assessor, a strong improvement compared to 2014 (3.1). This grade places Icade among the top performing 2% of businesses in its sector.
- Icade maintained its presence on the *Ethifinance Gaia index* and gained three points compared with last year, reaching an overall score of 87/100.
- Finally, the IPM activity of the Services Division was evaluated in 2015 by EvoVadis and obtained a grade of 68/100 (compared with 60 in 2013), which places it among the top 5% graded.

Aside from the agencies, Icade distinguished itself in 2015 by winning a trophy in the Corporate Social Responsibility category of SIIC (listed property investment companies) for its incorporation of CSR into the heart of its strategy.

Icade's reporting quality was also rewarded with a "Gold Sustainability Award" issued by the EPRA (European Public Real Estate Association). Not selected in 2014, Icade incorporated the EPRA recommendations in 2015 by communicating its environmental indicators on a like-for-like basis.

Icade finally took first place among the prize winners in 2015 for increasing the female executive presence in the SBF 120 companies in the Executive Committee parity category.

4. CSR PERFORMANCE AND ACHIEVEMENTS

The CSR indicators communicated in the report are consistent with international reference standards, such as the Construction & Real Estate Sector Supplement from the Global Reporting Initiative, version 4 (GRI-G4), the "Best Practices Recommendations on Sustainability Reporting" from the EPRA and the "Reporting Guide – Article 225 for real estate and construction" established by France GBC (Green Building Council).

Scope of the report for the year 2015

Scope of the Commercial Property Investment Division

Each year, the Property Investment Division maps the environmental performance indicators (energy, carbon, water, waste) of its strategic assets on an "Environment" scope.

SCOPE OF THE COMMERCIAL PROPERTY INVESTMENT DIVISION – STRATEGIC ASSETS AS AT 31 DECEMBER 2105

	Leasable floor space *(in sq.m)*	"Environment" *(in sq.m)* scope	Mapped floor space *(in sq.m)*	Mapped share *(in %)*	Controlled building share *(in %)*	Non-controlled building share *(in %)*
Offices	551,268	486,084	382,218	79%	80%	20%
Business parks	1,424,579	1,227,283	490,460	40%	89%	11%
COMMERCIAL PROPERTY INVESTMENT DIVISION – STRATEGIC ASSETS	**1,975,847**	**1,713,367**	**872,678**	**51%**	**87%**	**13%**

Certain assets are excluded from the "Environment" scope for the following reasons:

- assets with less than one year of operation over a complete civil year (acquired less than one year ago or in work during the year);
- "Typed" assets: properties whose activity presents a particular environmental profile and whose number of assets represented is too marginal to constitute an entire category by itself (warehouses, data centres, television studios, industrial activities, etc.).

In this "Environment" scope of 1,713,367 sq.m, the mapped buildings, called "significant buildings", totalled 872,678 sq.m at the end of 2015, *i.e.*, 51% of the floor space, up compared with last year (40% in 2014).

The significant buildings include the "corporate" scope, consisting of the buildings occupied by Icade.

The assets called "controlled" are the buildings for which Icade completely or partially controls the operation. Assets called "non-controlled" are the buildings held by Icade by for which the tenant has complete control of the operation (single-tenant buildings). In 2015, Icade had control of the operations of 87% of the assets of the parks and offices in the "Environment" scope.

The indicators from this mapping consolidate both financially controlled consumption by Icade with a real action lever (common parts of the controlled buildings) and the non-controlled consumption directly handled by the tenants in the buildings (private parts of the controlled buildings and complete consumption of non-controlled buildings).

The indicators include a share of estimation, specified for each, concerning invoices that have not been received by the report closing date. They are estimated by extrapolation on the basis of the consumption for the equivalent months in the preceding year. The data are also corrected for vacant floor space, in order to simulate consumption for a 100% occupancy rate and thus to not favour the recorded performance due to the vacancy of certain floor space.

Scope of the Healthcare Property Investment Division

	Leasable floor space *(in sq.m)*	"Environment" *(in sq.m)* scope	Mapped floor space *(in sq.m)*	Mapped share *(in %)*	Controlled building share *(in %)*	Non-controlled building share *(in %)*
HEALTHCARE PROPERTY INVESTMENT DIVISION	**1,306,354**	**1,056,968**	**98,811**	**9%**	**0%**	**100%**

Coverage of the Healthcare Property Investment Division remained stable at 9% in 2015. The mapped establishments are representative of the various clinic profiles in terms of age and locale. In the scope of its partnership with the healthcare operators, Icade is the owner of the premises only and does not manage the operation. Its tenants control the entire use, both operational and environmental, of the buildings.

Scope of the Property Development Division

The scope retained is that of the buildings and operations for which construction has been started during the year, corresponding to the data below. The consolidation scope is 100% of the operations in 2015, as in 2014. The associated indicators come from three sources: tool trade of the Property Development Division, land investigations, thermal studies of the operations.

PROPERTY DEVELOPMENT DIVISION SCOPE AS AT 31 DECEMBER 2105

	Number of operations	Area *(in sq.m net floor space)*	Mapped floor space *(in %)*
Housing	50	266,737	100%
Offices	15	122,442	100%
Other activity (Healthcare, Facilities)	9	47,043	100%
TOTAL	**74**	**436,222**	**100%**

Scope of the Services Division

The scope retained, as in the past year, is that of Icade Property Management (IPM).

Scope of the social data

The scope targeted for the items "Human Resources and Social Data" means that of the Group in the economic sense, namely Icade S.A. France and the French subsidiaries that it controls. The information is grouped by activities: Commercial Property Investment, Healthcare Property Investment, Property Development and Services.

4.1. Energy transition and conservation of resources

4.1.1. Committing to the fight against climate change

2015 COMMITMENTS	RESULTS
Commercial Property Investment Division:	
Reduce CO_2 emissions by 20% in significant buildings between 2011 and 2020	Targets currently under way
Reduce energy consumption by 20% in significant buildings between 2011 and 2020	Targets currently under way
Continue increasing the share of renewable energy in the energy mix	Target reached

Targets currently under way *Target reached*

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Reduce CO_2 emissions by 40% in significant buildings between 2011 and 2020 (in kg CO_2/sq.m/year)
- Reduce energy consumption by 30% in significant buildings between 2011 and 2020 (in kWh_{PE}/sq.m/year)
- Reach 20% of renewable energy in the energy mix of the assets by 2020

Property Development Division:

- Reduce CO_2 emissions related to grey energy from new construction by 12% between 2015 and 2020 (in kg CO_2/sq.m/year)
- Develop 100% of the offices in Île-de-France (Paris region) and 25% of the dwellings compliant with an energy performance rating RT2012-10% starting in 2016
- Develop at least five positive energy operations labelled BEPOS (positive energy) per year starting in 2017

The building sector is responsible for 25% of the greenhouse gas in France [1]. Based on this fact and in order to remain consistent with European Directives, important new regulations were introduced in France in 2015. The law on energy transition, along with a decree specifying the low carbon strategy by 2050 set a decrease in total emissions for the residential and commercial property sector of 54% between 2013 and 2030 and of 87% between 2013 and 2050. These sectoral ambitions will allow France to reach factor 4, *i.e.*, the decrease by four of its greenhouse gas emissions between 1990 and 2050, all sectors combined.

The property sector thus has a determining role to play in the fight against climate change forecast by scientific experts and whose issues were debated during the 21st Conference on Climate (COP21) in Paris in December 2015. Icade is immersed in this planetary reflection together with the Caisse des Dépôts, an official partner in the event. Icade also participated, with the Caisse des Dépôts and its subsidiaries, in the Worldwide Summit on Climate and Territories, whose goal was to deliver a common message from non-state players during the World Summit of COP21. Ahead of the Summit, Icade reaffirmed its position as an involved and committed player by significantly increasing its aim in the reduction of its greenhouse gases by -20% to -40% by 2020. This objective is supported by awareness raising measures for its employees and customers throughout the year (newsletters, conferences) and a volunteer action plan.

4.1.1.1. The search for greater energy efficiency in the old and the new buildings

Commercial Property Investment Division

For Icade's existing assets, the main issue is to work on greenhouse gas emissions generated during the operation of the asset. As a sign of the comprehensiveness of Icade's aim, the energy/carbon goals cover both the controlled data (common portions) and non-controlled data (private portions of the tenants).

In order to measure and guide its energy consumption and its carbon emissions, Icade set up several mechanisms: an environmental mapping of significant buildings (see Scope of Commercial Property Investment Division), energy audits, ISO 50001 certifications and carbon footprints in LCA (life cycle analysis).

In effect, Icade is going beyond the regulations relating to energy audits by initiating the deployment of ISO 50001 certifications on its assets. This certification allows the assessment of the efficiency management of the energy of the assets and deploys the solutions in order to improve energy performance, Since 2015, an assessment of greenhouse gases in LCA of new construction was also systematically carried out and has thus benefited the head office of Veolia and the Millénaire 3 and 4 buildings.

(1) *Source: Ministry of Ecology, Sustainable Development and Energy.*

To reach its objectives of reducing energy consumption and its CO_2 emissions, Icade relies mainly on the deployment of the energy performance contracts (CPE), the renovation of its buildings, partnerships entered into with industrial pioneers of energy transition, setting up Green Lease Committees with its tenants and increasing the share of renewable energy in its energy mix.

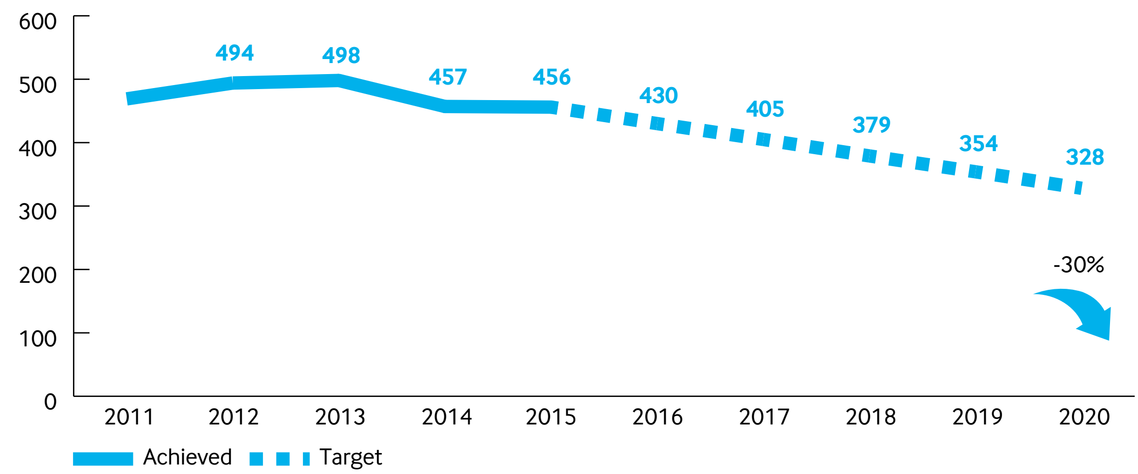
The energy performance contracts were deployed over the majority of the business parks and offices in 2015: 68% of the floor space of the assets for which Icade controls the operation was the subject of a CPE (energy performance contract) at the end of 2015. The CPEs set the precise objectives for improvement of energy consumption with the operating managers. The commitment contracted with the facility managers is to reduce energy consumption on average by 3% per year. The contracts concern consumption controlled by Icade, meaning the common portions of the controlled buildings. The distribution conditions for the profits vary as a function of the contacts. The general principle is that Icade as the lessor receives no profit. The reduction benefits the tenant 100% up to the level of the expected reduction in the contract with the facility managers. Beyond the achievement of this objective, the profits can be allocated completely to the facility manager or shared between the facility manager and the tenant. It's a win-win system for all parties, including Icade who thus creates loyal customers. The first effects of these energy performance contracts will be visible starting in 2016.

Icade has also undertaken a policy of replacing less efficient equipment with more efficient equipment for several years. Significant efforts have been made, especially on heating equipment, and in the year 2015, a campaign was launched for replacement of bulbs for interior and exterior lighting. In this context, the installation of LEDs is considered each time that a bulb is replaced.

Icade has developed several partnerships with big industry, focused on environmental innovation and connected building. For example, Icade has been collaborating with Philips since 2013. This partnership has already introduced product innovations, such as Power Over Ethernet (POE) lighting installed in a tower of La Défense. The LED lighting system supplied by POE technology is capable of collecting the data on lighted space (luminosity, presence, temperature) and developing a unique connected building approach, allowing it to act with even more efficiency on the environmental impact of its assets. In 2015, a new partnership was signed between Icade and Schneider Electric. It involves the measurement and analysis of the energy data and the energy performance guarantees and charges.

3

ENERGY CONSUMPTION OF THE SIGNIFICANT BUILDINGS OF THE COMMERCIAL PROPERTY INVESTMENT DIVISION
(in kWh_{PE}/sq.m/year)



Energy consumption decreased 3% between 2011 and 2015 and is stable compared to 2014 (corrected for climate variations). The broadening of the mapped scope has had a negative impact on average energy intensity, since the buildings mapped for the first time in 2015 consume more energy than the average of those mapped in 2014. The less efficient Icade buildings have historically been the first buildings to integrate mapping, including the buildings that are HQE Construction certified and/or HQE Operation certified.

On the other hand, on a like-for-like basis, the reduction in energy consumption has been better, with a decrease of 3.6% between 2014 and 2015. The deployment of Green Lease Committees and CPEs should improve this performance in the future. It should be noted that the corporate scope has experienced high improvement in 2015 (-6% corrected for climate).

The details of the energy consumption data by asset category, on a total basis and a like-for-like basis, are shown in the table below:

EVOLUTION OF THE ENERGY CONSUMPTION OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS IN 2014 AND 2015: CORPORATE, CONTROLLED AND NON-CONTROLLED ASSETS (EPRA FORMAT)

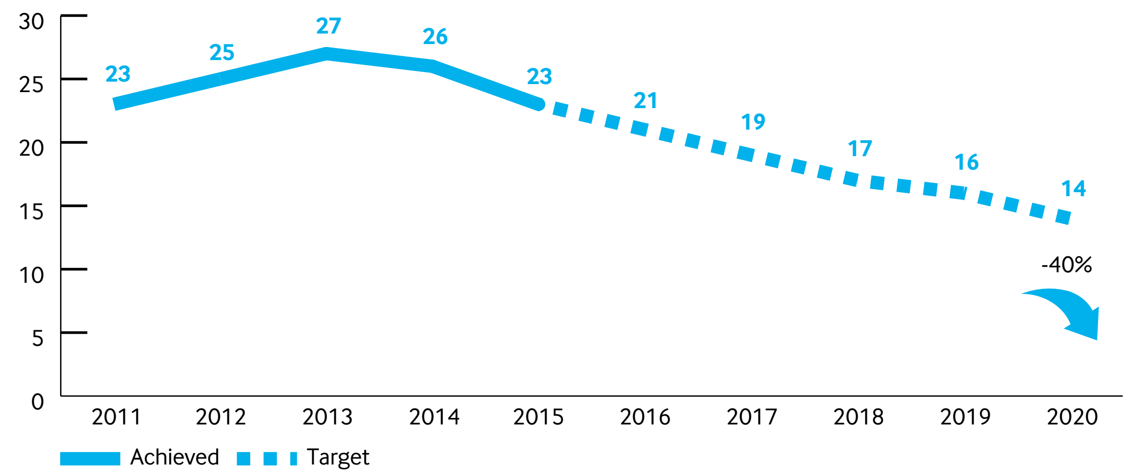
			Total basis							
			Controlled assets							
			Corporate		Controlled data (common portions)		Non-controlled data (private portions)		Non-controlled assets	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**
Total consumption of electric energy	Elec-Abs	MWh_{PE}	13,483	12,708	169,644	122,948	156,851	132,808	37,289	38,108
Total energy consumption of the heating or cooling network	DH&C-Abs	MWh_{PE}	906	815	23,563	17,260	2,231	0	0	0
Total consumption of combustible energy	Fuels-Abs	MWh_{PE}	155	198	17,002	10,751	334	0	625	625
TOTAL ENERGY CONSUMPTION		**MWh_{PE}**	**14,544**	**13,721**	**210,210**	**150,843**	**159,416**	**132,808**	**37,915**	**38,733**
Energy intensity by surface area – primary energy	Energy-Int	kWh_{PE}/sq.m	454	412	469	433	469	433	435	444
Energy intensity per person – primary energy	Energy-Int	kWh_{PE}/pers.	6,804	6,179	7,017	6,486	7,017	6,486	6,523	6,660
Energy intensity by surface area – primary energy – corrected for climate	Energy-Int	kWh_{PE}/sq.m	448	475	459	456	459	456	430	457
Energy intensity by surface area – final energy	Energy-Int	kWh_{FE}/sq.m	196	192	215	194	215	194	173	177

EVOLUTION OF THE ENERGY CONSUMPTION OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS AND ON A LIKE-FOR-LIKE BASIS BETWEEN 2014 AND 2015 (EPRA FORMAT)

			Total basis		Like-for-like basis	
			Global		Global	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**
Rate of coverage for the reporting scope *(in surface area)*		%	51%	38%	51%	
Rate of estimation of total energy consumption		%	21%	11%	21%	
Total consumption of electric energy	Elec-Abs/LfL	MWh_{PE}	377,268	306,572	377,268	370,097
Total energy consumption of the heating or cooling network	DH&C-Abs/LfL	MWh_{PE}	26,700	18,075	26,700	22,021
Total consumption of combustible energy	Fuels-Abs/LfL	MWh_{PE}	18,117	11,574	18,117	16,566
TOTAL ENERGY CONSUMPTION		**MWh_{PE}**	**422,084**	**336,221**	**422,084**	**408,683**
Energy intensity by surface area – primary energy	Energy-Int	kWh_{PE}/sq.m	465	435	465	450
Energy intensity per person – primary energy	Energy-Int	kWh_{PE}/pers.	6,974	6,523	6,974	6,753
Energy intensity by surface area – primary energy – corrected for climate	Energy-Int	kWh_{PE}/sq.m	456	457	456	473
Energy intensity by surface area – final energy	Energy-Int	kWh_{FE}/sq.m	210	192	210	201

The evolution of greenhouse emissions since 2011 is as follows:

GREENHOUSE GAS EMISSIONS FROM SIGNIFICANT BUILDINGS *(in kg of CO_2e/sq.m/year)*



Carbon intensity was in deep decline in 2015, with a reduction of 11% with respect to 2014. The main reason for the decline was the performance of HQE or BREEAM certified buildings and that of buildings under the Green Lease Committee for more than one year. Second, it is explained by an increase on the part of renewables in the energy mix, which went from 6.9% in 2014 to 8.0% in 2015.

The details of the data relating to greenhouse gas emissions by asset category, on a total basis and a like-for-like basis, are shown in the tables below:

EVOLUTION OF GREENHOUSE GAS EMISSIONS OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS IN 2014 AND 2015: CORPORATE, CONTROLLED AND NON-CONTROLLED ASSETS (EPRA FORMAT)

			Total basis							
			Controlled assets						Non-controlled assets	
			Corporate (scope 1 and 2)		Controlled data (scope 1 and 2)		Non-controlled data (scope 3)		Scope 3	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**
Direct emissions of greenhouse gas	GHG-Dir-Abs	tonnes CO_2e	36	46	3,979	2,516	78	46	146	146
Indirect emissions of greenhouse gas	GHG-Indir-Abs	tonnes CO_2e	622	578	9,574	7,534	5,555	8,625	1,214	1,241
TOTAL EMISSIONS OF GREENHOUSE GAS		**TONNES CO_2e**	**659**	**624**	**13,553**	**10,049**	**5,633**	**8,671**	**1,360**	**1,387**
Building carbon intensity	GHG-Int	kg CO_2e/sq.m	21	20	24	27	24	27	16	16
Building carbon intensity	GHG-Int	kg CO_2e/pers./year	308	300	362	407	362	407	234	239

EVOLUTION OF GREENHOUSE GAS EMISSIONS OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS AND ON A LIKE-FOR-LIKE BASIS BETWEEN 2014 AND 2015 (EPRA FORMAT)

			Total basis		Like-for-like basis	
			Global		Global	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**
Rate of coverage for the reporting scope *(in surface area)*		%	51%	38%	51%	
Rate of estimation of total greenhouse gas emissions		%	21%	11%	21%	
Direct emissions of greenhouse gas	GHG-Dir-Abs/LfL	tonnes CO_2e	4,239	2,754	4,239	3,876
Indirect emissions of greenhouse gas	GHG-Indir-Abs/LfL	tonnes CO_2e	16,965	17,977	16,965	15,952
TOTAL EMISSIONS OF GREENHOUSE GAS		**TONNES CO_2e**	**21,204**	**20,731**	**21,204**	**19,828**
Building carbon intensity	GHG-Int	kg CO_2e/sq.m	23	26	23	22
Building carbon intensity	GHG-Int	kg CO_2e/pers./year	350	391	350	328

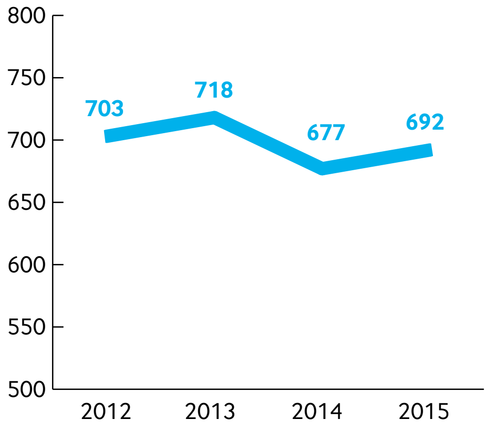
Healthcare Property Investment Division

The operation of the Healthcare assets held by Icade is 100% controlled by its tenants, which guide the energy consumption of the assets. Although it does not have control of the operation, Icade nevertheless supports the healthcare operators by proposing solutions to them to optimise their energy consumption and reduce their greenhouse gas emissions.

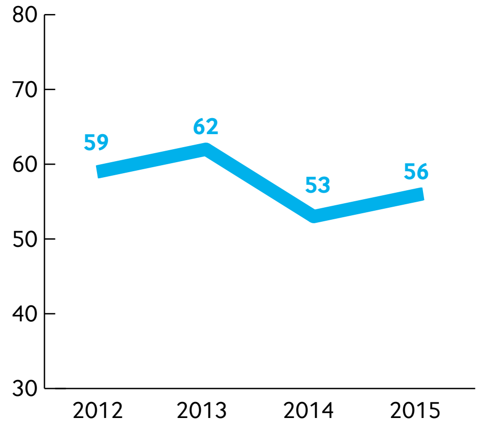
Icade thus puts in place a mapping of the energy consumption and greenhouse gas emissions and conducts energy audits so as to better understand existing systems and proposes improvements and possible optimisations.

For example, Icade studies innovative solutions for projects under development, such as setting up LED lighting solutions so as to reduce energy consumption that reduces energy consumption, and improving the level of service and comfort of the users, and renewable energy development, such as setting up solar panel shade structures in parking lots and on roofs.

ENERGY CONSUMPTION OF THE HEALTHCARE PROPERTY INVESTMENT DIVISION *(in kWh_{PE}/sq.m/year)*



GREENHOUSE GAS EMISSIONS FROM THE HEALTHCARE PROPERTY INVESTMENT DIVISION *(in kg of CO_2e/sq.m/year)*



The energy intensity of the clinics declined by 1.5% between 2012 and 2015 and carbon intensity by 5% over this same period.

The detailed environmental indicator of the Healthcare Property Investment Division at EPRA can be found in Annex 5.1.1.

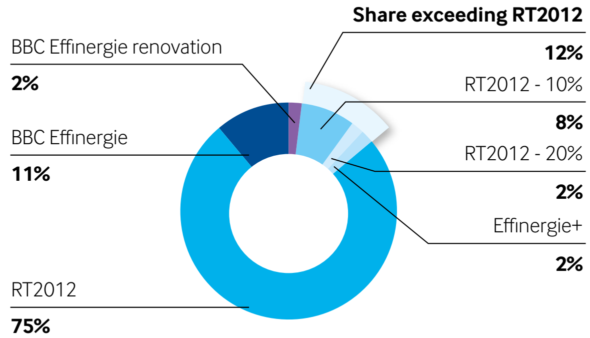
Property Development Division

For new constructions, the issue is to minimise both the emissions during the construction phase and during the operating phase. Icade considers that, as the developer, it can influence the construction choice of energy equipment for an operation in order to deliver less energy consuming buildings at all stages.

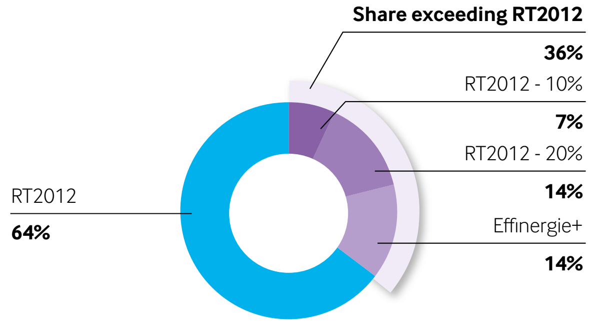
The performance of the construction operations started in 2015 attests to this:

ENERGY PERFORMANCE BY TYPOLOGY OF ASSETS IN 2015

Housing



Offices



In 2015, 12% of the housing operations and 36% of the offices operations had an energy performance exceeding the requirements of the (RT 2012) thermal regulations. The energy consumption of the operations launched in 2015 were 72 kWh_{PE}/sq.m/year on average, down 4% compared to 2014.

Starting in 2016, the Property Development Division is targeting a rate of 25% for dwellings and 100% for offices in Île-de-France (Paris region), exceeding the RT 2012 by at least 10%, and at least five operations per year labelled BEPOS (energy positive building) starting in 2017.

With a view to improving the energy guidance of its constructions by its occupants, Icade launched a policy of metering its office buildings in order to precisely measure the energy consumption of the various energy uses of the building. These meters can show the consumption data on a web portal, by usage and location lot, and allow the occupants to adapt their consumption. All commercial buildings constructed will now be equipped with such meters.

In order to obtain a more complete as possible vision of the performance of a building and to better guide decision-making, all the new construction will now have a full carbon footprint. This footprint assesses the emissions related to the construction phase (related to energy and circulation during building, and to construction and waste material) and the emissions related to the operation for nine years (energy consumption of the building, renewal of the materials, travel from home to work and home to activities).

The choice of the duration of responsibility is based on nine years, because this is the average period during which a completed building does not undergo any significant modifications (change of activity, termination of lease, significant work, etc.).

3

ASSESSMENT OF GREENHOUSE GAS EMISSIONS

	Construction (Grey energy)				Operation over nine years				Total	
	Construction emissions	Emissions avoided by using wood	Total Construction Emissions	Change compared to 2014	Operating Emissions (energy, circulation, maintenance)	Emissions avoided by the use of renewable electricity	Total Operating Emissions	Change compared to 2014	Total Construction and Operating Emissions	Change compared to 2014
CO_2 emissions – intensity *(in kg CO_2/sq.m)*										
Housing	499	(13)	486	(4.9)%	305	(3)	302	9.0%	788	(0.1)%
Offices and other activity	446	(9)	437	8.4%	805	(84)	721	(3.0)%	1,158	0.7%
TOTAL	**478**	**(11)**	**467**	**(3.8)%**	**499**	**(35)**	**465**	**19.0%**	**932**	**6.5%**
CO_2 emissions – total *(in tonnes of CO_2)*										
Housing	133,145	(3,423)	129,722	20.0%	81,396	(912)	80,484	37.0%	210,206	26.0%
Offices and other activity	75,568	(1,505)	74,064	203.0%	136,394	(14,212)	122,182	147.0%	196,246	165.0%
TOTAL	**208,713**	**(4,928)**	**203,786**	**53.0%**	**217,790**	**(15,124)**	**202,666**	**87.0%**	**406,452**	**69.0%**

The carbon intensity related to operation increased by 19% between 2014 and 2015. This is explained by a greater distance to transports for new operations, while the operating emissions related to the use of the building have dropped through the use of a greater amount of renewable electricity.

The CO_2 emissions related to the construction phase dropped by 3.8% between 2014 and 2015. This change is explained first by an increased use of brick instead of concrete, and second by the greater use of wood in construction.

The Property Development Division is committed to continuing this trend and to reducing the CO_2 emissions related to the grey energy from new construction by 2.5% per year between 2015 and 2020, *i.e.,* -12% over the period.

Services Division

In the scope of its rental management and technical duties for the buildings, IPM proposes solutions for optimising environmental performance of its customers. IPM thus develops methodological tools intended for site manager. Several guides were produced in 2014 and 2015 concerning the monitoring of environmental appendices, energy management, eco-mobility solutions, opening of the energy market and regulatory developments. These guides were used in awareness training by the sustainable development network, in order to better support the site managers in deploying these solutions for their customers. In 2015, for example, IPM set up a group purchase of electricity in the scope of the opening of the energy market for all managed contracts. 27.5% of the contracts have integrated the "renewable energy" option at 100%.

3

4.1.1.2. Deployment of renewable energy

Commercial Property Investment Division

Icade identifies the use of renewable energy as an important lever in the reduction of its greenhouse gas emissions, setting an integration goal of 20% renewable energy in its energy mix by 2020, compared with 8% achieved in 2015. This goal is ambitious because it covers 100% of Icade's energy consumption. This consumption is determined by extrapolation of the mapping data in the entire "Environment" scope of the Commercial Property Investment Division.

Three forms of renewable energy are used:

- the purchase of green certificates, at a level of 21,901 MWh in 2015 (8.5% of the electricity consumption in 2015, compared with 7.8% in 2014). These certificates guarantee that the volume of electricity purchased is from renewable sources;
- the buildings joining the heating network, 4,518 MWh of which comes from renewable energy (23.7% of the consumption for the heating network in 2015, compared with 17.1% in 2014) according to the legal information furnished by the heating networks;
- the production of renewable energy produced on site, with access to geothermal energy on the Parc du Pont de Flandre and the installation of photovoltaic solar panels on the Monet building in 2015 and Millénaire 4 starting in 2016.

In order to reach its goal, Icade will progressively increase the share of green certificates with energy producers and the production of renewable energy on its sites.

Property Development Division

SURFACE AREA OF PROPERTY DEVELOPMENT OPERATIONS RUNNING ON RENEWABLE ENERGY ***(in sq.m SHONrt)***

	2015	2014
Thermal solar power	23,466	6,372
Heating network (geothermal, biogas, etc.)	72,810	92,392
Solar PV	9,608	-
TOTAL	**105,884**	**98,764**
Share of the total surface area	***24%***	***35%***

In 2015, 24% of the surface area constructed made use of renewable energy, *i.e.,* 105,884 sq.m compared with 98,764 sq.m in 2014. If the heating networks represent the majority of renewable energy sources used, certain operations have also made use of solar, thermal or photovoltaic energy. Thus, the Sky56 operation in Lyon Part-Dieu (HQE and BREEAM certified, both Excellent level) made use of both the heating networks and photovoltaic to supply energy to 30,000 sq.m of the building.

4.1.1.3. The necessary adaptation to climate change

2016-2020 COMMITMENTS

Commercial Property Investment Division/Property Development Division:

- Evaluate the risks related to adaptation to climate change of all of the assets and strategic development operations in 2016. If necessary, adapt assets, selection of property and the design of operations.

Commercial Property Investment Division

Concerned about anticipating the consequences of climate change in its strategy, Icade has conducted pilot activities to improve its expertise in the domain. In particular, Icade participates in a work group on the adaptation to climate change of The Local Energy Climate Agency of Plaine Commune, of which it is a founding member. In this context, two main risks have been identified: heat peaks and floods. After this work, Icade undertook to more finely map the climate risks impacting its assets and to adapt as needed.

An impact study of climate changes on the plants of the Icade business parks was also carried out in 2015 and its conclusions have been applied. CDC Biodiversité, which manages Icade's green spaces in the Northern Paris business parks, has supported Icade in the choices of plants best adapted to the local climate conditions. The use of plants adapted to the local climate allows their direct environment to be cooled and to better fight against heat peaks.

Property Development Division

The Property Development Division has tangibly integrated adapting to the consequences of climate change in its planning. In the development plan of La Riche near Tours, the buildings and certain roads have also been raised in taking into account prospective risks of flooding. The Property Development Division will assess the risks related to adaptation to the pilot operation climate change in 2016 in order to integrate these lessons in the future for the selection of real estate and design of operations.

4.1.2. Integrate the best practices standards for certification and labelling

2015 COMMITMENTS — *RESULTS*

Property Investment Division

- Obtain HQE and/or BREEAM certification for all new buildings in the Property Investment division — Target reached
- Obtain HQE Operation certification for three buildings in 2015 — Target reached
- Launch the ISO 50001 certification and the energy audits of the assets — Targets currently under way
- Launch the ISO 14001 certification on Le Millénaire business park — Target reached

Targets currently under way *Target reached*

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Increase the floor space of certified offices in operation by +5% per year through to 2020
- Obtain ISO 14001 certification for the entire portfolio in 2017
- Provide support for the implementation of the Well label on at least one programme in 2016

Healthcare Property Investment Division:

- Obtain HQE certification for all new projects with a surface area of over 10,000 m²

Property Development Division:

- Obtain HQE certification for all offices and 35% of housing units as from 2018
- Test the BBCA label (Low-Carbon Building) on at least one programme in 2016

4.1.2.1. Icade, a pioneer in new certifications and labelling

Since the origin of the French certification and labelling approaches, Icade has been a pioneer in setting up the various benchmarks, on both its assets in operation and its new developments. In 2005, Icade was a pioneer as the first HQE (high environmental quality) certified Commercial Property Investor. In keeping with this position, in 2015, Icade Property Development was a pilot and the first private operator to use the new "Biosourced Building" label. In 2014, Icade was also already distinguished as one of the first seven pilot companies to obtain the BiodiverCity label, which posts the performance of real estate projects that take biodiversity into account, for the construction of the head office of Veolia in Aubervilliers. Moreover, Icade labelled three of its business parks with the "EcoGarden" label in 2015, thus demonstrating its good management of green spaces that respect biodiversity.

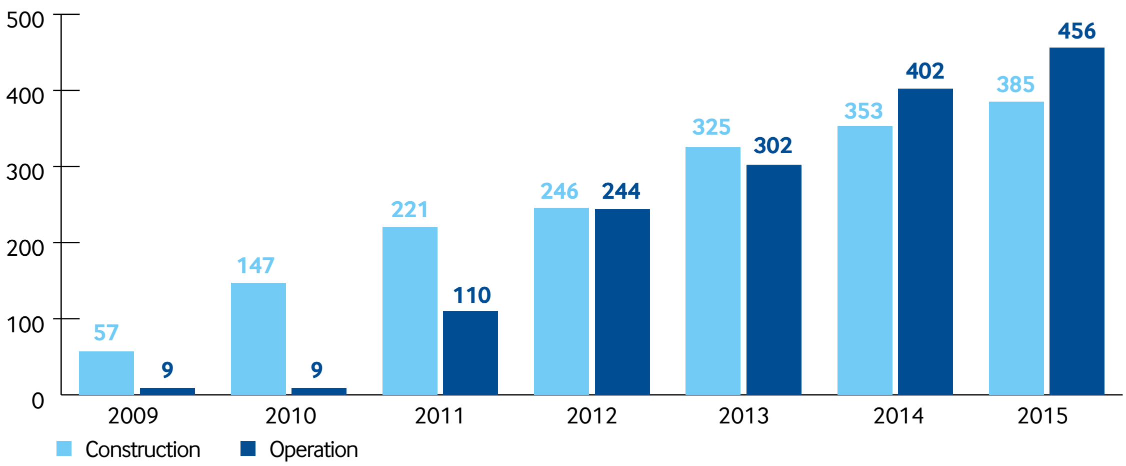
Icade is also anticipating the next certifications and labels, participating in the development of benchmarks and pilot operations. Thus, Icade co-piloted the development of the new benchmark for the HQE certification announced in May 2015. Icade is one of the first developers to be NF HQE Habitat (Housing) certified with this new benchmark. Icade is also a founding member and benefactor member of the BBCA Association (Low Carbon Building) and is part of the pilot operations of this new label, which aims to promote low carbon buildings throughout their life cycle. Icade will support the establishment of the Well label for an operation in 2016, a label focused on the well-being and comfort of the occupants. Finally, Icade participates in the work group piloted by Afnor whose goal is to establish a sustainable development benchmark in business quarters.

4.1.2.2. One objective: develop environmental certifications for the existing park and new construction

Commercial Property Investment Division

Concerned about proposing still more virtuous buildings, Icade is continuing its development goal for certifications. The portion of office floor space certified HQE and/or BREEAM greatly increased between 2014 and 2015, going from 28% to 41%. Among these certifications, 28% of the offices are certified Construction and 33% are certified Operation, with some assets having a double certification (or even triple with BREEAM). The achievement of these 2015 goals of certifying 100% of the new construction of the Commercial Property Investment Division as well as three existing buildings has resulted in this good performance.

EVOLUTION OF OFFICE FLOOR SPACE CERTIFIED HQE/BREEAM ***(in thousands of sq.m)***



As an owner of business parks, the Commercial Property Investment Division must go beyond the certification of buildings and certify the management of common spaces (streets, etc.) through an adapted environmental certification. This is why Icade is targeting 100% of its parks to be certified ISO 14001 in 2017. In 2015, Icade reached its goal of certifying the Parc du Millénaire and 78% of the surface area of its parks is now certified ISO 14001.

Healthcare Property Investment Division

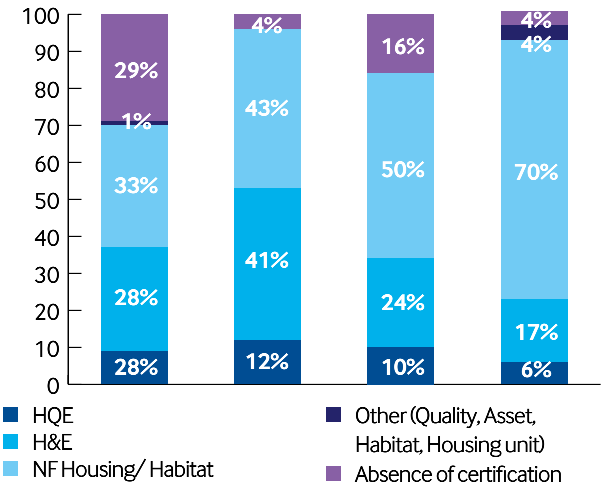
The Healthcare Property Investment Division wants to expand its goals in HQE certification matters and is targeting 100% certification of its new projects and extensions whose floor space is over 10,000 sq.m. This undertaking is ambitious since it represents over 3/4 of the floor space that will be delivered between 2016 and 2018.

Property Investment Division

The Property Investment Division is very committed to implementing the certifications. More than 90% of the housing and offices operations of the Property Development Division were assigned a certification in 2015.

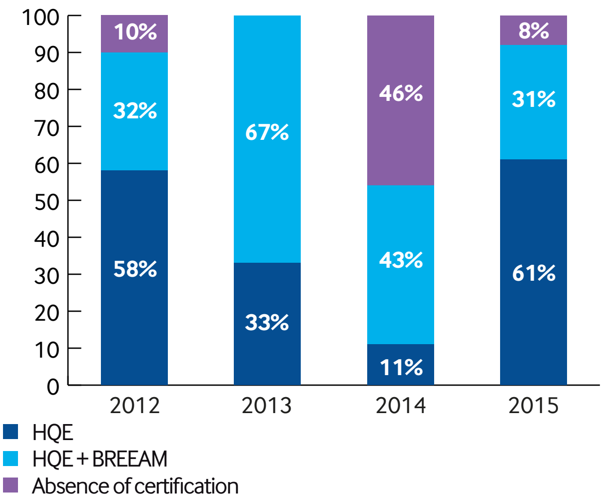
Concerning the dwellings, 70% have obtained the NF Dwelling/Habitat quality certification and 23% have obtained the H&E and HQE environmental certifications. We note a slight decrease on the part of H&E certified dwellings, which is explained by a drop in social investor orders in 2015, which are the usual requesters for this type of certification. Icade is aiming to improve its performance and attain 35% HQE certification in 2018.

EVOLUTION OF CERTIFICATIONS OF HOUSING OPERATIONS BETWEEN 2012 AND 2015



Concerning the offices starting construction in 2015, 61% are HQE certified and 31% have the double certification HQE/BREEAM. By 2018, Icade is striving to certify 100% of the offices built in all French regions.

EVOLUTION OF CERTIFICATIONS OF OFFICE BUILDINGS BETWEEN 2012 AND 2015



Icade Property Development has additionally certified HQE urban planning of two scale neighbourhoods: Le Parc des Closbilles in Cergy, which has 850 dwellings, and La Riche in the town of Tours, where Icade is the developer of 15.5 hectares. In these projects, Icade is working in close collaboration with the local governments in order to create a model habitat sector in all possible variations of sustainable development on the scale of a neighbourhood: energy performance of the buildings, water management, eco-construction, comfort of life, generational and social diversity.

4.1.3. Promoting eco-mobility

2015 COMMITMENTS — *RESULTS*

Property Development Division:

- Systematically examine car sharing in future development operations — ✓

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Equip all offices and business parks with electric vehicle charging terminals by 2018

Property Development Division:

- Develop at least 75% of the programmes less than 5 minutes by foot from mass transit as from 2016
- Develop at least five car sharing programmes per year starting from 2017

Targets currently under way *Target reached*

Eco-mobility, a major lever of reducing greenhouse gas, has long been integrated into Icade's concerns. The Group has also wanted locate its assets close to transport networks and develop eco-mobility solutions in order to make them more appealing to customers and to limit the greenhouse gas emissions generated by transportation.

Commercial Property Investment Division

In order to facilitate the connections in its parks, Icade has set up complete transportation solutions. These solutions involve a wide range of private transportation offers, for example, with 100% electric river shuttles connected to the metro, private land shuttles (49% of the parks are equipped), car-sharing solutions (29% of the parks) or even private bus lines connected to the RER (regional express train network). To go even further, Icade has also set up a mobility portal (mobilicade.fr) which lets Icade users located in the business parks in the North of Paris optimise their trips using geo-tracking.

Soft mobility is encouraged by the installation of Velib' (bicycle rental) and Autolib' (car rental) stations in the parks. In 2015, Icade installed charging stations and an Autolib' station (car rental) in its Portes de Paris business park and in its Parc de Rungis business park, a first for private parks in France. Thus, 63% of the parks benefit from electric charging stations and 46% from Vélib' and Autolib' stations. Icade is aiming for a goal of 100% of the offices and parks with charging terminals for electric vehicles by 2018.

Finally, Icade has taken part in the financing of the first pedestrian bridge above the Paris ring road in 40 years, allowing an easy connection on foot to the Parc du Millénaire in Paris 19.

Thanks to its efforts, only 2% of the assets are located less than 400 meters (5 minutes on foot) from mass transportation.

Icade would now like to go farther and conduct an experiment in one of its parks, in partnership with a startup that it hosts, relying on a principle of convenience carpooling *via* a mechanism comprised of a reservation platform and a network of terminals and physical panels, with a goal of making the use of this mode of transportation as quick as mass transit. A partnership with the Bolloré group will also be studied in order to deploy means of soft and very low environmental impact transportation in Icade's parks.

Property Development Division

The Property Development Division is also committed to the reduction of distance to transportation and the use of eco-mobility. In 2015, 82% of the transactions were located within five minutes (or 400 meters) on foot from mass transit. The 100% electric car-sharing offer has been studied systematically in the development operations. In 2015, 16% of the operations implemented soft transportation solutions.

4.1.4. Innovate for sustainable construction

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Property Development Division: ◆ Start new constructions in wood	Targets currently under way	**Property Development Division:** ◆ Systematically carry out a life cycle analysis for operations over 10,000 m² starting from 2016 ◆ Develop at least five wood buildings per year starting from 2017

Targets currently under way *Target reached*

3

Property Development Division

The choice of construction materials is vital for the control of grey energy from an operation and carbon footprint optimisation of the construction. The observatory of materials developed by Icade for several years gives the operational teams information to which they refer when they recommend technical solutions. This awareness training has enabled a change in the choice of material used. In 2015, concrete was still mostly used for housing operations (64%), but less than in 2014 (70%). It was substituted by brick (20% in 2015 compared with 14% in 2014), with very low carbon content. This has had the effect of reducing grey energy in overall construction (see Carbon Footprint from property development in 4.1.1.).

Moreover, Icade promotes the use of sustainable material as a founding member and benefactor member of the BBCA association (Low Carbon Buildings), which joins together real estate players, from construction and ecology in order to innovate in eco-construction, as well as founding member ADIVbois, the Association for the Development of Living Buildings in wood, charged with implementing the Grand Wood Buildings project in partnership with the subsidiary. In practical terms, Icade is committed to the use of biosourced materials, becoming the first private operator to use the new "Biosourced Building" label in 2015, in the Parc des Closbilles operation, where biosourced wood has been used for the structures, cladding, flooring, doors and framing.

Three wood operations are under way: an operation of 34 dwellings in Strasbourg and two office buildings in Paris (Thémis and Twist), models in sustainable innovation matters. The dwellings operation in Strasbourg will have a 100% wood structure. The office buildings in Paris will have mixed wood and concrete structures, façades of vegetation and they will have access to renewable energy (heat output at over 80% of geothermal). With all of these innovations, these buildings have a carbon impact that is 40% less than the average French commercial buildings. The Thémis project was also chosen to be part of 10 pilot projects for the future BBCA label (Low Carbon Building).

For more details on the Thémis and Twist operations, refer to the 2015 Icade annual report.

More generally, for its new HQE certified construction, Icade has improved how it measures its use of certified wood, a low VOC emitter, and transparency in product environmental features, *via* Environmental and Health Product Declarations (EHPDs). Icade now puts thought into construction materials and new techniques will soon be tested, particularly with the use of 99% recyclable cradle to cradle carpeting.

Icade has set a goal to carry out life-cycle analyses (LCA) on all new large-sized constructions starting in 2016. Generalising the overall footprint in LCA for new buildings will later allow use of the results in order to optimise new construction.

4.1.5. Reduce waste and establish construction sites that respect the environment

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Recycle or recover 100% of the controlled operating waste in 2020
- Ensure the collection of used objects by eco-agencies for all properties by 2017
- Initiate local partnerships in the circular economy

Property Development Division:

- Recover 60% of work site waste for HQE certified offices starting in 2016

Services Division:

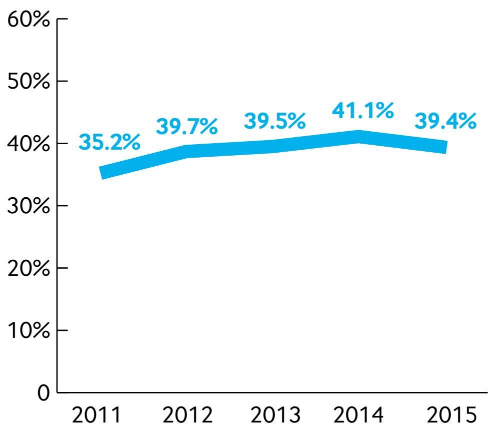
- Ensure the collection of used objects by eco-agencies for 25% of the buildings having an on-site presence in 2016

The building sector generates about 40 million tonnes of waste per year, 90% of which comes from renovation or demolition work sites. The issues are equally environmental and economic and Icade, like all of the industry, has everything to win by better sorting and recovering its waste.

Commercial Property Investment Division

Every year, Icade maps the amount of waste collected and the portion of recyclable waste from significant buildings.

CHANGE IN THE % OF RECYCLABLE WASTE FROM SIGNIFICANT OFFICE BUILDINGS



After an improvement between 2011 and 2014, the share of recyclable waste was down slightly in 2015. This development is mostly due to an effect of consolidation scope, since the newly mapped buildings have a recyclable waste rate lower than the average of buildings mapped in 2014.

The details of the data relating to waste by asset category, on a total basis and a like-for-like basis, is shown in the tables below:

EVOLUTION OF THE PRODUCTION OF WASTE FROM SIGNIFICANT BUILDINGS ON A TOTAL BASIS IN 2014 AND 2015: CORPORATE, CONTROLLED AND NON-CONTROLLED ASSETS (EPRA FORMAT)

			Total basis							
			Controlled assets							
			Corporate		Controlled data		Not controlled data		Non-controlled assets	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**
Total mass of waste	**Waste-Abs**	**Tonnes/year**	**99**	**105**	**6,180**	**3,271**	**2,729**	**2,419**	**854**	**723**
Percentage of recyclable waste	Waste-Abs	%	45.9%	56.2%	32.3%	56.2%	47.6%	37.8%	44.6%	54.9%

EVOLUTION OF THE PRODUCTION OF WASTE FROM SIGNIFICANT BUILDINGS ON A TOTAL BASIS AND ON A LIKE-FOR-LIKE BASIS BETWEEN 2014 AND 2015 (EPRA FORMAT)

			Total basis		Like-for-like basis	
			Global		Global	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**	**2015**	**2014**
Rate of coverage for the report scope *(in surface area)*		%	51%	38%	51%	
Estimated rate of waste volume		%	55%	24%	55%	
Total mass of waste	**Waste-Abs**	**Tonnes/year**	**9,863**	**6,518**	**9,863**	**9,575**
Percentage of recyclable waste	Waste-Abs	%	39.4%	41.1%	39.4%	41.3%

Icade is aiming to considerably improve its performance during the coming years by generalising the selective collection equipment and by raising tenant awareness, especially through the extension of Green Lease Committees. Additionally, Icade is conducting an experiment with the Trinov start-up aimed at better managing waste operation and its treatment procedures. This purpose of this innovative approach is to set up precise reporting by service providers, coupled with the monitoring of on-site waste production, in view of optimising its management. This partnership should help Icade attain 100% controlled recycled or recovered waste from operation, by 2020.

The Commercial Property Investment Division will also initiate local partnerships on the circular economy and organise the collection of used objects by eco-agencies (like the "Recycades" initiative of the Services Division) for 100% of the parks by 2017.

Property Development Division

In the scope of the HQE certifications, all the new construction is aiming for a level of "very efficient" for the "low nuisance work site" target and for "waste management activities". They consist of the requirements in terms of reduction, recovering of waste and treatment of dangerous waste, during the construction phase and in operation.

In 2015, 50% of development operations implemented clean work site charters and 12% set up composting systems.

Services Division

At the end of 2013, IPM set up the "Recycades" programme aimed at collecting and recovering used objects from users in its managed buildings. Through partnerships with eco-agencies, associations and specialised companies, IPM organises and monitors the collection of books, textiles, lamps, cell phones, WEEE, batteries, etc., intended to be reused or recycled. These collections may be occasional (for example, during Sustainable Development Week) or continuous, according to the needs of the users and the criteria for storing material. In 2015, 6% of the relevant sites were covered by Recycades. The relevant sites are those that have an on-site presence, through an IPM building manager or a residence guard, in order to coordinate collection and storage. IPM wishes to deploy this action on at least 25% of the relevant sites in 2016.

4.1.6. Preserving water and biodiversity

2015 COMMITMENTS — *RESULTS*

Commercial Property Investment Division/ Property Development Division:

- Conduct diagnostic tests on our own account and in development for wider use starting in 2016
- Pursue positive or neutral biodiversity, on our own account and in development.
- Integrate biodiversity in the operation of the property assets
- Compile a guide of best practices
- Integrate respect for biodiversity in purchases
- Raise awareness and train workers in the measurable benefits of biodiversity

Targets currently under way *Target reached*

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Reduce water consumption by 25% in significant buildings between 2011 and 2020 (in m³/m²/year)

Property Development Division:

- Develop at least 25% of operations with a rain water recovery system starting in 2016

Commercial Property Investment Division/Property Development Division:

- Reach positive biodiversity in 25% of the assets and new construction by 2020
- Conduct biodiversity diagnostics on 100% of all new operations in 2016
- Extend the EcoGarden label in three new business parks in 2016
- Compile a guide of best practices in 2016
- Integrate respect for biodiversity in purchases in 2016

4.1.6.1. Preserving water resources

Icade is not subject to water supply constraints, considering its presence in the French region exclusively. However, Icade is anticipating that the concerns related to water will take on growing importance and this subject was identified as a priority during the internal survey conducted with the employees on the Company's CSR issues (see explanations in 3.2). Icade made new commitments to reduce water consumption by 2020, setting a reduction goal of 25%.

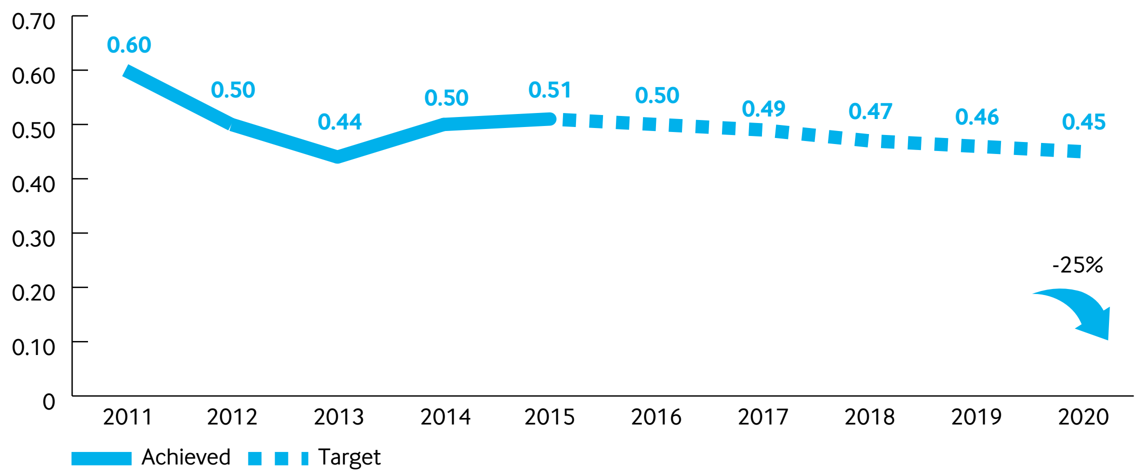
Commercial Property Investment Division

The Commercial Property Development Division is equipped with the measurement and management tools to closely monitor consumption: a water mapping of the significant offices, a precise mapping of the water distribution network of its business parks, and the establishment of monthly physical check-ups to gain better knowledge about state of the equipment and possible leaks.

Tenants also learn about the right reflexes, through the use of reduced flow touchless faucets, the installation of water saving toilet flush mechanisms and through Green Lease Committees.

Icade has taken steps to better manage the water in its parks. A first goal is to limit water pollution in the city and the saturation of treatment plants in the event of strong rains. Icade has therefore installed retention basins in some of its parks, and is conducting an experiment with roof-top vegetation. The permeable surface will be subject to monitoring, in order to improve the portion of ground that can be filtered in the park during construction and renovations. Rain water is reused for green spaces in certain buildings such as Millénaire 4 Veolia's head office.

EVOLUTION OF WATER CONSUMPTION IN SIGNIFICANT BUILDINGS *(in m³/sq.m/year)*



The reduction of water consumption since 2011 has been significant, with a decrease of 15%, but erosion has been noted for two years. Measures will be reinforced in 2016 to improve the trend again.

The details of the water consumption data by asset category, on a total basis and a like-for-like basis, are shown in the table below:

EVOLUTION OF WATER CONSUMPTION OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS IN 2014 AND 2015: CORPORATE, CONTROLLED AND NON-CONTROLLED ASSETS (EPRA FORMAT)

			Total basis							
			Controlled assets							
			Corporate		Controlled data		Non-controlled data		Non-controlled assets	
Indicator	EPRA Reference	Unit	2015	2014	2015	2014	2015	2014	2015	2014
Water consumption	Water-Abs	m^3	15,574	12,887	384,022	337,766	43,159	6,649	24,475	29,596
Building water intensity	Water-Int	m^3/sq.m/year	0.49	0.54	0.54	0.53	0.54	0.53	0.28	0.34
Building water intensity	Water-Int	litre/pers./day	33.6	37.5	37.3	36.2	37.3	36.2	19.4	23.5

EVOLUTION OF WATER CONSUMPTION OF SIGNIFICANT BUILDINGS ON A TOTAL BASIS AND ON A LIKE-FOR-LIKE BASIS BETWEEN 2014 AND 2015 (EPRA FORMAT)

			Total basis		Like-for-like basis	
			Global		Global	
Indicator	EPRA Reference	Unit	2015	2014	2015	2014
Rate of coverage for the report scope *(in surface area)*		%	51%	38%	51%	
Estimated rate of total water consumption		%	7%	ND	7%	
Water consumption	**Water-Abs/LfL**	**m^3**	**467,230**	**386,898**	**467,230**	**457,930**
Building water intensity	Water-Int	m^3/sq.m/year	0.51	0.50	0.51	0.51
Building water intensity	Water-Int	litre/pers./day	35.6	34.6	35.6	34.9

Property Development Division

In the scope of generalisation of the NF certification in all new construction, Icade has worked to limit consumption and water pollutants during construction. The buildings are also equipped with taps providing a system speed limitation at 50%. In 2015, 31% of the operations implemented rain water recovery systems. For the future, the Property Development Division is aiming to maintain its results with a minimum threshold of 25% of operations with a rain water recovery system in 2016.

4.1.6.2. Preserving biodiversity

Commercial Property Investment Division/Property Development Division

Preservation and biodiversity in an urban setting has become inescapable for environmental issues, the artificial creation of surface areas presenting a threat to species and habitats, and societal issues, with a growing significance in the issues related to the quality of life and the well-being of occupants. The considerable size of the Icade parks offers a lever of significant improvement in terms of biodiversity.

With an awareness of the importance of this issue, in 2014, Icade started an ESR (Ecosystem Services Review) on the Parc des Portes de Paris, in the scope of its participation in the biodiversity network of the Caisse des Dépôts. The Commercial Property Investment Division has thus tested a tool on this site measuring the ground footprint and the more considerable impacts of its activities on the ecosystem services, as well as its dependence on these activities.

This analysis has led to a new extended action plan. Icade has thus worked with CDC Biodiversité to assess the biodiversity performance by an ecologist on several parks, representing 25% of the surface area. This analysis serves in the establishment of improvement actions. For example, setting up bird houses and adapted plants generates the presence of birds and changing the insect elimination products allows for the reduction of the impact on these grounds.

Icade encourages its green space managers to find solutions adapted to respecting biodiversity. In 2015, Icade obtained the EcoGarden label for three of its parks, representing 40% of the surface area. This label promotes ecological management of green spaces by setting up environmental best practices and respecting the integration of the site in its environment. The goal is to extend the EcoGarden label to three new parks in 2016 (68% of the surface area) and to integrate the idea of biodiversity in purchases by determining the precise criteria for managers of green space.

At the same time, Icade is continuing its partnership with the Bird Protection League (Ligue de protection des oiseaux, LPO). On several sites, a partnership agreement has been signed, allowing the LPO experts to conduct improvement studies of the sites for birds and more generally for biodiversity and the establishment of recommendations which have been integrated in the sites.

Icade is also participating in the research on new generation green roofs in partnership with the Pierre and Marie Curie University (Paris 6) and CDC Biodiversité. This research is aimed at developing roofs that will truly allow the development of an ecosystem. 56 planter boxes have been installed at Icade's head office to study the impact on the local climate and to determine the most adapted mix of plants. This experiment will create more efficient biodiversity models.

The involvement of Icade employees is an important aspect of the biodiversity policy. They were given awareness training in 2015 through several actions: a biodiversity conference in the scope of Sustainable Development Week and harvesting honey from the bee hives at the head office. In 2016, a best practices guide will be created with the Caisse des Dépôts group with the goal of sharing and generalising the best actions related to biodiversity within the group.

Icade's commitment in favour of biodiversity is also visible in new construction. Thus, Icade is one of the pilot companies to obtain the BiodiverCity label for the construction of the future head office for Veolia in Aubervilliers, with a surface area of 45,000 sq.m and which is able to accommodate over 2,000 employees. In order to stimulate local biodiversity, 23% of the surface area has vegetation (terraces, gardens, patios). Rain water is recovered to water the gardens and terraces and the building uses geothermal energy. Generally, the environmental profile of this building is remarkable, since it was awarded the NF HQE standard, "Exceptional" level, a BREEAM certification "Very Good" level and the Effinergie+ label. This allows the building to post energy consumption of 40% below the required level in the thermal regulations (RT 2012).

For more details on the features of the Veolia head office, refer to the 2015 Icade annual report.

In 2016, Icade will establish an even more ambitious action plan to preserve biodiversity. Icade will set up systematic use of biodiversity assessments for the Property Development operations. These assessments will serve to define the monitoring and biodiversity improvement, like those created for the Property Investment Division, in view of reaching 25% of the assets and new construction in positive biodiversity by 2020.

4.1.7. Supporting customers in environmental performance

2015 COMMITMENTS | ***RESULTS***

Commercial Property Investment Division:

- Deploy "green lease" actions — Target reached
- Complete the set-up of action plans started at the end of 2013 — Target reached
- Sign 100% of regulatory green leases — Targets currently under way
- Sign 100% green leases for all the certified buildings in operation. — Targets currently under way

Targets currently under way *Target reached*

2016-2020 COMMITMENTS

Commercial Property Investment Division:

- Reach 75% of green lease committees by the end of 2016 and 90% by the end of 2017.
- Sign 100% of regulatory green leases in 2016
- Sign 100% of green leases for HQE or BREEAM certified buildings

Property Development Division:

- Expand the distribution of user guides to help raise awareness about eco-actions for new construction

Commercial Property Investment Division

The environmental appendices strengthen the collaboration between Icade and its tenants in environmental performance areas. Icade has been a pioneer in this approach, anticipating and signing the environmental appendices in 2010, three years before the regulations went into effect. Although the regulations provide for the signing of green leases with tenants of commercial surface area of over 2,000 sq.m, Icade has chosen to go further by broadening the approach to a larger spectrum of tenants and by setting up Green Lease Committees voluntarily.

By growing the number of environmental appendices, Icade is allowing its customers to achieve energy savings by organising the exchange of data and by working on the uses. 90% of the environmental annex regulations were signed on December 31, 2015, representing 42% of the total surface area of the Commercial Property Investment Division. Icade will continue its effort to reach 100% regulatory green leases signed in 2016. Icade has also made the commitment to progressively extend the green lease to tenants not subject to the regulations. In 2015, 18% of the tenants whose buildings are HQE Operation certified also signed a green lease with Icade. The measures will be reinforced in 2016 to reach the goal of a signing rate of 100% of the tenants certified as HQE Operation.

Icade has chosen to be highly involved in setting up "Green Lease Committees" to support its customers in improving their environmental performance and strengthening its ties with customers. As real places for discussion and sharing best practices, they allow the formalisation of action plans and their monitoring with energy, carbon, water and waste goals. The first Green Lease Committee, set up in 2010 with Pierre & Vacances Center Parcs, has thus shown very satisfactory results, with a reduction of 35% in energy consumption, 62% in water consumption, and 38% in waste volumes between 2009 and 2014. The primary measurements established have been green action campaigns with users, installing water saving equipment, increasing water leak detection, optimising work on equipment such as LED re-lamping, replacement of the burners in gas fired boilers and setting up selective collection.

The Green Lease Committees will thus cover 36% of the tenants that have signed environmental appendices in 2015 (in surface area). The goal is to attain 75% in 2016 and 90% in 2017.

For more details on the features of the Green Lease Committees, refer to the 2015 Icade annual report.

PORTION OF THE SURFACE AREA COVERED BY ENVIRONMENTAL APPENDICES AND GREEN LEASE COMMITTEES

Property Development Division

Icade wishes to go beyond its responsibility as a developer by guaranteeing the environmental performance of the buildings after their delivery, *via* the commissioning process. Commissioning is a quality assurance process that aims to ensure that the buildings are designed, installed and tested in accordance with the goals and energy performance set. In the scope of several operations, Icade monitors consumption of the technical installations, in particular air conditioning and heating, during the first two years of the building's operation. At delivery, the Property Development Division participates in awareness training of its purchasers, giving them a guide that is intended to provide them all the information related to their new living place. It presents the guarantees, the use of the equipment in their apartment or office, and green actions to save energy and water and to limit the production of waste.

In 2015, the buildings constructed in the scope of the Ynfluences Square project, the new regional head office of RTE and the Sky56 building in Lyon, have all been subject to commissioning processes.

For some operations, the Property Development Division wishes to go further by setting up energy performance guarantees over three years.

4.2. Territorial integration and sustainable relationships with customers

4.2.1. Placing innovation and CSR at the heart of the strategy

2015 COMMITMENTS — *RESULTS*

Group:

- Develop partnerships with start-ups as with major groups

Targets currently under way *Target reached*

2016-2020 COMMITMENTS

Group:

- Propose 20 new services from the innovation effort contributing to well-being and to customers' environmental performance by 2018
- Incorporate the CSR goals for executives and managers in 2016
- Train 70% of employees in the use of digital technology in 2016 and develop CSR awareness in 80% of employees by 2018

Property Development Division:

- Use the 3D digital model (BIM) systematically for 75% of housing units and 100% of offices starting in 2016

4.2.1.1. Innovation at the heart of Icade's strategy

In a highly competitive environment, Icade has chosen to commit to a considerable CSR innovation effort, involving both its employees and its partners.

In 2015, Icade created an Innovation Department, whose duty is to coordinate the advancement of innovative projects, to ensure they are consistent with the overall strategy of the Company and to guarantee their operational fulfilment.

Innovation is now inscribed in the overall strategy of the Company, presented during Investor Day on November 30, 2015. The main goal set by General Management is the operational realisation of the [Icade]$^{+10}$ approach.

2015 was an important year for innovation at Icade, with the deployment of the [Icade]$^{+10}$ approach, which is based on three pillars involving both the employees and outside partners.

- Le Hub Icade, which groups 18 work groups, mobilises a third of the employees. In order to facilitate the work of the groups and allow for internal and external dialogue, a digital platform has been set up, which is accessible *via* this link: http://hub.icade.fr/. The digital Hub has a total of 1,068 connections, and has been used for the publication of 215 content items (articles, videos, tweets). Ten conferences have been held since the end of 2014, with 600 participants getting together to discuss subjects like smart cities, digital transformations or Big Data.

- The ecosystem of the start-up partners was mostly developed in 2015. Icade thus launched the incubator dedicated to the real estate start-up entirely financed by a private party in France. This "Start-up House", a building of 1,000 sq.m in the Parc des Portes de Paris, already accommodates a dozen start-ups that develop innovative products for users. At the same time, 28 start-ups were selected during the year to conduct on-site experiments.
- The industrial partnerships with large innovative companies (Philips, EDF, Schneider and Veolia), primarily centred around energy transition and digital (see 4.1.1 Commitment to the fight against climate change).

Following on the 18 work groups created at the end of 2014, 28 innovative projects have been identified and are now being managed by the operation business departments. The start-ups and the partnerships with large groups serve in the realisation of these innovative projects. Icade has made the commitment in the scope of this approach to propose 20 innovative services contributing to the well-being and environmental performance of its clients by 2018.

The success of the innovation approach will depend on the involvement of the employees, which is strong. According to the 2015 social barometer, 78% of the employees know about Icade's innovation approach and around half feel that they are involved, which shows strong commitment.

For more details on the innovation approach, refer to the 2015 Icade annual report.

4.2.1.2. Involving employees in the CSR strategy

In 2015, General Management made new, ambitious CSR commitments. The success of this strategy will be based on the commitment by all employees in the approach. It is related to three factors: awareness, involvement and incentivisation.

Icade has been raising awareness of its employees for several years in regards to the CSR issues of their business. For example, organising a cycle of conferences during Sustainable Development Week in June 2015 helped to inform employees about wood construction, sustainable mobility, biodiversity and the 3D digital model. Distributing newsletters on sustainable development is also an opportunity to raise employee awareness of the latest current facts and best practices, for example, the COP21 issues, certifications and the issues related to transportation. Icade employees are given incentives to integrate in their daily lives actions that promote the environment, through the availability of electric vehicles, car-sharing solutions and eco-gesture campaigns, which contribute to raising their awareness. According to the latest employee survey carried out in 2015, 73% of the employees know the Icade strategy in CSR matters, which indicates a high level of understanding. Icade now wants to go further and will conduct awareness raising activities in CSR for 80% of the employees by 2018.

Beyond the knowledge of the approach and the awareness raising activity, Icade wants to increase the involvement of its employees, starting with its executives, in order to guarantee the suitability and success of the CSR strategy. The Group is thus going to incorporate CSR objectives in the individual road map of each executive and manager in 2016, and this approach will progressively be extended to Icade employees. In 2015, consultation with employees in the scope of the new CSR strategy (see explanations in part 3.2) was a way to further engage employees. 57% of the employees feel involved in Icade's CSR approach, which indicates a favourable result that Icade will capitalise on. Among the principles that will be reinforced in 2016, the employees will be encouraged to participate in societal initiatives, which contribute to their commitment as well as Icade's. In fact, for several years Icade has been implementing steps to involve employees in various associative partnerships, particularly through the territory enterprise charter and the partnerships with the "young talent from Plaine Commune" club and the "Trades channel" programme. A new partnership with the association "Our neighbourhoods have talent" was signed in 2016. This approach will be enriched by new actions to provide incentives for employee volunteers to become involved in the associative partnerships.

4.2.1.3. Digital at the heart of Icade's products and services

Digital is the DNA of all the innovation projects currently in experimentation, thus allowing Icade to begin its transition to digital. In this regard, the four main issues identified for Icade are community platforms, data, the block chain technology and the connected building.

- The community platforms are the disintermediation tools and link the users hosted by Icade. They aim to facilitate access to services, enhance the user communities and rent the space. Icade is currently developing several digital platforms. For example, the Commercial Property Investment Division is developing a platform to reserve and manage the offices of the new Immobilier 3.0 (Real estate 3.0) offering and the development of a platform to host the user communities of the parks. The Housing Development Division is also developing a personalised customer portal. After a competition of ideas launched by the Hub for students, which Paris-Dauphine won, the Property Development Division's web portal was updated to incorporate a range of connected services in the sale and purchase of dwellings for prospects and customers (virtual 3D visits arranged, dwelling personalisation tool, etc.)
- Data control and use are becoming increasingly strategic for all companies. For Icade, it's a matter of identifying internal and external sources, valuation tracks, new opportunities for the creation of services, and organising management of the data. Several experiments are under way, including smart data collection with Creative Data. The generalisation of the BIM (Building Information Modelling) method is also a crucial issue to allow Icade to design the buildings completely digitally to decrease costs during the design phase by reasoning in overall costs, to facilitate the management of the project amongst the various stakeholders and to promote materials with a limited environmental impact while preserving the overall quality of the project. This method is particularly effective for optimising grey energy at the source, which is the energy needed for the production of construction materials. For Icade, it also involves identifying BIM opportunities for the operational phase in order to develop new levers of efficiency. In 2015, several projects were developed in BIM with an experimental approach in order to acquire the maturity necessary for the more systematic deployment of this method. Icade is aiming for recourse to BIM for 75% of the housing operations and 100% in commercial property beginning in 2016.
- Block chain technology aims to digitise and decentralise the databases in the scope of asset exchanges and will make future transactions more fluid and secure.
- The Commercial Property Investment and Property Development Divisions now focus on the connected building at the heart of their

offering. Icade is thus going to provide free wifi spaces in all of its commercial property assets by 2020. Icade's Property Development activity enriches its offering of "connected dwellings". The fibre will be systematically installed and operational prior to the delivery of the sites starting in 2016. In accordance with the goal of delivering 100% connected dwellings, each of the operations will be designed in a manner such that the purchaser has, at the time of delivery, a high quality Internet infrastructure, immediate Internet access and the facilities to set up a home automation installation. Through the framework agreement with SFR, for the programme covered by it, Icade offers at the time of delivery Internet and television free to the purchaser for three years. Moreover, Icade offers "home automation packs" for purchasers who wish to have a turnkey home automation installation.

4.2.2. Improve customer satisfaction and comfort, support new uses and lifestyles

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Property Development Division: ◆ Continue the work group on "Customer Experience" with Université Paris Dauphine in order to adapt customer relations.	Target reached	**Commercial Property Investment Division:** ◆ Create a proprietary "quality of life" label for business parks and deploy this label on all parks by 2017 ◆ Set up "User Clubs" on five main business parks by 2017 **Property Development Division:** ◆ Reach a customer satisfaction index of 8.5/10 for the Property Development division in 2018 (+33% compared with 2015)

Targets currently under way *Target reached*

Customer expectations change and real estate companies must adapt to anticipate trends and thus create loyalty and win new customers. Innovation and development of services to support new uses and living modes are identified by Icade as important levers for improvement in the comfort of life and work, and in the health and safety of the occupants.

4.2.2.1. Measuring and improving customer satisfaction

Commercial Property Investment Division

Icade's tenants are supported daily by the Customer Service Department, deployed over 100% of the surface areas. Icade is sensitive to the evolution in processing requests from tenants and to monitoring the quality of service, especially in the reactivity rates of the service providers: the response time limit from the call centre is five seconds on average and 75% of interventions in 2015 were carried out in less than 24 hours. Icade also checks the quality of the services offered in its parks through satisfaction surveys addressed to the users of fitness areas, concierge services and car-sharing.

Property Development Division

The Property Development Division regularly carries out satisfaction surveys with its customers. The customer satisfaction index for delivery was 6.4/10 in 2015. Icade considered this result to be too low, so it created an action plan dedicated to and aiming for an ambitious improvement goal of 8.5/10 in 2018, *i.e.*, an increase of 33%.

The improvement of the "Customer Experience" relies, in particular, on a partnership with the Master's degree in Distribution and Customer Relations from the University of Paris Dauphine. The study created in this scope has led to several recommendations, some of which are already being implemented. This is especially the case with the single representative and customer support by digital tools all along the residential path, from the reservation through two years after delivery. Other actions are being considered and will be set up in 2016.

4.2.2.2. Guaranteeing the health and safety of occupants

The customer orientation that Icade incorporates involves responding to the main issues of health and safety of the occupants.

Property Investment and Property Development Divisions

In order to improve the comfort of occupants, Icade has generalised the incorporation of specific steps (acoustic, intrusion security, air quality) in the scope of HQE and NF certifications. This has reduced noise by three additional decibels with respect to the regulations, which corresponds to cutting the acoustic power in half. "Green work site" charters also involve limiting the number of decibels during the construction phase.

The Commercial Property Division measures air quality annually over all the HQE Operation buildings and ensures the performance of the ventilation systems. The Property Development Division makes buyers aware of the impact that the choices of materials have on indoor air quality through the buyer guide. Suppliers are systematically asked to only use material and equipment whose impact on air quality is controlled and labelled A+. Furthermore, all the NF Habitat/Housing certified operations are controlled on-site *via* two channels: verification of the efficiency of the ventilation systems and in-depth monitoring of their implementation.

Commercial Property Investment Division

In 2013, the creation of a Safety Department for all of the Icade Property Investment assets improved the management and prevention of safety risks. Icade also recently increased its crisis management procedures to handle exceptional events, for example in a period of threats of attacks.

4.2.2.3. Improving comfort, supporting new uses and lifestyles

Icade's customer expectations evolve, and companies of any size and their employees ask for more flexibility in their property investment environment. Icade responds to this challenge in considering the building it its entirety and in its uses from the point of view of the customer, beyond the technical features that are no longer sufficient to respond to their expectations. This innovation effort requires investments in innovative actions to best satisfy their current and future requests.

Commercial Property Investment Division

In new larger assets (EQHO, etc.), at the Icade head office or even in the business parks, the services are systematically incorporated in the overall offer. Thus, 39% of the offices and parks have concierge services, which also includes a large number of personal services. 14% of the offices and parks include a fitness facility. Other services, such as workplace day care centres and convenience stores, also contribute to the comfort of life of the users.

In the scope of its marketing strategy, Icade would like to develop its offering of services beyond traditional services and to adapt its parks so that they are favourable living places in the development of a business community. These parks will also embody Icade's CSR ambition and will become benchmarks on the subject. Icade aims to complete the offer of services by developing a new flexible real estate offering, "Real estate 3.0", setting up user clubs and developing new services in partnership with the start-ups. This strategy aims to contribute to an increase in the occupancy rate and to guarantee users and their employees a new customer experience. It is based on three pillars: excellence, quality of life at work and the development of a community. A future proprietary label of "quality of life" for parks will attest to this promise and will be deployed in all parks by 2017.

The three offers resulting from this approach are described in further detail below.

Real estate 3.0

With the digital revolution, we are witnessing the emergence of new ways of working (telecommuting, project mode, nomadism), organisation (open innovation and transversality) and collaboration (partnerships, alliances, player ecosystems). At the same time, the development of entrepreneurship and rapid growth of the collaborative economy favour the creation of small structures which take the form of start-ups or VSE. Today, 99% of companies are VSE/SME.

Therefore, the transformation of the nature of companies and their mode of functioning must be considered in the proposition and the development of new real estate products. These structures need flexible accommodation and pooling of services within their immediate environment, close to other businesses in the same dynamic, in order to exchange expertise, create business opportunities and continue to innovate.

Icade is therefore proposing the development of a new real estate offer to respond to these needs. It is comprised of several real estate products which can be grouped under the generic name of third places:

- start-up incubator: the "Start-up House";
- nomad office spaces: co-working and telecommuting spaces, for customers like Icade's employees;
- business hotels: rental spaces of flexible offices for VSE/SME;
- makerspace: atypical innovation place for designing and testing prototypes, where Icade makes tools available to the general public and professionals, such as 3D printers.

Each one of them corresponds to a development stage of the company and responds to a specific need of its path and growth.

The innovative nature of this offer is based on the networking of these third places or real estate products within a region. Icade would be the first and only private player to propose this kind of real estate offer which will complement its classic real estate offer.

New services in partnership with start-ups

New services have been tested with start-ups and proposed on the parks in order to support the new needs. For example, Icade tested a digital concierge service at Rungis and in the regional departments. This digital concierge service, resulting from the partnership with the Jobbers start-up, offers new services such as a cloud, an interface with the property management company, exchanges with neighbours or merchants in the neighbourhood. Other examples of partnerships with start-ups are found in sections 4.1.5. Reduce waste, 4.3.2.3. Well-being and quality of life at work and 4.2.1.3. Digital at the heart of Icade's products and services.

User Clubs

Icade would like to support customers and users of its parks through "User Clubs", places to share experience, expertise and thinking to identify solutions collaboratively and places to better incorporate the expectations of the users. A first club has already been set up in a park and this approach will be deployed in the five main parks by 2017.

Property Development Division

Sensitive to the need for developping its assets, the Property Development Division works on the modularity of individual dwellings and evolving needs throughout life. It is in this spirit that Icade created BIHOME, a modular dwelling comprised of a main apartment to which is added a dedicated living space to accommodate a relative, a third person or for telecommuting. This innovation responds directly and concretely to the current challenges of urban life. 12% of the operations used BIHOME in 2015. In the same spirit, Icade developed "High Quality Ageing" neighbourhoods. This involves buildings that group living places adapted to first time buyers, seniors and Ehpads (housing establishments of dependent elderly persons) and support the residents in their life journey. The Property Development Division also tests new services in partnership with start-ups with, for example, an offer of shared ecological laundromats in the common areas of dwellings.

4.2.3. Participating in the economic and social development of the territories

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Commercial Property Investment Division: ◆ Sign an employment charter for the Millénaire 4 programme	Target reached	**Group:** ◆ Develop partnerships in integration and local employment ◆ Involve employees in forging partnerships with associations **Property Development Division:** ◆ Introduce back-to-work clauses for all major construction sites

Targets currently under way — Target reached

The real estate sector has an elevated impact in employment matters, directly or indirectly through its chain of sub-contractors and suppliers, employing close to two million people in France. Faced with increased unemployment rates in the majority of regions, the local governments are increasingly involved with integration problems, a subject which the real estate companies are asked to get involved with. The developers also have a role to play in increasing the social diversity of their establishment regions, even though more than 350 cities in France do not follow the French SRU law (law relating to solidarity and urban renewal) which sets a threshold of 20% social housing. More generally, the diversity of businesses and populations may constitute an element of momentum and appeal for a real estate park. Real estate companies therefore have a very important role to play in these domains to contribute to the local economic development and reinforce their link and their acceptability with the regions in which they operate.

4.2.3.1. Partnerships and charters dedicated to local employment and integration into work

Commercial Property Investment Division

Icade is well established in the Plaine Commune region, a community of towns grouping nine towns in Northern Paris, with 25% of the surface area of its parks located in this area. The region presents socio-economic indicators below those of Île-de-France (Paris region), whether in terms of poverty indicators, gender inequality, or unemployment rates, in particular for young people. By signing dedicated charters to employ local and professional integration, Icade increases ties with local stakeholders and energises the economy of its establishment regions. Icade participates in workshops with Plaine Commune in the scope of a shared development charter, with the purpose of defining a common strategic vision for the region over the medium-long term, including associative partnerships and integration activities. The first charter was signed in 2005 and was renewed in 2015. It is assessed twice per year.

In this scope, a specific charter was signed for building the Veolia head office, aiming for 65,000 integration hours over the duration of the construction. 54,000 hours were carried out by the end of November, *i.e.* 84% of the commitment. The construction site will be completed in the summer of 2016. The launch of the Millénaire 4 construction site included the signing of a development charter for local employment signed on June 17, 2015 with the City of Paris. This charter provides for the creation of 15 jobs with a duration of at least six months, access to VSE and SME locations for sub-contracting duties, as well as the sponsorship of job seekers. Nine jobs have already been created as at January 21, 2016, *i.e.*, 60% of the commitment. The completion of construction is planned for the fourth quarter of 2016.

Moreover, Icade is a partner in many integration programmes and awareness-raising programmes on professional integration. Since 2010, Icade has contributed to the creation of the "young talents from *Plaine Commune*" club programme, in partnership with Klépierre and the *"Maison de l'emploi de Plaine Commune"*, or "Employment House of *Plaine Commune*". Since its beginning, this programme has involved 122 young people with 73% positive exits (permanent work contract, six-month fixed term contract, training) through Icade's commitment and its employees involved in the economic supporter mission. This partnership has given two young people the mechanism to incorporate Icade in the scope of a permanent work contract. In supporting the programme "Trades channel", Icade contributed to equipping the media libraries and the "young people information" locations in several cities in Northern Paris with a library of films explaining over 12,000 trades, giving young people the opportunity to discover the diversity of paths and future trades.

Icade would like to increase this approach in 2016 by developing local partnerships in integration and local employment and involving its employees in the associative partnerships. Thus, a new partnership was initiated in 2016 with the association "Our neighbourhoods have talent." It supervises the sponsorship of young graduates by employees, who guide them in the search for employment or professional orientation.

Property Development Division

The Property Development Division also signed charters with local partner communities. They provide for the creation of a certain number of integration hours in the construction sites of the Property Development Division and are measured regularly. Thus, the 96,600 hour goal of integration in the PNE operation in the 19th administrative district in Paris was surpassed at the end of construction in 2015 with 98,816 hours. In 2015, there were 10 operations involved in integration employment, totalling more than 25% of the square meters of construction. Starting in 2016, Icade will systematise this approach by introducing integration clauses for all significant work sites (over €50 million in work costs).

In 2015, Icade also injected more than €650 million in the local economy, *via* orders to companies for its operations.

4.2.3.2. Functional, social and intergenerational diversity

Icade intends to serve a diversified client base, both in terms of professional activity and in income and age. Icade is committed to promoting functional diversity (coexistence of offices, shoppes and dwellings), social diversity (non-subsidised, controlled price home-owning options, social housing) and generational diversity (adapted dwellings, particularly for the aged).

Development Division

Icade is committed to developing new city neighbourhoods offering diversity of use, reversibility, and social and intergenerational diversity. In the 74 operations under construction in 2015, 31 implemented social diversity measures, 21 implemented functional diversity measures and 8 implemented intergenerational diversity measures.

Icade home buyers have socially diverse profiles.

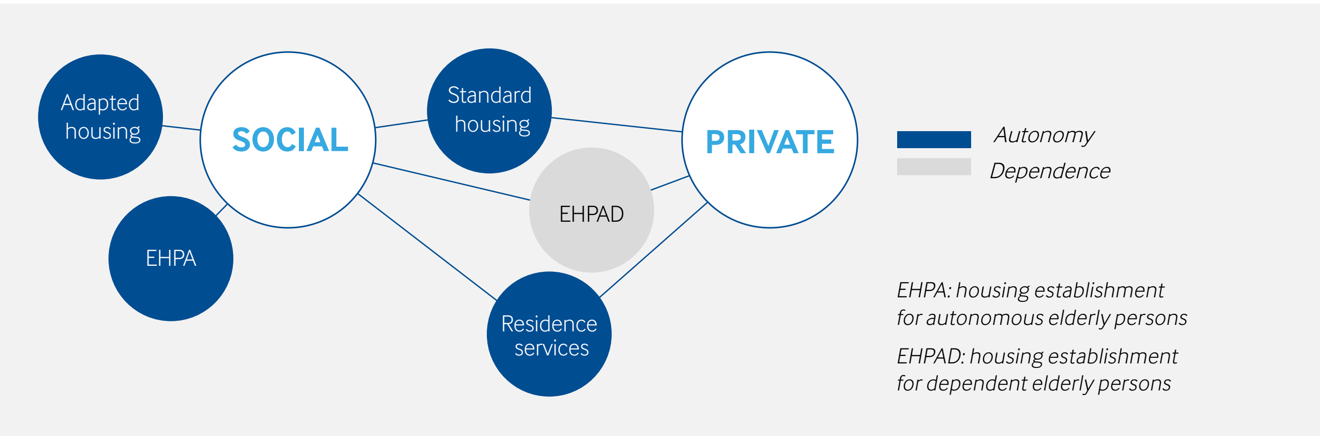
BREAKDOWN IN RESERVATIONS BY TYPE OF CUSTOMER

	12/31/2015	12/31/2014
Social institutional investors (ESH – social lessors)	21.6%	20.9%
Institutional Investors	10.0%	15.4%
Individual Investors	42.6%	33.0%
Buyers	25.8%	30.7%
TOTAL	**100.0%**	**100.0%**

In order to promote social diversity, Icade participated in the creation of leasehold property, which aims to ease price accessibility throughout the life cycle. This legal instrument, whose application decree is expected in 2016, expands the possibility of purchasing a dwelling with a long-term (99 years) temporary right of land ownership, for land held by the government. It also permits the land owners to support certain sectors, such as Grand Paris, the government's housing policy, all while preserving their land and creating value when the developed site is returned to them at the end of the lease.

Icade manages several projects for increasing functional diversity downtown. This is particularly true for ilot A3 in Lyon, where eight buildings will accommodate 225 dwellings (including 40% social housing), 10,000 sq.m of offices as well as shoppes and a day care centre. The Sky-Valley project in Nice will accommodate 46 rental dwellings, 43 low-cost dwellings, 121 social dwellings for students, 3,700 sq.m of offices, and six shoppes.

ICADE IS AT THE FOREFRONT OF THE DOMAIN OF GENERATIONAL DIVERSITY, THANKS TO A WIDE RANGE OF OFFERS



Thus, the Montaigu programme delivered in 2015 includes 22 EHPAD units, eight non-subsidised units, 24 social housing rental units adapted for the elderly, 20 low-cost ownership units, and a shared business park. Likewise, the La Guérinière project on the Île de Noirmoutier is structured around a Medical Division (SSIAD), 16 social dwellings and 30 controlled price low cost dwellings. Other operations launched in 2015, like the Ehpads of Libourne and Chavagnes-en-Paillers, are focussed on generational diversity.

4.2.3.3. Sponsorships and patronage

The approach of sponsoring and patronage aims to strengthen Icade's local presence in its establishment regions. Sponsoring and patronage expenses reached €510,655 in 2015, an increase of 15% compared with 2014 (€443,490). Icade sponsoring is primarily dedicated to the support of sports and local cultural events, such as the Saint-Denis festival or the Odysséa course, which finances breast cancer research. The sponsoring approach supports, for example, NGO missions like Action contre la faim (Action against hunger).

4.2.4. Reinforcing the policy of responsible purchases

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Property Investment Division: ◆ Incorporate the "Responsible purchasing charter" in all new contracts	✓	**Group:** ◆ Deploy the responsible purchasing charters on all new building construction sites of the Property Development division, all new service contracts of the Commercial Property Investment Division and 80% of IPM suppliers starting in 2016
Property Development Division: ◆ Sign CSR charters systematically for new construction sites	✓	◆ Implement a CSR assessment of the main suppliers for service contracts of the Commercial Property Investment Division and for IPM in 2016
(IPM) Services Division: ◆ Draw up and distribute the future "Responsible purchasing charter"	✓	◆ Reference in 2016 the materials and products with low impact on the environment and health to extend their use as from 2017

Targets currently under way *Target reached*

Property Investment, Property Development and Services Divisions

Icade's various business divisions have a goal of establishing a unique policy in order to optimise purchases, particularly those related to the work of the Property Development Division and the Property Investment Division. The homogenisation of the CSR procedures will contribute to this effort. Thus, the three divisions have established and distributed responsible purchase charters among their suppliers and sub-contractors, which expressly request of businesses to commit to employment and integration, prevention of corruption, compliance with labour standards, respect for human rights, prevention of environmental risks and pollution, protection of health and the environment, use of sustainable resources and loyalty of practices. Any serious and deliberate breach of the principles shown in the charter by a company constitutes a breach of its contractual obligations. Icade thus subscribes to the framework of the UN Global Compact of which the Caisse des Dépôts is a signatory.

In 2015, Icade reached its deployment goals for the responsible purchases charter. 100% of the suppliers who signed service provision contracts in 2015 with the Commercial Property Investment Division incorporated a responsible purchases charter. 100% of new construction sites of the Property Development Division (excluding co-development whose administrative management is not controlled by Icade) also incorporated this charter. Finally, the approach was deployed for the Services Division: the responsible purchases charter was incorporated in the "good conduct guide" and is now part of the required legal file for the authorisation of suppliers. 45% of IPM suppliers, representing 67% of the total amount of purchases (excluding energy), have signed the charter as at December 31, 2015. IPM has set itself the goal of attaining 80% of the signatories by the end of 2016.

In view of the fight against illegal work, a particularly sensitive subject for the real estate sector, Icade has signed partnerships with service providers whose duty is to collect and verify all the administrative documents which attest that the companies working for Icade are following the French Labour Code. All the Icade Property Development work markets, the Icade Services purchases and the Commercial Property Investment Division require that suppliers subscribe to this service.

Icade would like to strengthen its approach to responsible purchases in 2016. The assessment of CSR performance of the primary IPM suppliers and the service providers of the Property Investment Division will be established. Icade is also aiming to reference the low health and environmental impact materials and products, in collaboration with the Caisse des Dépôts and its subsidiaries, to extend their use beginning in 2017. This approach will be amplified by setting up a Purchases Department at Icade in 2016.

4.2.5. Guaranteeing business ethics

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Group:		**Group:**
◆ Distribute a new code of ethics	Targets currently under way	◆ Finalise the training of employees in anti-money laundering and distribute the new ethics code in 2016
◆ Update the knowledge of employees involved in the fight against money laundering	Targets currently under way	

Targets currently under way *Target reached*

The implementation of ethics procedures is a real issue for Icade's stakeholders. For the suppliers, it's the assurance of transparency of exchanges. It is also an issue for Icade's customers, who focus on transparency and honesty in exchanges as important points in satisfaction surveys. For investors, the application of an Ethics Code and anti-money laundering procedures allow for control of risks.

Icade's mechanism in ethics matters is supervised by a Compliance Officer and representative in the fight against money laundering and financing of terrorism.

The mechanism related to business ethics also includes:

- teams in charge of audit, risk control and ethics;
- the Code of Ethics, risk mapping and the mechanism of the fight against money laundering and financing of terrorism;
- training dedicated to ethics and the fight against money laundering and the financing of terrorism.

Icade made the voluntary choice of establishing a Code of Ethics in 2008. This document is addressed to all workers and all subsidiaries. It defines the ethics principles that all workers must apply in their professional practices and their behaviours with respect to interaction with all people. The code is accessible on the Intranet and is given to all new workers.

It governs:

- relations with customers and suppliers;
- work relations;
- relations with regulatory authorities, the public and the press;
- gifts and benefits received or given;
- use of goods from the Company and abuse of corporate assets;
- exclusivity of service;
- conflicts of interest;
- sensitive, confidential information and authorised workers;
- the fight against money laundering and the financing of terrorism;
- the fight against corruption;
- respect for the law, loyalty and confidentiality.

The Ethics Code was supposed to be revised in 2015. Changes in governance and regulatory developments shifted the updating of the Ethics Code forward. Its update will be finalised and distributed in 2016. Training related to ethics involved 102 workers in 2015.

Any worker noting a dysfunction has the power to alert the Compliance Officer who will treat the case with complete confidentiality, ensuring the protection of the worker concerned. The Compliance Officer is independent and is accountable only to Icade's General Management. In the event of an alert, an assessment is conducted by the Compliance Officer and, if needed, leads to an internal and/or external audit, and the application of possible sanctions.

The Ethics Code was supplemented in 2014 by monitoring of risk of corruption and fraud in the scope of Icade's risk mapping and led to management and control measures.

A specific mechanism of fighting against money laundering and the financing of terrorism was established in 2009, with a scope exceeding legal obligations. In 2014, it was updated and its scope extended. It now concerns the purchases/sales of property assets on our own behalf and for third parties in France and abroad (including all the real estate programmes with or without co-development) and the rental business.

The mechanism of fighting against money laundering and the financing of terrorism includes in particular:

- a Committee focused on the fight against money laundering and financing of terrorism;
- a "know your customer" process that consists of assessing the risk level related to the customer and the transaction and carrying out the steps associated with the level of risk established;
- training of workers.

Close to 150 workers were trained in 2015 on the fight against money laundering, *i.e.*, 100% of the workers identified as sensitive from the Property Investment and Property Development Divisions. The training programme will be finalised in 2016 with the workers of the Services Division.

During the year 2015, no incident relating to business ethics was recorded and there was no internal audit relating to ethics. Icade was not involved in any sentencing related to business ethics during the year.

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4.3. Social policy and employee commitment

HR support for the new strategy

Icade's HR policy has adapted to the new strategy of the Group and constitutes an essential pillar. Thus in 2016, the panorama of HR activities will be marked by several dynamics.

One of the HR policy priorities is the support in 2016 of the sale project of the Services Division. In this perspective, the HR teams work with the operational and financial management teams and ensure the dialogue with social partners. In order to respond to the expectations of the employees, the accent is placed on proximity and communication. Thus, with the workers of the Services Division, Icade arranges collective information meetings and periods of exchange, individual interviews, and sets up awareness raising actions for managers. Icade is aiming to find a recovery solution with a quality industrial project. In this scope, particular attention will be paid to social aspects, taking into consideration the specifics of the companies concerned, the social project presented and the buyer, its social and employment base.

A second strategic goal is the development of synergies between the Property Investment and Property Development Divisions. Icade has set cross objectives with its managers and is planning training actions in support of the change. By training its employees and its managers to work more across divisions and in project mode, numerous synergies can be created. They concern several trades within Icade, and particularly Icade Property Development's commercial property teams and the Large Works teams from the Commercial Property Investment Division, purchases, relations with investors and key accounts and support functions.

A third axis is attraction and development of talent and expertise. For that, Icade is developing employees within the Group. Individual support of the employees in terms of training and career management offers them internal development opportunities.

Beyond these three essential axes of the Group's strategy, other dynamics are at the centre of attention of the HR teams, and especially the growth of the Healthcare Division, whose activity is developing significantly and is undergoing important efforts in terms of resources and skills development. The approach of creating new services in the Commercial Property Investment Division's parks is supported by a training plan to adapt skills. Finally, the innovation and CSR approaches are part of an array of individual goals in the scope of annual interviews and training and awareness raising actions.

4.3.1. Develop employee skills and strengthen the attractiveness of the Company

2015 COMMITMENTS	RESULTS	2016-2020 COMMITMENTS
Group: ◆ Continue and complete managerial training	Targets currently under way	**Group:** ◆ Provide 25% of the jobs internally on average over the period 2016-2018 ◆ Train at least 80% of the employees on average over the period 2016-2018 ◆ Train at least 70% of the employees on average in digital technology in 2016 ◆ Train 80% of the employees targeted in the asset manager and portfolio manager training paths by 2017

Targets currently under way *Target reached*

The development of employee skills is a highly strategic issue for Icade. By improving its skills development tools, Icade can support the big changes that certain real estate professions experience with dedicated training. Digital is also disrupting the real estate professions at all levels and requires training actions so the employees not only adapt, but also become players in these new trends. Finally, internal mobility gives employees the opportunity to develop their skills and to manage their career dynamically.

4.3.1.1. Workforce

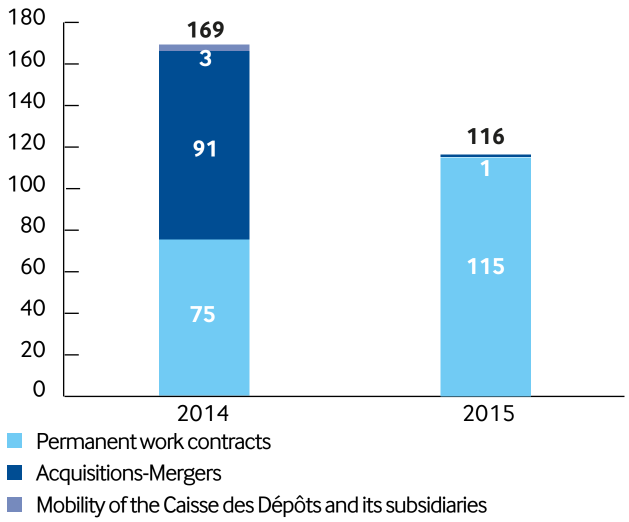
WORK FORCE BY CATEGORY AND BY TYPE OF CONTRACT

	2015	2014
Total workforce at the end of the period (excluding internships)	**1,475**	**1,529**
Change compared to the previous year	(3.5)%	(3.0)%
Workforce by category (excluding internships)		
Women	373	382
Men	536	557
Managerial personnel	**909**	**939**
Women	427	444
Men	139	146
Non Managers	**566**	**590**
Workforce by contract type (including internships and interim)		
CDI (permanent contract)	1,400	1,425
CDD (fixed-term contract)	47	68
Work-study/internships/apprenticeships	35	43
Interim (annual FTE)	12	16
Organisation of work time		
Number of part-time employees	108	115

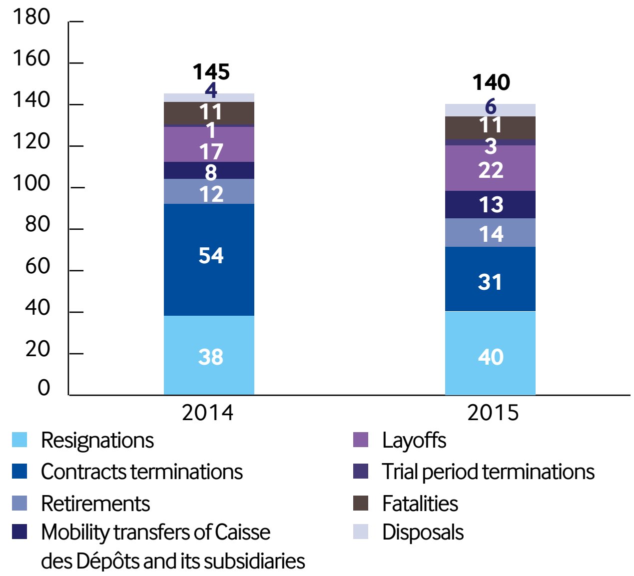
In 2015, Icade's workforce decreased by 3.5% in total and by 3.1% excluding effect of consolidation scope, going from 1,529 at the end of 2014 to 1,475 at the end of 2015. This is explained by a controlled recruitment policy in 2015, while departures remained stable, as illustrated below:

ENTRIES AND EXITS PER CAUSE IN 2014 AND 2015

Number of entries in permanent work contracts

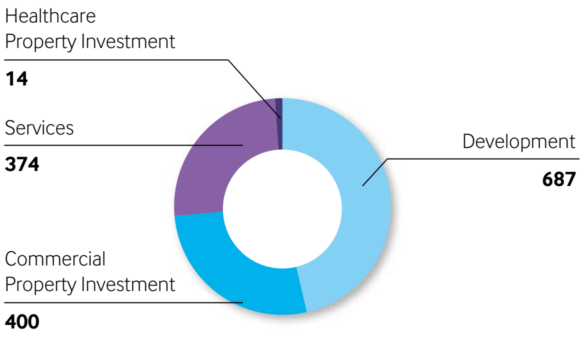


Number of exits from permanent work contracts



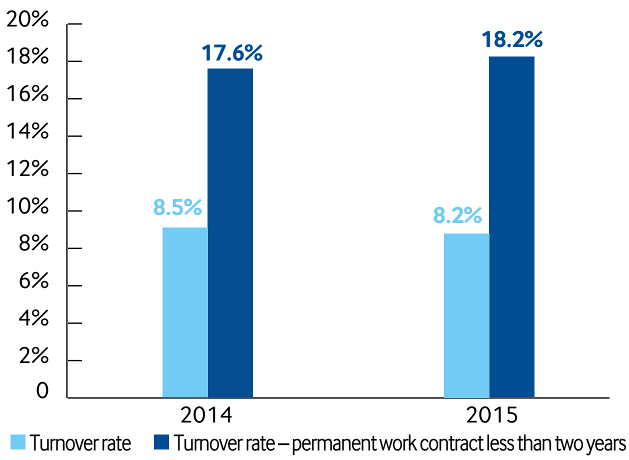
The Property Investment Division is the most represented in terms of work force (47%), then the Commercial Property Investment Division, which includes the Group support functions (27%), the Services Division (25%) and the Healthcare Property Investment Division (1%). The Healthcare Property Investment Division is counted excluding support functions. It relies on internal expertise, especially those Healthcare teams from the Property Development Division.

WORKFORCE BY DIVISION IN 2015



The workers are all located in France, with 70% in Île-de-France (Paris region) and 30% in the provinces. 92% of the workers in the provinces are from the Property Development Division.

TURNOVER RATE FOR PERMANENT EMPLOYMENT CONTRACTS AND TURNOVER RATE FOR EMPLOYMENT CONTRACTS ENTERED INTO LESS THAN TWO YEARS AGO IN 2014 AND 2015



The turnover rate for employees in permanent employment contracts as well as the turnover rate for employees in permanent employment contract entries for less than two years is stable, showing Icade's ability to attract and retain talent in the enterprise. The departures of employees entered for less than two years are mostly related to departures during the probation period.

4.3.1.2. Development of skills and career management

Icade's strategy concerning the skills development of its employees is based on three pillars: a training policy adapted to the strategy, new skills development modes and a voluntary internal mobility policy.

A training policy adapted to strategic priorities

The training policy aims to support the primary guidelines of the strategic plan: to support the trades in strong development, anticipate new trends affecting all of the trades and train the managers to work collaboratively and across trade lines.

Two real training paths have been developed to support the Icade trades in strong development, the paths of asset managers and portfolio managers. These paths will be deployed with the employees concerned in 2016 and 2017, with the goal of having at least 80% of the employees trained.

The training path for asset managers of the Commercial Property Investment Division thus is part of a dedicated programme aimed at harmonising skills and work methods following acquisitions and changes of organisation. It also aims to support the vacancy reduction strategy. This path touches on the themes of portfolio strategy, accounting and finance, and legal and technical aspects.

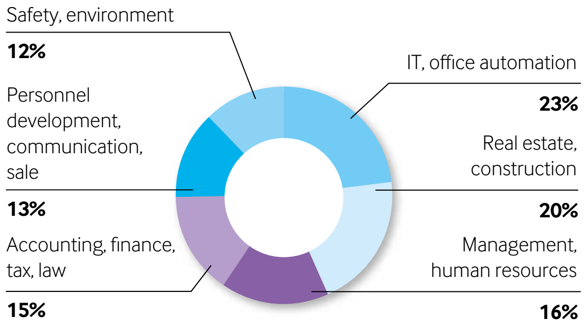
The training path for the portfolio manager sector of the Services Division was created to support a trade in full transformation and to improve the employability of the entire chain of the IPM portfolio managers. A flexible training program was developed to allow everyone to increase their skills in accordance with his/her level of mastery in the different domains.

The training approach also includes planning for the development of the trades. Therefore, it includes digital, with a goal of 70% of the employees trained in 2016, and CSR, with a goal of 80% of the employees trained in CSR by 2018.

The development of managerial skills is part of a dedicated training plan in 2014-2016 and involved over 200 managers through the end of 2015. This training plan in managerial skills is available in several workshops which focus on the main knowledge necessary for managers, particularly management through goals, delegation, time and priorities management, communication and management of conflicts. New modules will be progressively developed in accordance with needs, such as change management, work in project mode or remote management. These new modules will be built based on the work of the Hub in HR and managerial innovations.

In 2015, Icade maintained its training budget at 2.6% of payroll, in spite of a decrease in the legal requirements of 1.6% in 2014 and 1% in 2015. 67% of the employees received training in 2015, with an average of 18.4 hours each. The goal is to increase this effort with at least 80% of the employees trained on average between 2016-2018.

DISTRIBUTION OF TRAINING HOURS PER DOMAIN IN 2015



The real estate/construction theme, the heart of Icade's profession, was the subject of a considerable number of training hours in 2015 because of the operational impact of the ALUR and Pinel laws. The subject of IT has remained important because of the implementation of new trade software. The regulatory domain was also the subject of a significant number of training hours, primarily based on the regulatory framework of the sale.

New skills development methods

Icade intends to develop new forms of sharing of expertise. The Hub created in 2014 allows exchange and creates innovation across trades. The network of internal trainers also allows the transmission of knowledge and trade expertise within Icade. About twenty experts were thus identified and supported by training in 2015. This three-day training focused on the goals of increasing their skills to create a training module, lead training in a dynamic and varied manner, and create efficient supports.

A policy of volunteer internal mobility, backed by a dynamic career management system

Icade would like to support the career development of its employees and to put the focus on internal mobility. Numerous mechanisms compete to facilitate this internal mobility and in 2015, 25% of recruitments were filled internally.

Dynamic career management and the development of employability are addressed first by holding an annual interview, which was the case for 91% of the workers in 2015. The usefulness of these interviews is acknowledged, since 71% of the workers indicate that their interview was followed up during the year, according to the employee survey conducted in 2015. This mechanism is supplemented by career interviews conducted by the HR team. There were 198 interviews of this type carried out in 2015, 86 of which concerned mobility subjects, which shows the appeal of the approach and the commitment of the HR team to respond to it.

To allow its employees to evolve professionally, Icade also set up a functional GPEC (projected management of jobs and skills) in 2015, which was submitted to the social partners, with whom the negotiation should continue in 2016. The primary tools designed by Icade include the following:

- a mapping of jobs, job-benchmark sheets and a reference of job skills by professional network;
- a development dashboard at three years of employment and skills by professional network;
- specific training paths in the scope of collective and individual mechanisms on trades undergoing strong development;
- support measures in mobility and in skills development (assistance with finding housing in the provinces, assistance with finding employment for a spouse, etc.);
- a reference of managerial skills set up at the Group level of the Caisse des Dépôts.

Several mechanisms are dedicated to internal mobility: the on-line mobility platform "mobil'idées", support in mobility interviews by the Icade HR Department, the Mobility Committees of Icade and the Caisse des Dépôts and the talent breeding ground of the Caisse des Dépôts.

In fact, Icade participates in two talent pools managed by the Caisse des Dépôts. One is dedicated to the profiles with strong potential that are able to take up management posts in the medium term, while the second groups together more experienced people, who are therefore likely to take up management posts in the short term. Each year, Icade pre-selects a certain number of employees likely to be incorporated in this talent pool and called if they are chosen to benefit from training adapted to their needs for a period of 18 to 36 months. Over the last three promotions, 89% of the workers who were integrated into these talent pools have taken on new responsibilities within Icade or in a subsidiary of the Caisse des Dépôts.

4.3.1.3. Association of employees to results

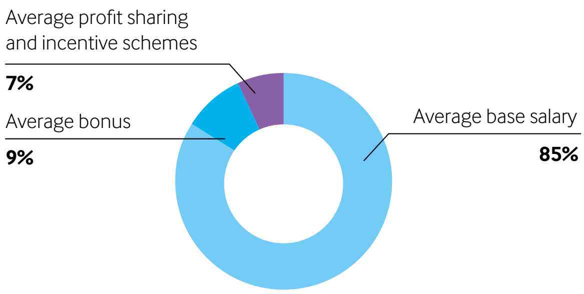
Icade has set up an incentive policy, which includes a social base and individual and collective variable compensation.

The average annual base salary of the workforce paid in permanent employment contracts (excluding commercial, Executive Committee and officers) was €49,868 in 2015. The increase in average salary was 2.1% between December 31, 2014 and 31 December 2105, with a constant workforce. These figures include all of the development effects as well as the organisation effects carried out during the year.

77% of the employees benefited from the payment of individual variable compensation in 2015 (compared with 76% in 2014). The average variable compensation was 9%. The compensation pools were determined in accordance with the economic and financial results of the Company and of each division. The individual distribution is then based on the employee's contribution to achieving the goals set by his or her immediate superior.

In order to associate the employees with the performance of the Company, two agreements allow the payment to Icade employees of amounts arising from an employee profit sharing plan and incentive plan. These amounts can be paid through a group savings plan (PEG) or a collective group retirement savings plan (Percog) whose beneficiaries are employees with at least three months of service. Profit sharing and incentive plans represent on average 7% of total 2015 compensation.

DISTRIBUTION OF THE AVERAGE OVERALL COMPENSATION IN 2015



To make overall compensation clear for everyone, since 2014 Icade has carried out individual corporate assessments (BSI), which allows all of the information for the year to be summarised in a single document. In 2015, Icade created a BSI for the second consecutive year, in order to make clear the various elements of fixed, variable, deferred compensation, training expenses, employee savings, social security, benefits in kind (company car), etc. A satisfaction survey showed that the employees were very satisfied with the BSI, both in substance and form.

4.3.2. Committing to better quality of life at work

2016-2020 COMMITMENTS

Group:

- Conduct an experiment on telecommuting covering 10% of the employees in 2016

Improving the quality of life at work is an integral part of Icade's social responsibility and contributes to its performance in providing the employees with an adapted working framework. Quality of life of the employees falls both under the health and safety policies set up in the Company and the social innovations related to well-being at work. Experimenting for its employees on innovative services allows Icade to concretely incorporate the benefits of experience and to develop real estate offers that respond better to customer expectations.

4.3.2.1. Health and safety conditions at work

The activities of Icade employees are primarily tertiary and sedentary. The Hygiene, Safety and Work Conditions (CHSCT) Committees have as their main duties the support of the employees in the scope of moving projects, organisation development and the prevention of psycho-social risks. In order to ensure local management of health-safety at work, the action plan of each CHSCT is defined by work place, in order to manage the specific risks identified.

Icade has established several preventive measures: In connection with occupational medicine, First Aid Officer (SST) training and fire procedures training have been carried out. To limit the risks associated with travel, an awareness raising approach in safety while driving has been implemented. Finally, since 2015, Icade has been testing a health platform accessible on the Internet to all of its employees, in partnership with CNP Assurance (CNP Insurance). Through this platform, Icade's employees benefit from access to simplified and rapid care, associated with the network of healthcare centres, which offer medical appointments, healthcare assessments and a service for prevention of loss of independence.

The main indicators related to health and safety at work are compiled below.

HEALTH AND SAFETY AT WORK INDICATORS

	2015	2014
Frequency rate		
Local employees	0	0
Employees	2.77	6.62
Supervisors	0	17.02
Managerial personnel	1.99	3.85
TOTAL	**2.04**	**5.55**
Severity rate		
Local employees	0	10.53
Employees	0.23	0.26
Supervisors	0	1.57
Managerial personnel	0.1	0.16
TOTAL	**0.14**	**0.43**
Number of fatal accidents	0	0
Occupational illnesses		
Number of illnesses reported during the year	0	1
ABSENTEEISM RATE (a)	**3.70%**	**3.73%**

(a) Absenteeism includes all of the days of absence for illness (occupational disease, other illness), days of absence for work/travel accidents, absences for family events (special days off) and days of absence for other reasons (unpaid absences, authorised unpaid absences, unauthorised absences, days off without short term balance, days off 13th month).

The trend in these indicators is favourable with a significant decrease in the work accident rates, the severity rate and a stability in the absenteeism rate in 2015.

4.3.2.2. Commitment of the employees

In addition to the absenteeism and accident indicators, Icade assesses the quality of life at work by measuring the commitment of the employees.

For several years, the Caisse des Dépôts has been conducting an employee survey with workers of the Group and its subsidiaries, intended to measure the state of the internal climate of the Company. The results of the 2015 barometer (rate of participation 53%) testify to the overall satisfaction of the workers, as the commitment index of 78% shows. The topics that increased the fastest with respect to the last barometer in 2012 were pride of belonging and the rate of recommendation.

The following subjects have been identified by the workers as particularly satisfying: the organisation of their work, job interest, work conditions and their relationship with their manager. The survey also allows Icade to identity several axes of improvement concerning professional development and skills development. To respond to these expectations, Icade has set up ambitious action plans on training and internal mobility, described in part 4.3.1.

4.3.2.3. Well-being and quality of life at work

Icade is working on three main axes to improve the well-being and the quality of life at work and to go further than traditional best practices: the management of psycho-social risks, the development of new services and telecommuting.

Psycho-social risk management

For several years, Icade has been working on an action plan on psycho-social risk management, which comprises numerous preventive and support measures. A prevention network has been established, and so has manager training and sharing of experiences. Two toll-free numbers, one intended for employees and the other intended for managers, make it possible to independently process employees' inquiries. The calls to these numbers are processed by an outside specialised service provider (PSYA). They also have access to in-person interviews with a psychologist. In 2015, the call rate of Icade employees to these toll-free numbers was 1.8%, a rate considered low by PSYA. The majority of calls fall under the non-professional category. A procedure that aims to prevent risks of harassment has also been in place since 2012. The availability of a social assistant to respond to the needs of the employees supplements the prevention mechanism.

Services to improve well-being and comfort

To improve the private life/professional life balance and the comfort of the workers, services have been set up: fitness centre, concierge services, private mass transit, video-conferencing system. To go even further, a working group on work relations has been created. This working group has made several proposals, some of which were tested to improve the quality of life at work, for example in Icade's open spaces. In the scope of the innovation approach, Icade tests new services for its workers, which will serve to supply the real estate service offers of tomorrow. For this, in 2016 Icade will test a tele-medicine cabin for employees at its head office. This experiment is based on the Hub approach conducted with the H4D start-up. It consists of a connected medical cabinet, allowing health assessments to be conducted autonomously, together with a consultation with a doctor in video conference.

Tele-commuting

A last improvement axis of the quality of life at work at Icade concerns tele-commuting. The approach was initiated in the scope of the move of the head-office in 2007, then extended to seniors and to employees with disabilities. Today, Icade wishes to deploy this mechanism more broadly, in association with reflecting on management modes and the balance of private life- professional life. To do this, Icade will conduct a broader test, whose objective is to have 10% of the employees testing the approach in 2016. In 2015, 68 employees already had access to telecommuting and a first survey with their managers showed very positive results: 97% of the managers would consider that their staff was more efficient or as efficient as in the office. The framing of the mechanism has been strengthened in the scope of this experiment, in collaboration with the LBMG Worklabs start-up: eligibility criteria, equipment made available, conditions of withdrawal, etc. A support guide and information meetings with the managers of the employees will facilitate the ownership of the process. An assessment will be carried out at the end of this test phase after the first half year which will analyse the success factors and the difficulties encountered, in order to determine the opportunity to widen the approach and under what conditions.

For more details on the approaches relating to the quality of life at work, refer to the 2015 Icade annual report.

4.3.2.4. Social dialogue

Icade links its personnel representation bodies with strategic and operational projects, in compliance with French social law and the fundamental conventions of the International Labour Office (ILO) on the freedom of association and the right to collective bargaining. Icade only exercises its activities in France and compliance with French law also guarantees compliance with the fundamental conventions of the ILO relating to the elimination of forced labour and child labour.

Icade and its subsidiaries are organised in a single economic and social unit (UES), which comprises the scope of reference for setting up bodies of personnel representation but also for designating union representation. A single works council represents all of the employees of the companies of the Icade group. The delegates from personnel are designated by division (Property Investment, Property Development, Services). 100% of the employees are covered by collective agreements.

So as to ensure local guidance of health-safety at work, the action plan of each CHSCT is defined by work place, in order to manage the specific risks identified. The CHSCT met 13 times in 2015.

Various agreements guarantee the means of operation of the personnel representatives elected and designated. For example, this involves access of union organisations to electronic messaging and to the Intranet and making the premises available. In 2015, Icade reaffirmed with the group of social partners its concern about continuing a quality social dialogue through 101 joint meetings ending with the conclusion of five agreements and two action plans.

The main agreements and action plans currently in force within Icade are the following:

- collective agreement of December 2012, harmonising the Articles of Association of the UES (Economic and Social Unit) companies on work time, telecommuting, compensation and mobility;
- collective agreement relating to the prevention of psycho-social risks of September 2012;
- collective agreement for employees with disabilities signed in 2009, renewed in 2012 and in 2015;
- professional gender equality action plans of 2015;
- intergenerational action plan of 2013, updated in 2014 and 2015;
- 2014 employee profit sharing agreements and 2006 incentive agreements;

In 2015, there was no new agreement concerning health and safety at work.

4.3.3. Promoting diversity in all its dimensions

2016-2020 COMMITMENTS

Group:

- Increase the percentage of women managers from 34% to 40% by 2018
- Reserve 15% of outside recruitments in permanent contracts for young people under 26 on average over the period 2016-2018 and maintain the employment rate of seniors over 55
- Increase recourse to purchases in the protected and adapted work sector by 30% by 2016 and 50% by 2018

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On the occasion of the presentation of the prize awarded in 2015 to Icade for increasing the number of females on its Executive Committee, CEO Olivier Wigniolle declared that equality and diversity would be at the core of Icade's CSR road map for the coming years. In fact, by promoting the recognition and enhancement of individual skills and by reflecting the diversity of the French population in its workforce, Icade is contributing to consistency and social equity. Icade is also preserving the quality of human relations and gives a favourable framework to the work of the employees, while allowing it to benefit from a pool of talented employees. In order to transcribe this desire into facts, a diversity project manager was appointed in 2011 and several agreements and action plans have been implemented.

4.3.3.1. Measures implemented to promote people with disabilities

Icade complies with French law in matters of diversity as well as the fundamental conventions of the ILO relating to the elimination of discrimination. Numerous steps have been put in place over several years within Icade to go further than the regulations require and to facilitate the incorporation of people with disabilities.

Icade implemented training steps intended for framing and internal awareness raising, through the People with Disabilities Week and the publication of the diversity booklet on its Internet site. Icade also raises awareness of the purchasers, who have a decisive role. Through these actions, the share of purchases in the protected and adapted sector totalled €128,339 in 2015. Furthermore, the apprenticeship tax paid to the associations dedicated to people with disabilities totalled €53,400 in 2015.

Several other initiatives were deployed, such as:

- physically adapting work stations, which concerned three people in 2015 (and seven in 2014);
- access to job-service (Cesu) cheques so that people with disabilities can pay for provisions of service to individuals (32 beneficiaries in 2015);
- flexible work hours (three beneficiaries in 2015);
- sharing in the costs associated with the use of a personal vehicle for trips from home/work (five beneficiaries in 2015);
- telecommuting (ten beneficiaries in 2015).

In 2015, a new agreement for the professional incorporation of people with disabilities was signed. It provides for the training of social partners, a new measure intended to support the employees affected by disabilities in their familial sphere, and the updating of measures under way with, for example, an increase in financing by Icade of the Cesu from €600 to €700 per year per employee.

In addition to these actions aiming to improve the quality of life at work of employees with disabilities, Icade communicates with students in its diversity policy by participating in forums and providing them with the diversity booklet. Moreover, Icade communicates its disability policy on its Internet site and during People with Disabilities Week to encourage people with disabilities to apply.

50 workers benefit from recognition of the quality of workers with disabilities in 2015, *i.e.*, 3.4% of the workers, compared with 1.7% in 2012. This shows the success of the support work, which has given incentive to more and more workers to declare their disability and the recruitment policy effects that concerned two permanent work contracts in 2015.

4.3.3.2. Icade's policy to promote young people and seniors

The average age of Icade employees is 44 for managers and 42 for non-managers. Considering its age pyramid, Icade aims to maintain the rate of employment of seniors (18% in 2015) and to increase the rate of employment of young people less than age 26 (4% in 2015). In 2015, 13% of the employees hired in permanent work contracts were younger than age 26. Icade has a goal of increasing this rate to 15% on average between 2016-2018.

Professional integration of young people is of primary focus for Icade. 21 fixed-term employment contracts and work/study programmes have thus opened up hiring in permanent employment contracts in 2015, *i.e.*, close to 20% of the fixed-term contracts and work/study programmes in existence at the end of 2014. Icade has also nurtured partnerships with ESTP (Engineering School) and Essec (Business school) which translate into a favoured presence in the Companies Forums and participation in Integration Day for new students. The approach has accommodated 47 students within the Group in the scope of their End of Studies Work.

Icade has also set up measures that aim to facilitate the integration of new recruits. The new arrivals benefit from a systematic integration interview and an integration seminar allowing for better understanding of the key trades of the Company, its organisation and its strategic orientations.

Icade's intergenerational action plan aims to support seniors by adapted measures. This system includes career interviews (four in 2015), a retirement information mechanism with Group information meetings (66 workers in 2015), individual interviews with a counsellor (44 workers in 2015) and retirement preparation courses (four workers in 2015). The satisfaction rate of the participants at the end of these courses was 100% in 2015.

4.3.3.3. The place of women in Icade

After the appointments made during the year 2015, Icade's Executive Committee is now composed of five women and three men. Icade takes first place in the domain of increasing the number of female executives in SBF 120 companies, which resulted in the awarding of a prize from the Secretary of State for Women's Rights, Pascale Boistard. These nominations are inscribed in the commitment made by Icade, along with the Caisse des Dépôts, for professional growth of female workers at all levels in the Company. 54% of Icade's staff is female and 34% of its managers are women. Faced with this realisation, Icade has made the commitment to increase its female presence in management functions and is aiming for a goal of 40% women managers in 2018.

Among the measures implemented to increase the number of women in the Company, Icade decided to neutralise the type of its job offers, provided awareness training to its recruiting offices, implemented leadership training reserved for women and measures dedicated to the balance of professional life and private life.

5. SUMMARY TABLES

5.1. Summary tables of CSR indicators

5.1.1. Table of Environmental indicators of the Healthcare Property Investment Division – EPRA format

The indicators below were calculated both on a total basis and a like-for-like basis, with the scope of the Healthcare Division mapping being the same in 2014 and 2015.

ENERGY CONSUMPTION OF THE HEALTHCARE PROPERTY INVESTMENT DIVISION

Indicator	EPRA Reference	Unit	2015	2014
Rate of coverage for the report scope *(in surface area)*		%	9%	9%
Estimated rate of total energy consumption		%	5%	17%
Total consumption of electric energy	Elec-Abs/LfL	MWh_{PE}	51,876	51,799
Total energy consumption of the heating or cooling network	DH&C-Abs/LfL	MWh_{PE}	0	0
Total consumption of combustible energy	Fuels-Abs/LfL	MWh_{PE}	16,506	15,131
TOTAL CONSUMPTION OF ENERGY		**MWh_{PE}**	**68,382**	**66,929**
Energy intensity by surface area – primary energy	Energy-Int	kWh_{PE}/sq.m	692	677
Energy intensity per person – primary energy	Energy-Int	kWh_{PE}/pers./year	62,447	61,310
Energy intensity by surface area – primary energy – corrected for climate	Energy-Int	kWh_{PE}/sq.m	712	720
Energy intensity by surface area – final energy	Energy-Int	kWh_{FE}/sq.m	371	356

3

GREENHOUSE GAS EMISSIONS FROM THE HEALTHCARE PROPERTY INVESTMENT DIVISION

			Scope 3	
Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**
Rate of coverage for the report scope *(in surface area)*		%	9%	9%
Estimated rate of total greenhouse gas emissions		%	5%	17%
Direct emissions of greenhouse gas	GHG-Dir-Abs/LfL	tonnes CO_2e	3,862	3,540
Indirect emissions of greenhouse gas	GHG-Indir-Abs/LfL	tonnes CO_2e	1,689	1,686
TOTAL EMISSIONS OF GREENHOUSE GAS		**TONNES CO_2e**	**5,551**	**5,226**
Building carbon intensity	GHG-Int	kg CO_2e/sq.m	56	53
Building carbon intensity	GHG-Int	kg CO_2e/person/year	5,033	4,757

WATER CONSUMPTION OF THE HEALTHCARE PROPERTY INVESTMENT DIVISION

Indicator	**EPRA Reference**	**Unit**	**2015**	**2014**
Rate of coverage for the report scope *(in surface area)*		%	9%	9%
Estimated rate of total water consumption		%	22%	ND
Water consumption	**Water-Abs/LfL**	**m^3**	**144,042**	**162,536**
Building water intensity	Water-Int	m^3/sq.m/year	1.46	1.64
Building water intensity	Water-Int	litre/person/day	361	407

WASTE PRODUCTION OF THE HEALTHCARE PROPERTY INVESTMENT DIVISION

A discussion is under way between Icade and its operators for monitoring and recovering waste, considering the specifics of medical waste and its channels of elimination.

5.1.2. Installations classified for environmental protection

	2015
Air conditioning equipment	33
Boiler room gas	13
Electric equipment	5
TOTAL	**51**

5.1.3. Table of HR indicators

The workforce is communicated excluding interns, except in the special cases that are specified in the table.

	2015	2014
WORKFORCE		
Total workforce at the end of the period	**1,475**	**1,529**
Absolute change	(3.5)%	(3.0)%
Organic change (excluding consolidation scope effects)	(3.1)%	
Average monthly workforce	1,491	1,541
Workforce by division		
Commercial Property Investment	400	410
Healthcare Property Investment	14	13
Property Development	687	718
Services	374	388
Workforce by region		
Île-de-France (Paris region)	1,034	1,060
Provinces regions	441	468
International		1
Workforce by category		
Managerial personnel	909	939
Non-managerial personnel	566	590
Workforce by contract type (including internships and interim)		
CDI (permanent contract)	1,400	1,425
CDD (fixed-term contract)	47	68
Work-study/internships/apprenticeships	35	43
Interim (annual FTE)	12	16
WORKFORCE MOVEMENTS		
Entries into permanent work contracts		
Outside recruitments in Permanent Work Contracts	115	75
Mergers – Acquisitions	0	91
Transfers from Caisse des Dépôts and its subsidiaries	1	3
TOTAL	**116**	**169**
Departures from permanent work contracts		
Voluntary departures	40	38
Lay-offs	31	54
Contract terminations	14	12
Probationary period severance	13	8
Retirements	22	17
Fatalities	3	1
Transfers to Caisse des Dépôts and its subsidiaries	11	11
Disposals	6	4
TOTAL	**140**	**145**
Turnover rate of employees in permanent work contracts	8.2%	8.5%
Turnover rate of employees in permanent work contracts for less than two years	18.2%	17.6%

	2015	2014
ORGANISATION OF WORK TIME		
Employees, supervisors and non-independent managers		
Number of average actual work hours per week	37.5	37.5
Independent managers		
Number of days worked per year	210	210
Number of part time employees		
Men	8	9
Women	100	106
TOTAL	**108**	**115**
SOCIAL DIALOGUE		
% of employees covered by collective bargaining negotiations	100%	100%
COMPENSATION		
Fixed compensation (average annual base salary of the workforce in permanent work contracts recorded as at 31/12 excluding commercial, Executive Committee and officers)		
Managerial personnel	59,022	58,962
Non-managerial personnel	30,654	30,005
TOTAL	**49,868**	**49,101**
Variable compensation		
Average bonus *(in %)*	9%	9%
Average profit-sharing *(in %)*	7%	7%
SKILLS AND CAREER		
Training		
Total number of hours of training	18,560	24,085
Training budget *(in €)*	2,237,021	2,493,753
Share of payroll devoted to training *(in %)*	2.57%	2.62%
Number of trained employees	1,006	1,200
Average number of hours of training per trained employee	18.4	20.1
Share of workers trained *(in %)*	67%	78%
Career management		
% of jobs provided internally	25%	31%
% of employees with an annual interview	91%	90%

	2015	2014
HEALTH AND SAFETY		
Absenteeism		
Rate of absenteeism	3.70%	3.73%
Distribution of hours of absence		
Illness (excluding therapeutic part-time work)	93%	89%
Occupational/commuting accident	4%	7%
Family events	0%	1%
Other causes	2%	3%
Accidents		
Number of workplace accidents	7	14
Number of travel accidents	11	5
Frequency rate		
Local employees	0	0
Employees	2.77	6.62
Supervisors	0	17.02
Managerial personnel	1.99	3.85
TOTAL	**2.04**	**5.55**
Severity rate		
Local employees	0	10.53
Employees	0.23	0.26
Supervisors	0	1.57
Managerial personnel	0.11	0.16
TOTAL	**0.14**	**0.43**
Number of fatal accidents	0	0
Occupational illnesses		
Number of illnesses reported during the year	0	1
DIVERSITY		
Gender equality		
% of women on the Executive Committee	63%	43%
% of women managers	34%	34%
% of women in the workforce	54%	54%
Distribution of the workforce by age		
<26 years	3.9%	4.7%
26-39 years	35.8%	36.0%
40-54 years	42.4%	41.7%
>55 years	17.9%	17.5%
Average age		
Managerial personnel	44.3	44.1
Non-managerial personnel	41.9	40.9
Average seniority (in number of years)	11.5	11.1
Disability		
Number of workers with a disability RQTH (recognition of the quality of workers with disabilities)	50	44
Amount of services paid in the protected and adapted work sector *(in €)*	128,339	147,887

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5.2. Table of indicators subject to detailed tests by the Third Party Independent Body

Indicators verified in detailed tests
Energy transition and conservation of resources – Property Investment Division
Environmental certification of the assets
Number of environmental appendices signed and surface area covered by an environmental annex
Energy consumption
Amount of electricity covered by green certificates
Surface area covered by energy performance contracts
Amount of renewable energy from the heating networks
Energy consumption adjusted for UDD
Greenhouse gas emissions
Water consumption
Amount of waste generated and percentage of non-recyclable waste
Energy transition and conservation of resources – Property Development Division
Environmental certifications of construction
Energy labels of construction
Average consumption (in primary energy) weighted
Surface area concerned by renewable energy
Greenhouse gas emissions
Territorial integration and sustainable relationships with customers
Number of suppliers who are signatories of the CSR charter – Property Investment Division
Percentage of the purchase charter signed by suppliers – Service Division (IPM)
Amount allocated to sponsorships and patronage
Measures taken to promote the health and safety of consumers (qualitative information)
Social Policy and Employee Commitment
Total workforce and distribution of employees by sex, age and geographic zone
Rate of absenteeism
Percentage of employees trained
Number of employees who benefit from recognition of the quality of workers with disabilities

See chapter 5.4 for a full presentation of work by the Third Party Independent Body.

5.3. Correspondence tables

5.3.1. Correspondence table for the parts of chapter 3 with Article R. 225-105-1 of the French Code of Commerce, related to the obligations of transparency of companies in social and environmental matters with the criteria of the Grenelle 2 law

Designation	Part of chapter 3 CSR
SOCIAL	
Employment	
Total workforce and distribution of employees by sex, age and geographic zone	4.3.1 and 5.1.3
New hires and dismissals	4.3.1
Compensation and its development	4.3.1
Organisation of work	
Organisation of work time	5.1.3
Absenteeism	4.3.2
Social relations	
Social dialogue organisation, particularly the information procedures and the consultation of personnel and ensuing negotiations	4.3.2
Assessment of collective agreements	4.3.2
Health and safety	
Health and safety conditions at work	4.3.2
Assessment of the agreements signed with union organisations or personnel representatives in matters of health and safety at work	4.3.2
Work accidents, particularly their frequency and severity, as well as occupational diseases	4.3.2
Training	
Policies implemented in training matters	4.3.1
Total number of hours of training	5.1.3
Equality of treatment	
Measures taken to promote gender equality	4.3.3
Measures taken to promote employment and integration of disabled persons	4.3.3
Policy of fighting against discrimination	4.3.3
Development and compliance with the fundamental organisation provisions of the related International Labour Organisation relating	
To the respect of freedom of association and the right to collective bargaining	4.3.2
To the elimination of discrimination in matters of employment and profession	4.3.3
To the elimination of forced or required labour	4.3.2
To the effective abolition of child labour	4.3.2

Designation	Part of chapter 3 CSR
ENVIRONMENT	
General policy in environmental matters	
The organisation of the Company for considering environmental questions and, if needed, the assessment or certification processes in environmental matters	4.1 and 4.1.2
Training actions and provision of employee information carried out in environmental protection matters	4.2.1 and 4.3.1
The means devoted to the prevention of environmental risks and pollution	4.1.4, 4.1.5 and 4.1.6
The amount of provisions and guarantees for risks in environmental matters, provided that such information is not likely to cause serious prejudice to the Company in a dispute in progress	2.2
Pollution and waste management	
Preventive measures, reduction or repair of emissions into the air, water and ground seriously affecting the environment	4.1.1, 4.1.3, 4.1.4, 4.1.5, 4.1.6
Preventive measures, recycling and waste disposal	4.1.4 and 4.1.5
Consideration of sound nuisances and any other form of pollution specific to an activity	4.1.4 and 4.1.5
Sustainable use of resources	
Water consumption and water supply in accordance with local restrictions	4.1.6
Raw material consumption and the measures taken to improve the efficiency in their use	4.1.1, 4.1.4
Energy consumption, the measures taken to improve energy efficiency and access to renewable energy	4.1.1
Use of soil	4.1.6
Climate change	
Greenhouse gas emissions	4.1.1
Adaptation to the consequences of climate change	4.1.1
Protection of biodiversity	
Measures taken to preserve or develop biodiversity	4.1.6
SOCIETAL	
Regional, economic and social impact of the Company's activity	
In employment matters and regional development	4.2.3
On residential or local populations	4.2.3
Relationships maintained with persons or organisations interested in the activity of the Company, especially integration associations, teaching establishments, environmental defence associations, consumer associations and resident populations	
The conditions of dialogue with these persons or organisations	2.1
The partnership or sponsorship actions	4.2.3
Sub-contracting and suppliers	
Consideration of social and environmental challenges in the purchasing policy	4.2.4
The importance of sub-contracting and consideration in relationships with suppliers and sub-contractors of their social and environmental responsibilities	4.2.3 and 4.2.4
Loyalty in practices	
Actions undertaken to prevent corruption	4.2.5
Measures taken to promote health and safety of consumers	4.2.2
Other actions undertaken to promote human rights	
Other actions undertaken to promote human rights	4.2.4; 4.3.3

5.3.2. Correspondence table between the contents of the reference document and the Real Estate Sector supplement of the Global Reporting Initiative, version 4 (GRI-G4)

Icade is in compliance with the "Essentiel" level of the GRI-G4. The specific elements of information presented are based on the GRI-G4 aspects that can be considered as material.

GRI code	Elements of general information	Part of the registration document	External verification
STRATEGY AND ANALYSIS			
G4-1	Provide a declaration from the highest placed decision maker in the organisation (CEO, President or Executive Director of the same level, for example) on the relevance of sustainable development to the organisation and on the strategy for contributing to it	Chapter 3, Message from management	
ORGANISATION PROFILE			
G4-3	Indicate the name of the organisation	Chapter 8, part 1.	
G4-4	Indicate the primary brands and primary products and services	Chapter 1, part 1, 1.2 and chapter 2, part 2	
G4-5	Indicate the location of the organisation's head office	Chapter 8, part 1	
G4-6	Indicate the name of the country in which the organisation is established and specify the names of those countries where the organisation performs significant operations, or that are particularly concerned by sustainable development themes touched on in the report	Chapter 1, part 1 and chapter 1, part 2	
G4-7	Indicate the ownership mode and the legal form	Chapter 8, part 1	
G4-8	Indicate the markets served (include the geographic distribution, the sectors served and the types of customers and beneficiaries)	Chapter 1, part 1 and chapter 1, part 2	
G4-9	Indicate the size of the organisation	Chapter 1, part 1 and chapter 1, part 2	
G4-10	Detailed information on the workforce	Chapter 3, part 4.3.1	✓
G4-11	Indicate the percentage of all employees covered by a collective bargaining agreement.	Chapter 3, part 4.3.2	
G4-12	Describe the supply chain of the organisation	Chapter 3, part 2.1	
G4-13	Indicate all the substantial changes in size, structure, capital or supply chain of the organisation that occurred during the reporting period	Chapter 1, part 2	
G4-14	Indicate if the approach or the principle of caution is taken into account by the organisation, and how.	Chapter 3, part 2.2	
G4-15	Index the charters, principles and other initiatives in economic, environmental and social matters, developed externally and to which the organisation subscribes or has given its backing.	Chapter 3, part 2.1	
G4-16	Index the affiliations in associations (professional associations, for example) or in national or international organisations of defence of interest in which the organisation is involved	Chapter 3, part 2.1	
ASPECTS AND RELEVANT SCOPES IDENTIFIED			
G4-17	a. Index all the entities included in the consolidated financial statements of the organisation or equivalent documents b. Indicate if an entity included in the consolidated financial statements of the organisation or equivalent documents is not considered in the report	Intro chapter 3, part 4	
G4-18	a. Explain the Content and Scope of the Aspects process b. Explain how the organisation implemented the Content Reporting Principles	Chapter 3, part 2.1 to chapter 3, part 2.3	
G4-19	Index all the relevant Aspects identified in the content process	Chapter 3, part 2.3	
G4-20	For each of the relevant Aspects, indicate the Scope of the Aspect within the organisation, if the aspect is material within the organisation	Chapter 3, part 2.3	
G4-21	For each of the relevant Aspects, indicate the Scope of the Aspect outside the organisation, if the aspect is relevant outside the organisation	Chapter 3, part 2.3	
G4-22	Indicate the reasons for and consequences of any reformulation of information communicated in the prior reports	Intro chapter 3, part 4	
G4-23	Indicate the substantial changes concerning the Field of study and the Scope of Aspects, in comparison with the preceding reporting periods	Chapter 3, part 2.3	

GRI code	Elements of general information	Part of the registration document	External verification
INVOLVEMENT OF STAKEHOLDERS			
G4-24	Supply a list of the groups of stakeholders with which the organisation has nurtured a dialogue	Chapter 3, part 2.1	
G4-25	Indicate the criteria used for identification and selection of stakeholders with which the Company has established a dialogue	Chapter 3, part 2.1 and chapter 3, part 2.3	
G4-26	Indicate the approach of the organisation in involving the stakeholders, including the frequency of the dialogue by type and by group of stakeholders, and specify if any dialogue has been undertaken specifically in the scope of the report preparation process	Chapter 3, part 2.1	
G4-27	Indicate the themes and key concerns raised in the scope of the dialogue with the stakeholders and the manner in which the organisation responded, especially in its reporting. Indicate the groups of stakeholders who have raised each of the themes and key questions	Chapter 3, part 2.1	
REPORT PROFILE			
G4-28	Reporting period (for example, the fiscal or calendar year) for the information provided	Intro chapter 3, part 4	
G4-29	Date of last published report, if applicable	April 1, 2015	
G4-30	Reporting cycle (annual, bi-annual, for example)	Intro chapter 3, part 4	
G4-31	Indicate the person to contact for any questions about the report or its content	Daphne Millet daphne.millet@icade.fr	
G4-32	Indicate the "compliance" option chosen by the organisation and the Index of the GRI content	Chapter 3, part 5.3	
G4-33	a. Indicate the current policy and practice of the organisation in order to solicit an external verification of the report	Chapter 3, part 5.4	
GOVERNANCE			
G4-34	Indicate the structure of the governance of the organisation, including the higher committees of governance. Identify the committees responsible for the decisions relating to economic, environmental and social impact	Chapter 5, part 1, chapter 5, part 2.1 and chapter 3, part 3.2	
ETHICS AND INTEGRITY			
G4-56	Describe the values, principles, standards and rules of the organisation in matters of behaviour, such as Codes of Conduct and Codes of Ethics	Chapter 3, part 4.2.5	
	Specific elements of information, for the material issues		
ECONOMY			
	Managerial approach to indirect economic impacts	**Chapter 3, part 4.2.3**	
G4-EC8	Substantial indirect economic impacts, including importance of these impacts	Chapter 3, part 4.2.3	
ENVIRONMENT			
	Managerial approach to matters	**Chapter 3, part 4.1.4 and chapter 3, part 4.1.5**	
G4-EN1	Raw material consumption in weight or in volume	Chapter 3, part 4.1.4 and chapter 3, part 4.1.5	
G4-EN2	Percentage of material consumed that comes from recycled materials	Chapter 3, part 4.1.4 and chapter 3, part 4.1.5	
	Managerial approach to energy	**Chapter 3, part 4.1.1**	
G4-EN3	Energy consumption within the organisation	Chapter 3, part 4.1.1	✓
G4-EN4	Energy consumption outside the organisation	Chapter 3, part 4.1.1	✓
G4-EN5	Energy intensity	Chapter 3, part 4.1.1	✓
G4-EN6	Reduction of energy consumption	Chapter 3, part 4.1.1	✓
G4-EN7	Reduction of the energy needs of products and services	Chapter 3, part 4.1.1, chapter 3, part 4.1.2 and chapter 3, part 4.1.4	✓
CRE1	Energy intensity	Chapter 3, part 4.1.1	✓

GRI code	Elements of general information	Part of the registration document	External verification
	Managerial approach to water	**Chapter 3, part 4.1.6**	
G4-EN8	Total volume of water raised by source	Chapter 3, part 4.1.6	✓
CRE2	Water intensity	Chapter 3, part 4.1.6	✓
	Managerial approach to bio-diversity	**Chapter 3, part 4.1.6**	
G4-EN12	Description of the substantial impacts of the activities, products and services on the bio-diversity of protected air or zones rich in bio-diversity outside of this protected air	Chapter 3, part 4.1.6	
	Managerial approach to emissions	**Chapter 3, part 4.1.1**	
G4-EN15	Direct emissions of greenhouse gas (scope 1)	Chapter 3, part 4.1.1	✓
G4-EN16	Indirect emissions of greenhouse gas (scope 2) related to energy	Chapter 3, part 4.1.1	✓
G4-EN17	Other indirect emissions of greenhouse gas (scope 3)	Chapter 3, part 4.1.1 and chapter 3, part 4.1.3	✓
G4-EN18	Intensity of emissions of greenhouse gas	Chapter 3, part 4.1.1	✓
G4-EN19	Reduction of emissions of greenhouse gas	Chapter 3, part 4.1.1	✓
CRE 3	Intensity of emissions of greenhouse gas (operation)	Chapter 3, part 4.1.1	✓
CR3 4	Intensity of emissions of greenhouse gas (new developments and construction)	Chapter 3, part 4.1.1 and chapter 3, part 4.1.2	✓
	Managerial approach to emissions and waste	**Chapter 3, part 4.1.5**	
G4-EN23	Total weight of waste, by type and treatment mode	Chapter 3, part 4.1.5	✓
	Managerial approach to transportation	**Chapter 3, part 4.1.3**	
G4-EN30	Substantial environmental impacts of transportation of products, other merchandise and materials used by the organisation in the scope of its activity, and the trips by members of its staff	Chapter 3, part 4.1.3	
	Managerial approach to environmental assessments of suppliers	**Chapter 3, part 4.2.4**	
G4-EN33	Substantial negative impacts, real and potential, on the environment in the supply chain and measures taken	Chapter 3, part 4.2.4	
SOCIAL – PRACTICES IN DECENT EMPLOYMENT AND WORK MATTERS			
	Managerial approach to employment	**Chapter 3, part 4.3.1**	
G4-LA1	Total number and percentage of new employees hired and rate of rotation of staff by age range, sex and geographic zone	Chapter 3, part 4.3.1	
G4-LA2	Social advantages offered to full time employees and not to temporary or part time employees, by primary operational site	Chapter 3, part 4.3.1	
	Managerial approach to employer-employee relations	**Chapter 3, part 4.3.2**	
G4-LA4	Minimal delay of advance notice in case of operational change, indicating if the delay is specified in a collective agreement	Chapter 3, part 4.3.2	
	Managerial approach to health and safety at work	**Chapter 3, part 4.3.2**	
G4-LA5	Percentage of the total workforce represented in the diverse committees of hygiene and safety at work targeted to be surveyed and given notifications	Chapter 3, part 4.3.2	
G4-LA6	Rate and types of work accidents, occupational diseases, absenteeism, proportion of days lost and total number of deaths related to work, by geographic area and by sex	Chapter 3, part 4.3.2	✓
G4-LA8	Health and safety themes covered by formal agreements with the unions	Chapter 3, part 4.3.2	
	Managerial approach to education and training	**Chapter 3, part 4.3.1**	
G4-LA9	Average number of training hours per year, broken down by employee, sex and professional category	Chapter 3, part 4.3.1	✓
G4-LA10	Skills development programmes and training for life intended to ensure the employability of the employees and to help them manage their retirement	Chapter 3, part 4.3.1	
G4-LA11	Percentage of employees benefiting from periodic assessment and career development interviews	Chapter 3, part 4.3.1	

GRI code	Elements of general information	Part of the registration document	External verification
	Managerial approach to diversity and equality of opportunity	**Chapter 3, part 4.3.3**	
G4-LA12	Composition of the levels of governance and breakdown of the employees by professional category, in accordance with sex, age range, minority status and other indicators of diversity	Chapter 3, part 4.3.3	
SOCIAL – HUMAN RIGHTS			
	Managerial approach to assessment of the respect of human rights at the suppliers	**Chapter 3, part 4.2.4**	
G4-HR11	Substantial negative impacts, real and potential, on human rights in the supply chain and measures taken	Chapter 3, part 4.2.4	
SOCIAL – COMPANY			
	Managerial approach to local communities	**Chapter 3, part 4.2.3**	
G4-SO2	Activities with important harmful consequences, real and potential, in local communities	Chapter 3, part 4.2.3	
	Managerial approach to the fight against corruption	**Chapter 3, part 4.2.5**	
G4-SO4	Communication and training in the policies and procedures in matters of the fight against corruption	Chapter 3, part 4.2.5	
G4-SO5	Confirmed corruption cases and measures taken	Chapter 3, part 4.2.5	
SOCIAL – RESPONSIBILITY RELATED TO PRODUCTS			
	Managerial approach to health and safety of consumers		
G4-PR1	Percentage of significant categories of products and services for which the impacts on health and safety are assessed for improvement purposes	Chapter 3, part 4.2.2	
G4-PR2	Total number of incidents of non-compliance with the regulations and voluntary codes concerning the impacts on health and safety of the products and services during their life cycle, by type of result	Chapter 3, part 4.2.2	
	Management approach to labelling of products and services	**Chapter 3, part 4.1.2**	
G4-PR3	Type of information on the products and services and their labelling by the procedures of the organisation and percentage of the significant categories of products and services subject to these requirements in information matters	Chapter 3, part 4.1.2	
G4-PR5	Results of the customer satisfaction surveys	Chapter 3, part 4.2.2	
CRE 8	Type and number of certifications, notations and labels for the assets in construction, operations and in development	Chapter 3, part 4.1.2	✓

5.4. Report of the Third Party Independent Body on the consolidated social, environmental and Company information contained in the management report

Year closed December 31, 2015

To the Shareholders,

In our quality as an independent third-party organisation, a member of the Mazars network, Statutory Auditors of the Icade SA company, accredited by COFRAC under the number 3-1058 (1), we present to you our report on the social, environmental and societal information, consolidated for the year ended December 31, 2015, presented in the management report (hereafter the "CSR Information"), pursuant to the provisions of Article L. 225-102-1 of the French Commercial Code.

Responsibility of the Company

It is up to the Board of Directors to establish a management report including the CSR information provided for in Article R. 225-105-1 of the French Commercial Code, prepared pursuant to the benchmarks used by the Company (hereafter the "Benchmarks"), including a summary presented in the management report and available on request at the Company's head office.

Independence and quality control

Our independence is defined by the regulatory texts, the Code of Ethics of the profession as well as the provisions stipulated in Article L. 822-11 of the French Commercial Code. Moreover, we have set up a quality control system which includes the documented policies and procedures aiming to ensure the respect of the ethics rules, professional standards and legal and regulatory texts applicable.

Responsibility of the Independent Third-Party Organisation

It is our responsibility, on the basis of our work:

- to attest that the required CSR Information is presented in the management report or, in the event of omission, is the subject of an explanation pursuant to the third paragraph of Article R. 225-105 of the French Commercial Code (Attesting to the presence of the CSR Information);
- to express a conclusion of assurance moderated on the fact that the CSR Information taken in its entirety is presented sincerely, in all its significant aspects, pursuant to the Benchmarks (Fairness report regarding CSR Information).

Our work was carried out by a team of three people between November 2015 and February 2016, for a period of around seven weeks.

We have managed the work described below in accordance with the professional standards applicable in France and in the decree dated May 13, 2013 determining the modes in which the independent third-party organisation conducts its engagement and on the reasoned opinion and the reasonable assurance report, in accordance with ISAE 3000 (2).

I – Attesting to the presence of the CSR Information

We became acquainted with the direction that the Group is taking in terms of sustainability, with regard to the social and environmental consequences of the Company's business and its societal commitments and, where appropriate, the actions or programs that stemmed from it.

We compared the CSR Information presented in the management report with the list set forth in Article R. 225-105-1 of the French Commercial Code.

In the event of omission of certain consolidated information, we verified that explanations were provided in accordance with the third paragraph of Article R. 225-105 of the French Commercial Code.

We verified that the CSR Information covered the consolidated scope, which includes the Company and its subsidiaries within the meaning of Article L. 233-1 of the French Commercial Code and the companies that it controls within the meaning of Article L. 233-3 of the French Commercial Code, subject to the limits set forth in paragraph 4 "CSR performance and achievements" of chapter 3 of the management report.

Based on our work and taking into account the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management report.

II – Fairness report regarding CSR Information.

Nature and scope of procedures

We conducted about 15 interviews with the people responsible for the preparation of CSR Information from departments in charge of the process of gathering information and, where appropriate, responsible for internal control and risk management to:

- assess the appropriateness of the Reporting Criteria in terms of their relevance, completeness, reliability, their neutrality and clarity, by taking into consideration, when relevant, the sector's best practices;
- verify the set-up of a process to collect, compile, process and check the CSR Information with regard to its completeness and consistency and to familiarise ourselves with the internal control and risk management procedures relating to the compilation of the CSR Information.

We determined the nature and extent of our tests and controls depending on the nature and importance of CSR Information in relation to the characteristics of the Company, the social and environmental issues of its operations, its strategic priorities in relation to sustainable development, and the Industry best practices.

(1) Whose scope is available on the site www.cofrac.fr.

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.

Concerning the CSR information that we considered to be most significant [1], at the level of the Human Resources Department, the Commercial Property Investment Division and the Property Development Division of Icade Property Management:

- we consulted source documents and conducted interviews to corroborate the qualitative information (organisation, policies, actions); we implemented analytical procedures on the quantitative information and verified, on the basis of sampling techniques, the calculations and consolidation of the information; and we verified its consistency with the other information contained in the management report;
- we conducted interviews to verify the proper application of procedures and we conducted substantive tests, using the sampling basis, to verify the calculations performed and reconciled data with supporting evidence.

The sites thus selected represent 100% of the work force and 100% of the quantitative environmental information.

Regarding the other CSR consolidated Information, we assessed its fairness and consistency based on our knowledge of the Company.

Finally, we assessed the relevance of the explanations relating to, where necessary, the omission of certain information.

We deem that the sampling methods and sample sizes we have selected by exercising our professional judgement allow us to formulate a conclusion providing limited assurance; a higher level of assurance would have required more extensive work. Because of the use of sampling techniques, and because of other limits inherent to any information and internal control systems, the risk of not detecting a material misstatement in the CSR Information cannot be completely eliminated.

Conclusion

Based on our work, we did not identify any material misstatements that cause us to believe that the CSR Information, taken as a whole, has not been fairly presented, in all material respects, in accordance with the Reporting Criteria.

Paris La Défense, February 22, 2016

The independent third-party organisation

MAZARS SAS

Emmanuelle Rigaudias

(1) *Total workforce and breakdown of employees by gender, age and geographic zone; Rate of absenteeism; Percentage of employees trained; Number of employees benefiting from a recognition of the quality of disabled worker; Environmental certifications of the assets – Property Development Division; Energy labels of the assets – Property Development Division; Average weighted consumption (in primary energy) – Property Development Division; Surface area concerned by renewable energy – Property Development Division; Greenhouse gas emissions – Property Development Division; Number of environmental appendices signed and surface area covered by an environmental annex; Energy consumption – Property Investment Division; Amount of electricity covered by green certificates; Surface area covered by energy performance contracts; Amount of renewable energy coming from the heating network; Energy consumption adjusted for UDD – Property Investment Division; Greenhouse gas emissions – Property Investment Division; Water consumption – Property Investment Division; Amount of waste generated and percentage of non-recyclable waste – Property Investment Division; Number of suppliers who are signatories on the CSR charter – Property Investment Division; Percentage of purchase charters signed by suppliers – Services Division (IPM); Amount allocated to sponsorship and partnership actions; Measures taken into promote the health and safety of consumers.*

RISK FACTORS

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1. RISK MANAGEMENT AND CONTROL

1.1. Risks related to the property market

As one of the main players in the French property markets, Icade is subject to general sectoral and financial risks, and to more specific operational risks as part of its commercial and healthcare property investment, property development and property services activities.

1.1.1. Risk of fluctuations in the property market

In the Paris region and in large regional cities, the commercial property market is cyclical since prices vary according to supply and demand of offices from property investors. Although less volatile, the new-home market follows broadly the same trends. In addition to the general economic backdrop, these markets are influenced by important factors such as the availability of modern buildings, interest rate levels, credit availability and the taxation of individuals, which are beyond the Company's control and are difficult to anticipate.

Fluctuations in the property market, both in terms of volumes and prices, may have a positive or negative impact on the estimated value of the property portfolio, on the Net Asset Value and on growth opportunities in the Company's property investment (preparation of acquisition and selling plans) or property development activities (acquisition plans for building land).

In order to mitigate the impacts of this risk, Icade has achieved a remarkable level of diversification of its portfolio across offices, business parks and healthcare properties and it invests exclusively in the most dynamic geographic areas.

In addition, the property development teams strive to keep the value of the investment property portfolio below the equivalent of two years of revenues.

Furthermore, investment properties are held as part of a long-term strategy and are recorded based on their cost net of depreciation and impairment, since short-term fluctuations in value have no direct impact on the income statement (except for provisions). However, they do have an impact on NAV.

1.1.2. Risk of fluctuations in rent levels

Rent levels are established as part of lease commitments and are adjusted annually, based primarily on the changes in the cost-of-construction (CCI) and tertiary activities rent index (TARI) indices, which are published by INSEE (French Institute of Statistics and Economic Studies).

Upon expiry of existing lease terms (generally 9 or 12 years) or upon the early termination of a lease, Icade is subject to the uncertainties of the rental market when renewing the lease or leasing the property to a new tenant.

At Icade, lease terms and dispersion smooth the effects of fluctuations in the rental market on rent levels.

In this highly-competitive market, macroeconomic conditions, especially economic activity and employment, have an impact on the time and cost of re-letting the properties (rental value). Sometimes, adapting the properties to the tenants' needs can result in a longer vacancy period.

1.1.3. Competitive environment

The home purchase, property investment and rental markets are fragmented markets, with a large number of local, national and international investors.

In each of these markets, Icade competes with companies that have larger market shares and human and financial capacity.

This competition is especially high when buying land and available properties, as well as in terms of rents and prices of property services.

In these markets, Icade has clear competitive advantages:

- the Group's rental property portfolio provides its corporate clients with highly flexible solutions, especially in business parks;
- its land bank, which is unique in the Paris region, provides the Company with a high degree of control over its growth in the long term;
- as an integrated real estate player, the Company has among its teams all the expertise and experience needed to carry out complex urban planning, infrastructure and development projects, both for its own account and on behalf of third parties, and it generates synergies between its property development and its Commercial and Healthcare Property Investment Divisions.

Additional information on Icade's competitive environment is shown in chapter 2 "Business performance and list of assets"

1.1.4. Regulatory risks

Real estate activities are subject to a large number of regulations in many areas: urban planning, construction, operation permits, health and safety, environment, property management, laws applicable to lease agreements and consumer laws, corporate law, securities regulations and corporate and personal taxation. Changes in the regulatory framework applicable to these activities may have positive or negative impacts on activity levels (e.g. taxation of investments by individuals) and on profitability (construction standards, charges recovered from tenants, taxation levels…).

In order to anticipate the impacts of any changes, Icade constantly monitors technical, legal and tax regulations.

1.2. Financial risks

1.2.1. Liquidity risk

Icade finances a large proportion of its growth through debt. As a result, it is subject to a liquidity risk: when its existing debt reaches maturity, it needs to find new funds in order to finance its growth.

The Company's financing needs are anticipated through multiannual plans over a 5-year rolling period, and defined more precisely every year as part of the budget for a period of 12 to 18 months, with a monthly degree of accuracy.

In the medium term, Icade has a diversified funding structure based on bank and non-bank loans (public offering of euro-denominated bonds and commercial paper), whose maturities are well-spread over time. In the short term, liquidity is ensured by bank credit lines that can be fully utilised.

The availability of these funds depends partially on the Company's compliance with several financial ratios, in particular those related to the balance sheet structure (loan-to-value ratio or LTV) and the business's ability to cover financial costs (interest coverage ratio or ICR).

At December 31, 2015, as was the case at the end of the previous financial years, the Group complied with all its bank covenants.

The liquidity, interest rate, and counterparty risk policies are decided by the Risk, Rates, Treasury and Financing Committee, implemented by the Finance Department and regularly presented to the Audit Committee.

Treasury and debt are managed centrally at the Company's headquarters.

The Company carried out a specific review of its liquidity risk and considers that it will be able to meet its debt obligations in the next 12 months.

Additional numerical data are shown in the paragraph "Liquidity risk" of the section "Management of financial risks" in note 7 to the consolidated financial statements.

1.2.2. Interest rate risk

The Group is exposed to the risk that increases in interest rates may affect the variable-rate portion of its debt.

In order to mitigate the potential impact of such increases on its profits and to ensure a favourable differential in the medium and long term between the profitability of its property assets and the interest rates of its debt, Icade uses interest rate derivatives that are intended to either set a specific level of interest rates (swaps) or set a maximum level (caps).

A hedging ratio target of 75% of variable-rate debt over a five-year rolling period has been set.

Numerical data on interest rate hedges are shown in the paragraph "Interest rate risk" of the section "Management of financial risks" in note 7 to the consolidated financial statements.

1.2.3. Currency risk

Since Icade does not conduct any transactions in foreign currencies and all its assets and liabilities are denominated in euros, Icade is not exposed to currency risk.

1.2.4. Risk concerning shares and other financial instruments

Share price risk

Icade does not have any equity interests in listed companies and is therefore not exposed to any significant risk of share price fluctuations.

Icade does not invest any of its cash in open-ended collective investment schemes investing in equity securities or in other financial instruments with an equity component.

In 2007, Icade implemented a share repurchase program and, within that framework, signed a liquidity contract with an investment services provider. Under this contract, Icade held 306,000 treasury shares at December 31, 2015. It held 226,965 additional treasury shares with its custody account keepers at December 31, 2015.

Changes in its share price can also have a limited impact on the value of ORNANE bonds, on the Company's profits and on its earnings per share.

1.2.5. Credit or counterparty risks

Bank counterparty risk

As a result of its banking transactions, which mainly consist of cash investments, loans and drawdowns of credit lines and interest rate derivatives, Icade is exposed to a risk of default by its bank counterparties.

In order to mitigate this risk, Icade has gradually diversified its sources of funding in the past few years by issuing bonds and commercial paper. It also decided to deal exclusively with major European banks with long-term ratings of A-/A3 and it spreads its money among different banks.

Insurance counterparty risk

The Group's property assets are insured with AXA and Groupama.

Client risk

With a client portfolio of over 1,700 lease agreements across a wide range of sectors, Icade is not subject to a specific client risk, except for its exposure to the healthcare sector through its subsidiary Icade Santé, which leases properties to the main healthcare operators.

The Group derives less than 10% of its consolidated revenues from its largest tenant (AXA). Top 10 tenants account for 26.5%.

Client solvency is always assessed when the leases are signed and is regularly monitored by property management and collection teams.

1.3. Operational risks

1.3.1. Risk of vacancy in the rental property portfolio/mismatch between the Company's products and market needs

As a long-term investor, Icade is exposed to the risk of developing products and services that do not adequately respond to the needs of the property market in terms of location, product mix or technical services, and to the risk of its property portfolio becoming obsolete, resulting in a significant increase in the risk of long-term vacancy.

The Group focuses its business and investments on the most dynamic geographic areas of Greater Paris and large regional cities where demand is stronger and less volatile. In these markets, feedback from its integrated teams provides Icade with a constantly updated understanding of its clients' expectations. Buildings and business parks are regularly subject to programmes for modernisation, maintenance and development of services in order to offer property solutions in line with client expectations.

1.3.2. Development risk

As part of its operations as a property developer for its own account (Property Investment Division) or on behalf of third parties (Property Development Division), Icade is exposed to a number of technical and financial risks related in particular to:

- obtaining government permits (building permits, approval of the Departmental Commission for Commercial Developments [CDAC]…);
- technical ability to undertake the projects (construction standards and uncertainties); and
- complying with schedules and anticipated costs.

The occurrence of these risks may cause projects to be delayed, cancelled or completed with poorer economics.

Upon completion, these projects are also exposed to the uncertainties of the investment property and/or rental property markets.

Icade intends to mitigate the potential impacts of these risks on its business and revenues:

- by building a development portfolio of investment properties equivalent to two years of revenues from the property development activity, in the form of options;
- by adopting a project management structure in line with the size and technical complexity of the projects (general contractor or subcontractors, consultancy firms, quantity surveyors…);
- by making the launch of construction projects conditional on partial pre-marketing.

1.3.3. Health and safety risks

Building construction and operation may expose the site personnel, employees and users of the Group's properties to accident or health hazards.

Much is done to limit the occurrence and severity of such hazards, including regular technical inspections, monitoring of compliance with regulatory requirements and inspections, monitoring of facilities considered as potentially dangerous (ICPE) according to the French Environmental Code, monitoring of asbestos technical reports (DTA), implementation of fire prevention and fire fighting mechanisms and equipment in compliance with regulations, performance of evacuation exercises and regular maintenance of technical facilities.

As part of these efforts, a non-compliance was found in the flocking performed in the Crystal park building. A remedial programme was launched in 2015 and it should last until 2017. In the meantime, appropriate temporary measures have been taken. Icade also took advantage of these works to negotiate the extension conditions for the lease of the main tenant in the building.

In addition, all construction and renovation projects are supervised by specialised safety consulting firms.

The Single Document is regularly updated and submitted to the Health, Safety and Work Conditions Committee (CHSCT).

1.3.4. Major loss affecting the properties

In collaboration with their service providers, property management teams constantly ensure the preservation of the properties by developing building management systems and carrying out the maintenance of goods and equipment.

However, a major loss is still possible. Icade's properties are covered by comprehensive insurance policies up to a maximum sum corresponding to the reinstatement value of the property.

In addition to this insurance coverage, any major loss affecting a property would have a limited impact on Icade's business and revenues due to the low concentration of its property portfolio: the Group's largest property (EQHO tower) accounts for less than 6% of the total value of the property portfolio.

In operational terms, the Group has implemented crisis management plans for risks such as floods, fire, attacks, explosions, and construction site accidents.

1.3.5. Risk of misstatements in the financial statements

In order to avoid any misstatements due to errors or fraud, control and validation procedures for accounting and financial information are in place in the Group and are mainly based on:

- centralised accounting and financial organisation based on standardised procedures for data reporting and processing;
- an integrated IT system enabling extensive and secure data processing;
- detailed budget analysis which ensures the consistency of reported financial information.

The financial statements are formally approved by the Board of Directors after hearing the conclusions of the Audit Committee and the Statutory Auditors. The disclosure of financial information is strictly regulated.

1.3.6. Risks related to working with outside partners and service providers

Icade has available in house all the key competencies required for its business activities, concerning in particular the sourcing and development of property projects, activities as project owner, property management, as well as marketing and client relationship activities. Nevertheless, the Group uses the services of third-party companies (architect firms, construction, maintenance and safety companies, utilities and operating equipment providers…).

In order to keep the quality of these services under control, Icade works with a list of preferred service providers and constantly verifies their qualifications, insurance policies, social responsibility and financial strength. The quality of these services is contractually defined and, for the main service providers, it is regularly assessed by property management teams.

1.3.7. Risk of IT system failure

Part of Icade's business relies on the use of an extensive IT system which is based on complex databases whose risk of failure, whether due to accidents or malicious acts, is protected by:

- physical and logical protection of IT facilities and networks;
- redundancy in real time of IT production systems on remote sites;
- backup procedures.

These different protections are regularly tested by the IT Department.

Lastly, a business continuity plan is in place in the event of a physical destruction or unavailability of IT facilities or systems, to organise the actions to be taken by the teams and the restoration of IT systems (hardware, software and data).

1.4. Legal and tax risks

1.4.1. Caisse des Dépôts's controlling interest in the Company

Caisse des Dépôts et consignations indirectly controls Icade. As a result, it has a significant influence on General Shareholders' Meetings, being able in particular to have the resolutions proposed to the Ordinary General Meeting be approved or rejected, including the appointment of members of the Board of Directors, the approval of financial statements or the distribution of dividends.

1.4.2. SIIC regime

Icade is subject to the tax regime applicable to listed real estate investment companies (SIIC), under which it is exempted from corporate tax in relation to its rental income (property development and services are subject to the ordinary tax regime), subject to compliance with specific obligations, especially in terms of dividend distributions. If the Company were to breach any of these obligations, it would be subject to ordinary corporate tax for the relevant financial years and could potentially lose its status, which would have a negative impact on its revenues and value.

2. INSURANCE AND DISPUTES

2.1. Insurance

2.1.1. General presentation of Icade's insurance policy

For several years, Icade has adopted an approach intended to limit the number of its insurance brokers to three: the Marsh & McLenann firm (for all of Icade's and its subsidiaries' insurance policies), the AON France firm for protecting a part of the Property Investment Division's assets (formerly Silic and CFL) and the SATEC firm for "fleet car insurance" *(Flotte)* and "employer non-owned car liability coverage" *(Auto Mission)* policies.

This approach is due to a desire for rationalisation and standardisation within Icade particularly in order to secure competitive rates, perpetuate risk coverage, ensure better control of cover and more efficient claims management, especially through the preparation of reports by the Insurance Department and through its actions in the event of major claims or physical injury claims.

Thus, on the basis of the information available to it, Icade considers that the overall value of the insurance premiums paid by Icade and its subsidiaries should remain stable or decrease in 2015.

Depending on the activities concerned, Icade's main insurance companies are: (i) AXA for professional liability insurance; (ii) AXA and GROUPAMA for comprehensive property insurance; (iii) Albingia and AXA for damage to works insurance *(dommages-ouvrage)*, insurance for building companies not participating in the construction work (*constructeur non réalisateur*, CNR) and contractor's all risks insurance (*tous risques chantier*, TRC), (iv) AXA for public liability insurance under the Hoguet Act and (v) ALLIANZ for "fleet car insurance" and "employer non-owned car liability coverage" policies.

2.1.2. Risk prevention and assessment of the Company's coverage

The diversity of activities in which Icade engages means that risks are covered depending on each business's own insurance obligations and on the main risks identified.

In collaboration with its brokers, Icade endeavours to maintain a level of cover that it deems appropriate to each identified risk, in particular subject to limitations related to the insurance market and according to an estimate of the amount it considers reasonable to cover and the probability of a future claim.

Thus, in order to identify and, as far as possible, quantify the most significant specific risks in its businesses, Icade undertook a process of mapping its main risks starting in 2002.

The insurance risk map, which breaks down into specific risks (business related) and non-specific risks (applying to all businesses) is populated by risk reporting files. Each of these files identifies a specific risk which is assessed in terms of occurrence and impact and the critical nature of which is assessed by a set of measures (transfer to insurance, implementation of specific procedures or actions, etc.).

These files are examined on a quarterly basis by the management of the operational entities concerned and any changes are included in the risk map at the same frequency. In addition, any significant claims are monitored.

2.1.3. Icade's main insurance policies

Insurance policies taken out by Icade can be schematically grouped into two main categories: (i) compulsory insurance pursuant to legal or regulatory provisions, and (ii) insurance taken out by Icade in addition to compulsory insurance so as to provide cover for certain other risks.

Due to the large number of business activities executed by Icade and the numerous types of insurance policies taken out within the framework of its activities, this section only provides a summary of the main insurance policies taken out by Icade.

2.1.3.1. Main compulsory insurance

Compulsory insurance varies primarily according to Icade's three main business areas: Property Development, Property Investment and Property Services.

2.1.3.1.1. Property Development

Icade has the compulsory insurance required by law no. 78-12 of 4 January 1978 covering completed works (called "damage to works" insurance), and the insurance covering the liability of the builder, property developer or vendor in relation to a building to be built or that was completed less than 10 years ago (called "10-year public liability insurance" *[responsabilité civile décennale]*, or insurance for building companies not participating in the construction work [*constructeur non réalisateur*, CNR]).

Damage to works insurance is taken out by anyone acting as the owner of the project, vendor or agent of the owner of the project who has to carry out building work. This insurance must be taken out as soon as work commences on site and is primarily designed to pre-finance the repair of any problems occurring that fall within the scope of the ten-year warranty. This insurance primarily covers damage which compromises the integrity of the property or which, by affecting one of its constituent parts or one of its amenities, makes it unfit for its purpose. This property insurance therefore follows the building and is transferred to purchasers and then to their successors in the event of a subsequent sale. The damage to works insurer can take legal action against those responsible for the problems, including Icade, if it were to have participated in the building operations in such a way that it is responsible for the those problems.

Ten-year liability insurance or insurance for building companies not participating in the construction work (CNR) covers ten-year building liability whether said company carried out the building work or not, such as payment for the repairs to the building in which Icade was involved as builder, developer or vendor when it was held liable on the basis of the presumption principle established by Articles 1792 *et seq.* of the French Civil Code. This coverage is unlimited in respect of the compulsory cover.

It should be noted that courts tend to widen vendor and contractor/subcontractor liabilities beyond the minimum legal obligations.

2.1.3.1.2. Property Investment

This business requires taking out compulsory insurance in the field of construction insurance both for new builds and for works to existing property.

Icade then has to take out damage to works and CNR policies when carrying out new building operations and damage to works policies known as "works to existing property" *(travaux sur existants)* (which includes CNR cover) when carrying out major refurbishment works on its properties.

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2.1.3.1.3. Property Services

In its project owner assistance activities for public authorities or private companies, Icade can be considered a subcontractor and as such is required to take out the compulsory ten-year liability insurance.

Where Icade and its subsidiaries operate as estate agents or property managers, they must take out professional liability insurance to cover any financial consequences they may incur in those capacities (Article 49 of Decree no. 72-678 of 20 July 1972 amended by Decree no. 2005-1315 of October 21, 2005).

2.1.3.2. Other major insurances taken out by Icade

2.1.3.2.1. Optional insurance covering construction risks

This is primarily "contractor's all-risk" insurance *(tous risques chantier)* and various policies supplementing the developer's public liability cover as well as certain specific risks such as fire and natural disasters.

2.1.3.2.2. Optional insurance covering operations

As part of its property investment business, Icade takes out comprehensive property insurance specifically covering owner's public liability and damage (up to a maximum sum corresponding to the reinstatement value of the property). These insurances also include an insurance covering loss of rent due to the potential unavailability of the property for a period of up to 24 months.

2.1.3.2.3. Public liability insurance

All of Icade's subsidiaries carry professional liability insurance, either individually (Icade Conseil, Icade PM, etc.), or within the framework of a Group policy for Icade and some of its subsidiaries (Icade Promotion).

This "all-risks except" policy is taken out with AXA France IARD Insurance and specifically covers the financial consequences of liability stemming from applicable law (tort, negligence and contractual public liability) which may be incumbent on the insured due to or in the course of its business activities by virtue of any damage and/or loss caused to third parties.

2.1.3.2.4. Other insurance policies

Icade has also taken out other insurance policies covering property and liabilities of various kinds.

In particular:

- public liability insurance for corporate officers;
- "fleet car insurance" and "employer non-owned car liability coverage" policies for those employees who use their own vehicles for work;
- IT all-risk insurance;
- environmental risk insurance.

2.1.3.3. Coverage and excesses

2.1.3.3.1. Other insurance policies

The main coverage taken out by Icade under these insurance policies currently in force can be summarised as follows:

- with regard to construction insurance, work undertaken is covered up to its cost of completion (works and fees);
- with regard to comprehensive property insurance, properties are covered up to their reinstatement value, although sometimes subject to a per-claim limit defined by the policy;
- with regard to public liability, the Group policy for Icade and some of its subsidiaries offers a limit of approximately €20 million;
- with regard to other insurances, these usually include limits based on the replacement values of the damaged goods.

2.1.3.3.2. Excesses

The main excesses applicable in the insurance policies taken out by Icade which are currently in force can be summarised as follows:

- with regard to construction insurance (damage to works), the policies taken out by Icade and its subsidiaries do not usually carry an excess; the "contractor's all-risk" and "insurance for building companies not participating in the construction work (CNR)" policies are subject to excess payments of €7,500 and €2,000, respectively;
- with regard to comprehensive property insurance, Icade's policies carry limited excesses that vary according to the nature of the cover;
- with regard to public liability, the Group policy for Icade and some of its subsidiaries carries a general excess of €45,734, except for Icade Promotion where the excess is 15% of the value of the claim with a minimum of €100,000 and a maximum of €200,000;
- the policies taken out under "other insurances" carry small excesses.

2.2. Disputes

Icade and its subsidiaries are parties (i) to a number of claims or disputes in the normal course of their business activities, primarily property development in respect of construction matters and urban planning permits, as well as (ii) a number of other claims or disputes which, if they prove to be admissible and given the amounts in question, their possible recurrence and their impact in terms of image, might have a significant unfavourable impact on Icade's business, results and financial position.

Where appropriate, these claims or disputes are covered by provisions recorded in the accounts of the companies concerned for the year ended December 31, 2015, depending on their probable outcome and where it was possible to estimate their financial consequences. Thus, every year, Icade's Legal Department prepares a list of all the disputes involving Icade and its subsidiaries, indicating the amount of any provision required for each significant case or dispute.

At December 31, 2015, provisions for disputes amounted to €23 million for the entire Group (including €16.5 million for the Property Development Division).

Icade considers that these provisions represent reasonable cover for these claims and disputes.

2.2.1. Tax dispute

When the accounts were audited during the 2010 financial year, in their proposed tax reassessment (December 8, 2010), the French Tax Authorities questioned the market values at December 31, 2006 resulting from the property valuations that were used as the basis for calculating the exit tax (corporate tax at the rate of 16.50%) during the merger by acquisition of Icade Patrimoine (Assets) by Icade on January 1, 2007. This resulted in an increase in the bases of the exit tax, which generated an additional tax of €204 million excluding interest. In another proposed correction dated April 26, 2012, the tax authorities increased the tax rate applicable to some of the revised amounts from 16.5% to 19%. The additional tax was then increased to €206 million.

On July 16, 2012, Icade requested the case be referred to the National Commission for Direct Taxes and Turnover Taxes (Commission nationale des impôts directs et taxes sur le chiffre d'affaires).

At the end of the hearing on July 5, 2013, the Commission gave an opinion questioning the valuation method used by the tax authorities ("[the comparison method] appears much less suitable than the DCF method to the type of assets in question") while recalling that in 2007 some sales had been completed at higher prices than those used to estimate the exit tax.

The tax authorities did not follow the Commission's recommendation and maintained the increases initially notified, and informed Icade on December 3, 2013 of this decision at the same time as the Commission's opinion was sent.

On December 11, 2013, in accordance with the applicable procedure, the tax authorities therefore sent a payment demand for all sums, *i.e.* €225,084,492, including late payment interest (or €206 million excluding interest).

Maintaining its position, on December 23, 2013 Icade filed a claim asking for complete discharge of the sums demanded along with deferral of payment.

This deferral was obtained after submission of a bank guarantee covering the entire tax bill (excluding late payment interest).

In not replying to the Company's claim, the tax authorities implicitly rejected it.

As a result, in consultation with its legal firms, Icade filed an action with the competent Administrative Court on December 17, 2014 challenging the entire amount of the proposed reassessment.

In this context, Icade requested the court to transmit to the State Council, for the purposes of transmission to the Constitutional Council, a priority preliminary ruling on constitutionality ("QPC"), concerning the provisions of Article 208 C *ter* of the French General Tax Code, having an impact on the tax rate applicable to fractions of the exit tax paid for the financial years 2009 and 2010.

Considering this QPC as admissible, new and applicable to the dispute, the administrative Court of Montreuil ordered its transmission to the State Council by an order dated February 16, 2015, as well as a stay on the main petition.

Additionally, the State Council decided to transmit this QPC to the Constitutional Council, by a ruling dated April 29, 2015.

After having heard the parties during its hearing on June 16, 2015, the Constitutional Council stated that the provisions of Article 208 C *ter* of the French General Tax Code are in keeping with the Constitution, by a decision dated June 26, 2015.

This final decision, with no impact on the question of property valuation, recognised the validity of the corrections concerning the exit tax rate applicable to specific fractions of taxation spontaneously settled for an amount of €16.8 million.

Moreover, concerning the valuation of the properties, and in order to put an end to the dispute in progress, Icade and the tax authorities reached an agreement on December 18, 2015 leading to the payment of an additional tax, late penalties and interest of €14.7 million.

Therefore, the financial consequences of this tax inspection involving accounting verifications, which represent a total amount of €31.5 million, are now final and were recorded in the financial statements for the year ended December 31, 2015, specifically in a tax expense account of the income statement, with a corresponding entry as tax debt in the liabilities section of the balance sheet.

2.2.2. Dispute relating to the merger by absorption of Silic by Icade

In a notice published on November 28, 2013, the AMF decided that the proposed merger, which it had examined in accordance with the provisions of Article 236-6 of the AMF General regulations, did not justify the implementation of a buyout offer with squeeze-out for Silic securities prior to the merger.

In an appeal dated December 6, 2013, SMA Vie BTP brought an application before the Paris Court of Appeal to annul the above-mentioned decision by the AMF.

On January 8, 2015, the Paris Court of Appeal rejected all claims of SMA Vie BTP.

2.2.3. Declaration relating to disputes

With the exception of the disputes described in this chapter, there are no other government, legal or arbitration proceedings, including any proceedings of which the Company is aware, which are pending or threatening, that may have or have had in the last 12 months significant impacts on the financial position or profitability of the Company and/or Group.

CORPORATE GOVERNANCE

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1. GOVERNANCE BODIES

1.1. Board of Directors

1.1.1. Declarations relating to corporate governance

In the interest of transparency and public information, Icade's approach to corporate governance is based on the AFEP-MEDEF Corporate Governance Code dated November 12, 2015 (AFEP-MEDEF Recommendations). The specific report of the Chairman of the Board of Directors describing the Board's composition and the application of the principle of balanced representation of men and women within its membership, conditions for the preparation and organisation of the work of the Board of Directors, and internal control and risk management procedures implemented by the Company (the report of the Chairman of the Board of Directors drawn up pursuant to Article L. 225-37 of the French Commercial Code), is presented in chapter 5 of this registration document.

Pursuant to Article L. 225-37 of the French Commercial Code, to recommendation 25.1 of the AFEP-MEDEF Code, and to the stipulations of AMF recommendation No. 2014-08 regarding the implementation of the "comply or explain" rule, the following table presents the legal provision from the AFEP-MEDEF Code with which Icade is not in full compliance as of the date of this document and explains the reasons behind this deviation. It must be noted that this non-compliance situation is temporary.

Disregarded provision	Justification
Chairing of the Remuneration Committee (Article 18.1, Paragraph on the Reference Code: the Remuneration Committee *"must not include any executive corporate officer and must be composed of a majority of independent directors. Its Chairman must be an independent director. It is recommended to include an employee director in the Committee."*)	The chairing of the Appointments and Remuneration Committee by a non-independent member in 2015 is explained by the Company's historic shareholding structure. Caisse des Dépôts is vigilant about the application of best practices in matters of "appointments and remuneration". Icade indicates furthermore that two thirds of the members of the Appointments and Remuneration Committee are independent. In light of the recommendations made to the Company by the High Committee of Corporate Governance (in charge of supervising compliance with the AFEP-MEDEF Code) in a letter dated July 24, 2015, and in light of the merger by acquisition of HoldCo SIIC by Icade announced on December 21, 2015, the Company's governance will be adjusted as part of the improvement of corporate governance in compliance with the recommendations from the AFEP-MEDEF Code. Therefore, the Appointments and Remuneration Committee should eventually be composed of 5 members including three independent directors; and the Chairman should be one of those three independent directors.

1.1.2. Composition of the Board of Directors and positions held by the directors

Directors and change in the composition of the Board of Directors

At December 31, 2015, the Board of Directors of the Company consists of thirteen members, five of whom (more than a third) are independent directors:

- Caisse des Dépôts et consignations, represented by Maurice Sissoko;
- Cécile Daubignard, independent director;
- Éric Donnet, independent director;
- Jean-Paul Faugère;
- Nathalie Gilly;
- Jérôme Grivet, independent director;
- Marie-Christine Lambert, independent director;
- Benoît Maes, independent director;
- Olivier Mareuse;
- André Martinez, Chairman of the Board;
- Céline Scemama;
- Franck Silvent; and
- Nathalie Tessier.

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During financial year 2015, the following changes occurred in the composition of the Board of Directors:

Director's name	Renewal	Appointment	Departure	Comments
Serge Grzybowski			X	Resignation from his positions as director and Chairman of the Board and CEO, recorded by the Board of Directors on February 17, 2015.
Jean-Paul Faugère		X	X	Appointment as Chairman of the Board on February 17, 2015, recorded by the Board of Directors on February 17, 2015. Resignation from his position as Chairman of the Board, recorded by the Board of Directors on April 29, 2015.
Caisse des Dépôts	X			Renewal of his term of office as director by the Annual General Meeting of April 29, 2015 for a four-year term, *i.e.* until the end of the Annual General Meeting to be held in 2019 to approve the financial statements for the year ended December 31, 2018.
Éric Donnet	X			Renewal of his term of office as director by the Annual General Meeting of April 29, 2015 for a three-year term, *i.e.* until the end of the Annual General Meeting to be held in 2018 to approve the financial statements for the year ended December 31, 2017.
Jean-Paul Faugère	X			Renewal of his term of office as director by the Annual General Meeting of April 29, 2015 for a two-year term, *i.e.* until the end of the Annual General Meeting to be held in 2017 to approve the financial statements for the year ended December 31, 2016.
Nathalie Gilly	X			Renewal of her term of office as director by the Annual General Meeting of April 29, 2015 for a four-year term, *i.e.* until the end of the Annual General Meeting to be held in 2019 to approve the financial statements for the year ended December 31, 2018.
Olivier Mareuse	X			Renewal of his term of office as director by the Annual General Meeting of April 29, 2015 for a two-year term, *i.e.* until the end of the Annual General Meeting to be held in 2017 to approve the financial statements for the year ended December 31, 2016.
Céline Scemama	X			Renewal of her term of office as director by the Annual General Meeting of April 29, 2015 for a two-year term, *i.e.* until the end of the Annual General Meeting to be held in 2017 to approve the financial statements for the year ended December 31, 2016.
Nathalie Tessier		X		Appointment as director by the Annual General Meeting of April 29, 2015 for a three-year term, *i.e.* until the end of the Annual General Meeting to be held in 2018 to approve the financial statements for the year ended December 31, 2017.
André Martinez		X		Appointment as director by the Annual General Meeting of April 29, 2015 for a four-year term, *i.e.* until the end of the Annual General Meeting to be held in 2019 to approve the financial statements for the year ended December 31, 2018. Appointment as Chairman of the Board of Directors by the Board of Directors on April 29, 2015.
Christian Bouvier			X	Resignation from his office as director, on April 2, 2015, recorded by the Board of Directors on April 29, 2015.

Policy of balanced representation of men and women on the Board of Directors

Icade continues its policy of balanced representation of men and women on its Board of Directors in accordance with the provisions of the AFEP-MEDEF Code and the law.

At December 31, 2015, the proportion of women on the Board of Directors reached 38.5%.

Independent directors

Each year, on a proposal from the Appointments and Remuneration Committee, the Board of Directors of Icade examines the situation of each member in respect of the independence criteria set out in the AFEP-MEDEF Code, namely:

a) not being an employee or executive corporate officer of the Company, employee or director of its parent company or of an entity of the Group and not having been so in the past five years;

b) not being an executive corporate officer of a company in which the Company directly or indirectly holds an office as director or in which an employee designated as such, or an executive corporate officer of the Company, (currently or having been so in the past five years) holds an office as director;

c) not being a customer, supplier, commercial banker or major financing banker of the Company or its Group, or for which/whom the Company or its Group represents a significant share of activity;

d) not having close family ties with a corporate officer;

e) not having been a Statutory Auditor of the Company in the past five years;

f) not having been a director of the Company in the past twelve years, noting that the loss of status of independent director occurs only upon expiration of the term of office during which the twelve-year duration is exceeded;

g) not being and not representing a shareholder participating in the control of the Company or the parent company. However, above a 10%-threshold of share capital or voting rights, the Board must systematically analyse the independent status, based on a report from the Appointments Committee and taking into account the Company's capital structure and the potential existence of conflicts of interests.

Furthermore, the Rules of Procedure of the Board of Directors of Icade stipulate that the Board may always take the position that a director, although meeting the above criteria, must not be considered as independent given their specific situation or that of the Company, with regard to its shareholder structure or for any other reason, and vice versa.

In accordance with the aforementioned criteria, the Board of Directors of Icade concluded that five out of its thirteen members may be considered as independent (38.5%), on the grounds that HoldCo SIIC, which is chaired and majority controlled by Caisse des Dépôts, has control over the Company, while Groupama has no power to influence the exercise HoldCo SIIC's voting rights in the Company.

No independent director of Icade has business connections with the Company.

In light of the recommendations made to the Company by the High Committee of Corporate Governance (in charge of supervising compliance with the AFEP-MEDEF Code) in a letter dated July 24, 2015, and in light of the merger by acquisition of HoldCo SIIC by Icade announced on December 21, 2015, the Company's governance (Board of Directors and its committees) will be adjusted. From the date of implementation of the aforementioned merger, the Board of Directors should eventually be composed of fifteen members including seven appointed from the candidates of Caisse des Dépôts, three from the candidates of Groupama and five independent directors.

List of positions and offices held by the members of the Board of Directors, its Chairman and the CEO at December 31, 2015

The table below describes the positions held by the members of the Board of Directors, its Chairman and the CEO at December 31, 2015.

CHAIRMAN OF THE BOARD OF DIRECTORS

MARTINEZ André
62 years old

First appointed:
General Meeting of 04/29/2015

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2018

Chairman of the Strategy and Investment Committee

Number of shares held: 20

Address for service:
35, rue de la Gare – 75019 Paris

Chairman
– SGP Edipe Capital [(c)]
Managing Director
– Financière des Cent Chênes SAS [(c)]
Director
– Xiwen Media [(c)]
– VPT [(c)]

CHIEF EXECUTIVE OFFICER

WIGNIOLLE Olivier
52 years old

First appointed:
Board meeting of 04/29/2015

Term expires: General Meeting to be held to approve the financial statements for the year ended 12/31/2018

Number of shares held: 0 *

Address for service:
35, rue de la Gare – 75019 Paris

Member of the Group Management Committee
– Caisse des Dépôts
Chairman of the Board of Directors
– GIE Icade Management [(b)]
Director
– GIE Icade Management [(b)]

DIRECTORS

CAISSE DES DÉPÔTS ("CDC")
Permanent representative:

SISSOKO Maurice
49 years old

First appointed:
General Meeting of 11/30/2007

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2018

Number of shares held: 1

Address for service:
57, rue de Lille – 75007 Paris

Advisor to the CEO of CDC
Chairman
– CDC Arkhineo [(b)]
Director
– SCET [(b)]
Member of the Strategic Committee
– Neocase Software [(c)]
Permanent representative of CDC on the Board of Directors
– C LOG International [(c)]

* *On January 11, 2016, Olivier Wignolle bought 16,000 Icade shares in accordance with the announcement made during the presentation of the strategic plan to the market on November 30, 2015.*
(a) *Listed company.*
(b) *Icade group/CDC group company.*
(c) *Non-Group company.*

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DAUBIGNARD Cécile
51 years old

First appointed:
General Meeting of 06/22/2012

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2015

Independent director
Chairman of the Audit, Risk and Sustainable Development Committee

Number of shares held: 1

Address for service:
8-10, rue d'Astorg – 75008 Paris

General secretary
- Groupama (c)

Director
- STAR (c)

DONNET Éric
45 years old

First appointed:
Board meeting of 07/23/2014

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2018

Independent director
Member of the Strategy and Investment Committee

Number of shares held: 10

Address for service:
21, boulevard Malesherbes – 75008 Paris

Chief Executive Officer
- Groupama Immobilier (c)
- CIE Foncière Parisienne (c)
- Expertisimo (c)

Director
- Expertisimo (c)

Member of the Strategic Committee
- Expertisimo (c)

Permanent representative of
- CIE Foncière Parisienne (c)
- OFI GB2 (c)
- SCI 261 Raspail (c)
- Cofintex 18 (c)
- GAN Foncier (c)
- Gan Foncier II (c)
- Haussmann Laffitte Immobilier (c)
- Immobilière Rennes Vaugirard (c)
- Immopref 2 (c)
- Ixellor (c)
- Paris Falguière (c)
- Sc de la tour GAN (c)
- SCI Chamalières Europe (c)
- SCI Groupama Frères Lumière (c)
- SCI La Défense Astorg (c)
- SCI Victor Hugo-Villiers (c)
- SCI 1 Bis Avenue Foch (c)
- SCI 102 Malesherbes (c)
- SCI 12 Victoire (c)
- SCI 150 Rennes (c)
- SCI 16 Messine (c)
- SCI 3 Rossini (c)
- SCI 38 Le Pelletier (c)
- SCI 40 René Boulanger (c)
- SCI 44 Théâtre (c)
- SCI 79 Champs Élysées (c)
- SCI 9 Malesherbes (c)
- SCI 97 Victor Hugo (c)
- SCI 99 Malesherbes (c)
- Société Forestière Groupama (c)
- 5/7 Percier (c)

(a) Listed company.
(b) Icade group/CDC group company.
(c) Non-Group company.

FAUGÈRE Jean-Paul
59 years old

First appointed:
General Meeting of 04/12/2013

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2016

Member of the Strategy and Investment Committee

Number of shares held: 20

Address for service:
4, place Raoul-Dautry –
75716 Paris cedex 15

Chairman of the Board of Directors
– CNP Assurances (a) (b)

Director
– Caixa Seguros Brazil (c)

GILLY Nathalie
50 years old

First appointed:
General Meeting of 7/04/2011

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2018

Number of shares held: 1

Address for service:
15, quai Anatole-France –
75007 Paris

Director of Banking Services
– Caisse des Dépôts

Director
– Informatique CDC (b)
– La Banque Postale Collectivités Locales (c)

Permanent representative of CDC on the Board of Directors
– Elan CDC (b)
– Caisse Nationale des Autoroutes (a)
– ASINCA (c)

Permanent representative of CDC at the General Meeting
– Fondation pour le Droit Continental (c)

Permanent representative of Elan CDC on the Board of Directors
– DINAMIC (c)

GRIVET Jérôme
53 years old

First appointed:
Board meeting of 07/23/2014

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2017

Independent director
Member of the Appointments and Remuneration Committee

Number of shares held: 10

Address for service:
12, place des États-Unis –
92120 Montrouge

Deputy Managing Director
– Crédit Agricole SA (a) (c)

Member of the Strategic Committee
– Crédit Agricole SA (a) (c)

Chairman
– CA LIFE GREECE (c)

Director
– KORIAN (a) (c)
– Nexity (a) (c)
– Crédit Agricole Assurances (a) (c)
– CACEIS (c)

Permanent representative of PREDICA
– Foncière des Régions (a) (c)
– Fonds Stratégique de Participations (c)

LAMBERT Marie-Christine
62 years old

First appointed:
General Meeting of 06/22/2012

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2015

Independent director
Member of the Audit, Risk and Sustainable Development Committee

Number of shares held: 10

Address for service:
6, place d'Alleray – 75015 Paris

Deputy CFO
– Groupe Orange (c)

Director
– Orange Studio (c)
– Buy-in joint venture (Orange/Deutsche Telekom) (c)

Member of the Supervisory Board and Audit Committee
– Orange Polska (c)

(a) Listed company.
(b) Icade group/CDC group company.
(c) Non-Group company.

MAES Benoît
58 years old

First appointed:
General Meeting of 06/22/2012

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2015

Independent director
Member of the Appointments and Remuneration Committee

Number of shares held: 1

Address for service:
8-10, rue d'Astorg – 75008 Paris

Group CFO
- Groupama [c]

Chairman of the Board of Directors
- Compagnie Foncière Parisienne [c]
- France Gan [c]
- Groupama Asset Management [c]

Director
- Groupama Gan Vie [c]
- La Banque Postale Assurances IARD [c]

Chairman of the Board of Directors
- Groupama Immobilier [c]
- Groupama Japon Stock [c]
- Securi-Gan [c]

Permanent representative of Groupama GAN Vie
- Gan Investissement Foncier (Managing Director) [c]

MAREUSE Olivier
52 years old

First appointed:
Board meeting of 05/31/2011

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2016

Member of the Audit, Risk and Sustainable Development Committee

Number of shares held: 1

Address for service:
56, rue de Lille – 75007 Paris

Group CFO
- Caisse des Dépôts

Member of the Management Committees "Caisse des Dépôts" Public Institution and Group

Director
- AEW Europe [c]
- Société Forestière de la CDC [b]
- CDC Infrastructure [b]
- CNP Assurances [a] [b]
- Association Française des Investisseurs Institutionnels (AF2i) [c]
- CDC International Capital [b]

Permanent representative of CDC
- Qualium Investissement [b]
- Veolia Environnement [a] [c]
- CDC GPI (Gestion des Placements Immobiliers) [b]
- CDC GPII (Gestion des Placements Immobiliers Internes) [b]

Member of the Audit Committee
- CDC International Capital [b]
- CNP Assurances [a] [c]

Member of the Investment Committee
- CDC International Capital [b]

Member of the Strategic Committee
- CNP Assurances [a] [c]

SCEMAMA Céline
44 years old

First appointed:
General Meeting of 7/04/2011

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2016

Member of the Strategy and Investment Committee

Number of shares held: 1

Address for service:
56, rue de Lille – 75007 Paris

Director of the Strategy Department
- Caisse des Dépôts

Chairman and CEO
- Société Foncière Mogador [c]

Chairman
- AIH France [c]

Member of the Management Board
- Compagnie des Landes [c]

Director
- SITQ Les Tours SA [c]
- CDC-GPI [b]
- CDC-GPII [b]
- Galaxy [c]
- BBCA [c]

Permanent representative of CDC
- Foncière Franklin [c]
- GIE RER 97 [c]
- Société d'Épargne Forestière, "Forêts durables" [b]

Chairman of the Investment Committee
- Société d'Épargne Forestière, "Forêts durables" [b]

Member of the Advisory Board
- European Property Investors [c]
- PBW Real Estate Fund NV [c]

Member of the Investment Committee
- Curzon Capital Partners II LLP [c]

Member of the Strategic Committee
- Neocase Software [c]

(a) Listed company.
(b) Icade group/CDC group company.
(c) Non-Group company.

SILVENT Franck
43 years old

First appointed:
General Meeting of 04/29/2014

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2017

Chairman of the Appointments and Remuneration Committee

Number of shares held: 1

Address for service:
56, rue de Lille – 75007 Paris

Director of the Finance, Strategy and Shareholding Division
- Caisse des Dépôts

Director
- CNP Assurances [a] [b]
- Transdev Group [b]
- La Poste [a] [c]
- BPI Groupe [b]
- BPIFRANCE Participations [b]
- BPIFRANCE Investissement [b]

Permanent representative of CDC as director
- CDC International Capital [b]

Chairman of the Investment Committee
- CDC International Capital [b]

Chairman of the Audit Committee
- La Poste [a] [c]
- Transdev Group [b]

Member of the Quality and Sustainable Development Committee
- La Poste [a] [c]

Member of the Investment Committee
- BPIFRANCE Participations [b]

Member of the Strategy and Investment Committee
- La Poste [a] [c]
- CNP Assurances [a] [c]

Member of the Appointments and Remuneration Committee
- BPI Groupe [b]
- Transdev Group [b]

TESSIER Nathalie
53 years old

First appointed:
General Meeting of 04/29/2014

Term expires:
General Meeting to be held to approve the financial statements for the year ended 12/31/2017

Number of shares held: 1

Address for service:
27, quai Anatole-France – 75007 Paris

General Secretary of the Supervisory Board
- Caisse des Dépôts

Member of the Supervisory Board
- SNI [b]

(a) Listed company.
(b) Icade group/CDC group company.
(c) Non-Group company.

As far as the Company is aware and on the date this document was prepared: there are no family ties between the corporate officers or between them and other senior executives of the Company; no corporate officer and no senior executive of the Company has, over the last five years (i) been convicted of fraud, (ii) been associated with bankruptcy, placed under compulsory administration or liquidation or (iii) been charged with an offence and/or official public sanction ordered by statutory or regulatory authorities; no corporate officer has been prevented by a Court from acting as a member of a management or supervisory body of an issuer or from being involved in the management or conduct of the business affairs of an issuer over the last five years.

Summary of the positions and offices held or expired in any companies in the last five financial years

The following table includes a summary of companies where the members of the Board of Directors and its Chairman have been members of a governance or supervision body or general partners at any time during the last five years.

Sissoko Maurice Permanent Representative of Caisse des Dépôts	Managing Director of CDC Informatique Member of the Management Committee of the CDC group Member of the Supervisory Board of Achatpublic.com Chairman of the Supervisory Board of CDC Fast Chairman of the Board of Directors of SCET Permanent representative of CDC on the Board of Directors of ARCAT
Daubignard Cécile	Chief Strategy Officer of the Groupama group Director of Amaline Assurance Member of the Supervisory Board of Réunima Vice-Chairman of the Supervisory Board of Réunima
Donnet Éric	N/A
Faugère Jean-Paul	Chairman of the Board of Directors of Icade
Gilly Nathalie	Chairman of the Board of Directors – CDC Placement – CDC Trésor Première Monétaire – Fonsicav – Oblisécurité Sicav Director – AEW Europe – SAGACARBON – CDC Climat – GIP ADAJ Permanent representative of – CDC Trimestriel – At the office of the APCC – ASINCA

Grivet Jérôme	Chief Executive Officer – Crédit Agricole Assurances – PREDICA Chairman – SPIRICA – Groupement Français des Bancassureurs Vice-Chairman of Crédit Agricole Vita Spa Director – CAAGIS – PACIFICA Permanent representative of CAA at CACI Permanent representative of PREDICA at CA Grands Crus Censor – La Médicale de France – Crédit Agricole Immobilier Chairman of Dolcea Vie Director of CA Indosuez Pivate Banking Censor of Aéroport de Paris Member of the Supervisory Board of KORIAN Censor, permanent representative of PREDICA at SIPAREX Associés Vice-Chairman of BES VIDA Chairman of CAAIH Director, permanent representative of PREDICA – MDF – CAPE Director of LCL Obligation Euro SICA Director – CA CHEVREUX – CEDICAM – Union Banques Arabes & Françaises – Newedge Group SA Director, permanent representative of CALYON at FLETIREL – Managing Director – Sitching CLSA Foundation – Crédit Lyonnais Securities – Asia CLSA Hong Kong Chairman and CEO of MESCAS CEO of CALYON
Lambert Marie-Christine	Director of Orange France
Maes Benoît	Chairman of the Supervisory Board of Reunima Permanent representative of Groupama SA at Groupama Banque (Director) Chief Executive Officer – Cegid group – Gan Assurances – Groupama GAN VIE Chairman of the Board of Directors of Groupama Private Equity
Mareuse Olivier	Chief Investment Officer of CNP Assurances (1999-2010) Director – BPI France Investissement – DEXIA Groupe SA Chairman of the Board of Directors of CDCE-1 CEO of CDCE-1
Martinez André	N/A

Scemama Céline	In charge of unlisted portfolios at Caisse des Dépôts Chairman of CDC-GPI Director – Verdun Participations 1 – Verdun Participations 2 Permanent representative of CDC – Alteau SAS – AIH France (Director) – SAGITRANS (Director) – SAFIFRANS (Director) Member of the Investment Committee of Patrimonio Uno
Silvent Franck	Director – Lafuma – By Grévin (formerly Swissalp SA) – Compagnie du Mont Blanc – CMB Chairman – CDCE 1 – Centrale Investissement Et Loisirs (CIEL) – Compagnie Immobilière des 2 Savoie Member of the Board of Compagnie des Alpes Member of the Supervisory Board – Looping Holding – Société du Parc du Futuroscope – CNP Assurances – Santoline SAS Permanent representative of Compagnie des Alpes – Grévin et Cie SA (Director) – Musée Grévin (Director) – Valbus SAS (Director) Deputy CEO of Compagnie des Alpes Member of the Audit Committee of SAS Santoline
Tessier Nathalie	Director – SOGARIS – SEMAVIP Deputy CEO of SAS Paris Nord Est Chairman of SAS Tour Europe Permanent representative of CDC SEMARIS

1.1.3. Personal information concerning current members of the Board of Directors

The directors have the following experience:

Maurice Sissoko

Maurice Sissoko, Inspector-General of Finance, is a graduate of École nationale des impôts (ENI). A tax auditor from 1987 to 1991, he was appointed tax inspector at the Department of National and International Verifications (DVNI) where he inspected insurance, reinsurance and real estate leasing companies. In 1999 he became senior tax inspector, head of a division for research and fight against tax evasion in the financial sector, within the National Department of Tax Investigations (DNEF). In 2001, he was appointed Inspector of Finance at the French Ministry of the Economy, Finance and Industry, where he carried out several audit and consulting assignments in the financial sector. In 2005, he joined Caisse des Dépôts where he was appointed head of loans and housing in the Savings Funds Department (financing of social housing, transport infrastructure and public interest missions). In 2008, he became head of the Property Services Division of Icade, a real estate subsidiary of Caisse des Dépôts. As a Member of Icade's Executive Committee, he was responsible for property and facility management activities, consulting and real estate solutions (engineering, safety, asset management and IT solutions), property management and management of serviced residences. In 2010, he was appointed CEO of Informatique CDC and member of the Management Committee of the Caisse des Dépôts group. He was also Chairman of Fast and Arkhineo (2011), digital companies of the CDC group, and Chairman of SCET (Société de conseil et d'expertise des territoires) (2014-2015). Maurice SISSOKO joined Caisse des Dépôts on July 1, 2015 as Adviser to the CEO, in charge of a real-estate project for the Caisse des Dépôts group. He is also director and Chairman of the Audit and Risk Committee of SCET.

Cécile Daubignard

A graduate of École centrale de Lyon, with an MBA from École supérieure de commerce de Lyon, a graduate of the Centre d'études actuarielles (CEA), and a member of the French Actuarial Institute, Cécile Daubignard began her career at Mazars, where she worked on audit and consulting engagements.

In 1995, she joined the Groupama group as Auditing Manager within the Auditing Department of Gan, and then joined the Health Department in 1997 as Manager of Accounting and Actuarial Services.

In 1999, she joined the international division of Groupama SA, where she headed the Financial Engineering Department and then the Planning, Budget and Results Department. She managed the Initial Public Offering project in 2002 within the Group's Finance Department and in 2005 share became project officer of the CEO of Groupama SA.

In January 2008, Cécile Daubignard was appointed Chief Strategy Officer of the Groupama group. She joined the General Management Committee of Groupama SA in July 2011. She became Secretary General on September 1, 2015.

Éric Donnet

Éric Donnet is a graduate of the Institut Commercial de Nancy business school and holds the title of French Certified Public Accountant (DESCF). He began his career as a management controller with Lyreco in the UK. In 1995, he joined PricewaterhouseCoopers as head of audit and advisory, before returning to Lyreco in France in 1997, where he was Europe business development and acquisitions manager for Lyreco Management. In 2000, he joined the Valéo group as Head of Strategy and Special Projects of Valéo Distribution. In 2002, he joined the GE Real Estate group in Bail Investissement, as a Deputy Director of Bail Investissement Foncière, CEO of ADDVIM Property Management and Chairman and CEO of Deltis FM. In 2005, he joined AEW Europe (a subsidiary of Natixis Global Asset Management and CDC), as Head of Asset Management Europe, and then as Chief Operating Officer. Since June 3, 2013, Éric Donnet has served as CEO of Groupama Immobilier. He reports directly to Benoît Maes, Group CFO.

Jean-Paul Faugère

A former student of École polytechnique and National School of Administration (ENA), Jean-Paul Faugère, 59 years old, served as Director of the Office of the Prime Minister from 2007 to 2012. Prior to this, he worked as Director of the Office of François Fillon (in charge of Social Affairs, then of National Education) from 2002 to 2005 and Prefect of the Alsace-Bas Rhin region from 2005 to 2007. Jean-Paul Faugère has been Chairman of the Board of Directors of CNP Assurances since June 29, 2012. Previously, Jean-Paul Faugère held the following positions and offices: Insurance Commissioner (1980-1981), Auditor to the Council of State (1983), Deputy General Secretary of the Council of State (1986-1987), Technical Adviser of the Ministry of Infrastructure, Housing, Territorial Planning and Transport (1987-1988), Government Commissioner to the Court of Disputes of the Council of State (1988-1990), Finance Director (1991-1994) of the French Atomic Energy Commission (CEA), Director of Civil Liberties and Legal Affairs for the Ministry of the Interior and Territorial Planning (1994-1997), Prefect of Loir-et-Cher (1997-2001), Prefect of Vendée (2001-2002), and member of the Council of State (1998).

Nathalie Gilly

Nathalie Gilly is a graduate of the Paris Institute of Political Studies (IEP) and holds of the title of French Certified Public Accountant (DESCF). She began her career in 1987 at Price Waterhouse and joined Caisse des Dépôts in 1994 in the Department of Banking and Finance Operations (DABF) as a financial auditor and then as Head of Internal Audit. In 2000, Nathalie Gilly joined the Department of Banking Services and in 2003 she became head of the Strategy and Customer Department. After serving as Deputy to the Director of Banking Services from 2008, she was appointed Director of Banking Services in 2010 and, in that capacity, as a member of the Management Committee of Caisse des Dépôts.

Jérôme Grivet

Jérôme Grivet, Inspector of Finance, former student of the National School of Administration (ENA), graduate of ESSEC business school and Paris Institute of Political Studies (IEP), has been the deputy Chief Executive Officer of Crédit Agricole SA since May 2015. He began his career as a civil servant in the French Inspectorate General of Finances. He then became adviser on European affairs to the Prime Minister, Alain Juppé, before joining Crédit Lyonnais in 1988 as Head of Finance and Management Control for retail banking in France. In 2001, he was appointed head of Strategy of Crédit Lyonnais. He then held the same position within Crédit Agricole SA. In 2004, he was Head of Finance, General Secretariat and Strategy at Calyon before being appointed Deputy Chief Executive Officer in 2007. At the end of 2010, he was appointed CEO of Predica and Crédit Agricole Assurances.

Marie-Christine Lambert

Marie-Christine Lambert, a graduate of ESC Dijon with a Finance major, is Chief Financial Officer of the Orange group. After joining France Télécom in 1992, she served successively as Finance Director of the IT subsidiaries, Chief Financial Officer of the Mobile Telephony Division in France, Chief Financial Officer of the Orange Division (the Group's mobile telephony arm) and then group Director of Finance and Operations Management in France (fixed and mobile telephony). Marie-Christine Lambert began her career in 1975 in a French subsidiary of ITT, and then worked in operational finance in industry, services and telecommunications.

Benoît Maes

A Corps des Mines engineer and graduate of the French Actuarial Institute, Benoît Maes began his career in public administration. He was Project Officer to the prefect of France's Central Region from 1982 to 1985, General Secretary of the Energy Observatory from 1987 to 1988 and Technical Adviser to the Office of the Ministry of Industry from 1988 to 1990. In 1991, he joined the Gan group where he held various managerial positions within the General Technical Studies Department, the Individual Life Insurance Department and the Distribution Department before becoming deputy CEO of Gan Assurances in 2002. He became Groupama SA's group head of Auditing and Actuarial Services in 2005. In 2007 he was appointed CEO of Gan Assurances. In 2010, he became CEO of Groupama Gan Vie and Director of Individual Insurance for Groupama SA. He has been the Chief Financial Officer of Groupama SA since December 2011.

Olivier Mareuse

A graduate of the Paris Institute of Political Studies (IEP), former student of the National School of Administration (ENA), Olivier Mareuse began his career in 1988 at the Group Insurance Department of CNP Assurances, as deputy head of the Financial Institutions Department and then as Technical, Administrative and Accounting Director in 1989. In 1991, he was appointed project officer to the CEO, then Director of Strategy, Control and Management of Investor Relations in 1993. Appointed Chief Investment Officer of CNP Assurances in 1999, Olivier Mareuse joined Caisse des Dépôts in October 2010 as deputy CFO of the Caisse des Dépôts group. Since December 2010, he has served as Chief Financial Officer of the Caisse des Dépôts group.

André Martinez

André Martinez graduated from HEC business school and the Paris Institute of Political Studies (IEP). He began his career in 1978 as a contracts negotiator for Airbus Industrie. In 1982, André Martinez joined the Méridien group as Development Director, and later became Chairman and CEO of Méridien Hôtels Inc and Chairman of Méridien Canada Ltd. In 1989, he was appointed CEO of Méridien Gestion and later CEO of Société des Hôtels Méridien. In 1997, he joined the Accor group as CEO of Compagnie des Wagons-lits, and later became Development and Strategy Director of the Hotels Division. From 2003 to 2006, he was a member of the Executive Board and Manager of the hotel business for Europe, Africa and Middle-East. In 2006, André Martinez joined Morgan Stanley Real Estate where he was appointed Managing Director and later Senior Advisor and Director of the Global Lodging group. He was also Chairman of Panorama Hospitality. From 2012 to 2014, he became special advisor to the offices of Pierre Moscovici (Minister of Economy and Finance) and Nicole Bricq (Minister of Foreign Trade). André Martinez is also a Director of Xiwen Media and VPT. Additionally, he is the manager of two family-owned property investment companies (SCI) and of Financière des Cent Chênes SAS. In 2014, he was appointed Chairman of SGP Edipe Capital. He was appointed Chairman of the Board of Directors of Icade in April 2015 and he is also the Chairman of the Strategy and Investment Committee of the Company.

Céline Scemama

Céline Scemama is a graduate of École supérieure de commerce de Paris, holds a "DESS" postgraduate degree in Human Resources and is a member of the French Society of Financial Analysts (SFAF). She joined the Caisse des Dépôts group 21 years ago and is currently Chief Strategy Officer. Céline Scemama spent 10 years working in the Department of Structured Finance in Paris and New York, where she worked on real estate financing, LBOs, and project and asset financing. She then joined the Department of Strategy where she worked on a number of strategic investments, including an infrastructure asset portfolio. Céline Scemama also strategically monitors some of the Group's subsidiaries and shareholdings. She later joined the Finance Department where she was in charge of portfolios of unlisted assets (real estate, private equity, forests, and financial holdings) in the Proprietary Asset Management Department.

Franck Silvent

Franck Silvent, an Inspector of Finance and former student of the National School of Administration (ENA), was detached in April 2002 as Deputy Director of Strategy, Finance, Management Control and Accounting at Caisse des Dépôts. From January 2005 to March 2009, he was Director of Finance, Strategy and Development and a member of the Management Board of the Compagnie des Alpes (CDA). In March 2009, he became the Deputy Director of CDA and then Deputy CEO in October 2009. In May 2013, he joined Caisse des Dépôts as Group Head of the Finance, Strategy and Holdings Division.

Nathalie Tessier

Nathalie Tessier is a graduate of ISG business school, and holds a postgraduate degree in financial management (CNAM) and real estate management (Nanterre). She began her career in 1983 in an urban planning French semi-public company (SEM) located in the Paris region, and in 1992 she joined Crédit Foncier de France as head of the Semi-Public Sector Division. She was also in charge of loans in the Social Housing Department. She joined Caisse des Dépôts in 1998, where she has the following functions within the management team of the Île-de-France region: Head of the Semi-Public Sector Division, then Head of the Seine et Marne/Val de Marne area, and later Head of Investment and Deputy Regional Head. In 2007, she left to participate in the creation of Établissement foncier d'Île-de-France, as deputy CEO in charge of development. In 2010, she came back to the Regional Division of Caisse des Dépôts as Deputy Regional Head, in charge, among others, of the Greater Paris project. Since January 2013, she has been the General Secretary of the Supervisory Board of Caisse des Dépôts.

1.1.4. Operation of the Board of Directors

Powers of the Board of Directors

The Board of Directors establishes the Company's business strategy and supervises its execution. Subject to the powers expressly reserved for Shareholder Meetings and within the scope of the object of the Company, it addresses all questions relating to the due and proper functioning of the Company and settles matters concerning it through its discussions.

In its dealings with third parties, the Company is bound even by acts of the Board of Directors that are beyond the scope of the object of the Company, unless it can prove that the third party knew that the act was beyond the scope of said object or the third party could not have failed to know that fact, given the circumstances, bearing in mind that the publication of the Articles of Association alone is not sufficient proof. The Board of Directors conducts such checks and verifications as it deems appropriate.

The Chairman or Chief Executive Officer of the Company must provide each director with all the documents and information necessary to the performance of their duties.

With the assistance of its internal committees, the Board shall make sure that:

- authorities within the Company are adequately defined and the authorities and responsibilities of the Company's bodies are adequately exercised;
- that no person has the authority to make binding decisions on behalf of the Company without control;
- internal control bodies function properly and that external auditors can perform their duties in satisfactory conditions. The Board monitors the quality of the information supplied to shareholders and to financial markets through the financial statement and annual report it approves.

Operation of the Board of Directors

In order to further describe its own operating procedures, the Board of Directors of the Company adopted a new version of its Rules of Procedure during its meeting of June 22, 2012.

Icade's Rules of Procedure are available on the Company's website (see: http://www.icade.fr/icade/direction/gouvernance).

The Board of Directors meets at least twice a year and as frequently as the interests of the Company so require, at the request of its Chairman or at the written request to the Chairman of at least three of its members.

If the Board has not met for more than two months, a group of directors representing at least one third of the members in office can ask the Chairman to call a Board meeting with a specific agenda. If the positions of Chairman and Chief Executive Officer are separate, the Chief Executive Officer can ask the Chairman to call a Board meeting with a specific agenda.

The Chairman is bound by requests sent to him and must call a meeting of the Board of Directors as quickly as possible and in any case within seven days of receiving such a request.

Notices of meetings are issued at least five days in advance by any written or electronic means. This five-day period may be reduced if three directors (including the Chairman) agree to a shorter period.

The meeting is held at the registered office or any other venue indicated in the notice of meeting.

Before the meeting, the directors receive the agenda for the Board meeting and, whenever circumstances permit, the information necessary for their consideration.

Every member of the Board of Directors has the freedom and responsibility to ask the Chairman to include in the draft agenda any issues they consider to come within the purview of the Board of Directors.

The following are deemed to be present for calculating the quorum and majority: directors who attend the Board of Directors meeting by videoconferencing, telecommunication or remote transmission methods enabling them to be identified and guaranteeing their actual participation in the Board of Directors meeting, the deliberations of which are transmitted continuously and simultaneously. This provision is applicable in all circumstances permitted by applicable legal and regulatory provisions.

The Board can only deliberate validly if at least half of the directors are present. Decisions are taken by a majority of votes of members present or represented. In the event of a split vote, the Chairman of the meeting shall have the casting vote.

For each item on the agenda, the decision adopted must be clearly expressed and identified in the minutes of the Board of Directors.

The Board of Directors of Icade met 13 times during the financial year 2015. The attendance rate of the members of the Board of Directors was 83%.

A strategic seminar for directors was also held on October 7, 2015, and was attended by 12 out of 13 directors.

1.1.5. Committees of the Board of Directors

In the interest of transparency and public information, Icade has created the following three specialised committees: the Audit, Risk Management, and Sustainable Development Committee; the Appointments and Remuneration Committee; and the Strategy and Investment Committee.

These committees have an advisory role and operate under the authority of the Board of Directors.

In areas falling within their purview, the role of the committees is to prepare and facilitate the work of the Board of Directors. They provide recommendations to the Board of Directors.

The committees consist of a minimum of three and a maximum of five members, selected by the Board of Directors among its members. In the case of the Audit, Risks and Sustainable Development Committee, at least two thirds of members must be independent directors. Members are appointed in a personal capacity and may not have themselves represented.

1.1.5.1. The Audit, Risk and Sustainable Development Committee

In order to establish the Audit Committee and define its prerogatives and assignments, the Company relied on the AMF (*Autorité des marchés financiers*) task force report, dated July 22, 2010.

Assignments

The Audit, Risk and Sustainable Development Committee is responsible for assisting the Board of Directors in its assessment of the accuracy and truthfulness of Icade's annual individual and consolidated financial statements as well as the quality of internal audit and information provided to shareholders and to the market.

It assesses significant risks and ensures compliance with (i) the individual and collective values on which Icade bases its operations and (ii) the rules of conduct all of its staff must apply. Among these values is corporate social responsibility (CSR), which Icade particularly embodies.

Composition

At December 31, 2015, the three members of the Audit, Risk and Sustainable Development Committee, two thirds of which are independent directors, are: Cécile Daubignard (Committee Chairman and independent director), Marie-Christine Lambert (independent director) and Olivier Mareuse.

All members of the Audit, Risk and Sustainable Development Committee have specific experience and competence in financial matters and in the area of risk management (see their background and expertise in the Corporate Governance section of the Company's registration document).

Frequency of meetings and summary of the committee's activities

This committee met seven times during the financial year 2015. Its attendance rate was 95%.

The table below presents each member's attendance rate to meetings of the Audit, Risk and Sustainable Development Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
Cécile Daubignard (Chairman)	7	7	100%
Marie-Christine Lambert	6	7	86%
Olivier Mareuse	7	7	100%

1.1.5.2. Appointments and Remuneration Committee

Assignments

The Appointments and Remuneration Committee is responsible, among others, for assessing applications for the appointment of corporate officers and for making suggestions as regards their remuneration. It is involved in establishing the Company's performance incentive scheme *(intéressement)* and for making suggestions on (i) resolutions to grant subscription and/or purchase options for the Company's shares to all or some of the employees and (ii) bonus share grants. It is also responsible for proposing the total annual amount of attendance fees, which is submitted to the approval of the General Meeting, and the methods for distributing such attendance fees among the members of the Board of Directors. The committee also examines significant transactions involving a conflict of interest risk between the Company and the members of the Board of Directors. Finally, each year, the committee discusses the status of independent director.

Composition

At December 31, 2015, the three members of the Appointments and Remuneration Committee are Franck Silvent (Chairman), Benoît Maes (independent director) and Jérôme Grivet (independent director).

Frequency of meetings and summary of the committee's activities

Icade's Appointments and Remuneration Committee met four times during the financial year 2015. The attendance rate was 100%.

The table below presents each member's attendance rate to meetings of the Audit, Risk and Sustainable Development Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
Franck Silvent (Chairman)	4	4	100%
Benoît Maes	4	4	100%
Jérôme Grivet	4	4	100%

1.1.5.3. Strategy and Investment Committee

Assignments

The duty of the Strategy and Investment Committee is, among others, to examine any inve stment or disinvestment project of the Company which exceeds €50 million and any external growth operation or disposal of equity interests or businesses which exceeds €30 million. It also examines the organic and/or external growth policy and the strategic guidelines of the Group.

Composition

At December 31, 2015, the four members of the Strategy and Investment Committee are André Martinez (Chairman), Éric Donnet (independent director), Jean-Paul Faugère, and Céline Scemama.

Frequency of meetings and summary of the committee's activities

This committee met nine times during the financial year 2015. The attendance rate was 93%.

The table below presents each member's attendance rate to meetings of the Strategy and Investments Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
André Martinez (Chairman)	8	8	100%
Éric Donnet	9	9	100%
Jean-Paul Faugère	7	9	78%
Céline Scemama	7	8	88%

1.2. Governance bodies

1.2.1. Dissociation of the functions of Chairman of the Board of Directors and Chief Executive Officer

On April 29, 2015, the members of Board of Directors present or represented decided unanimously to maintain the separation between the functions of Chairman of the Board and CEO, which was adopted on February 17, 2015, the date of termination of the office of the former Chairman and CEO. The Board of Directors considered that this separation makes governance more efficient, and enables gathering complementary skills, ensuring a better balance of power between the Board of Directors and the General Management, managing potential conflicts of interest in a more efficient manner, and aligning Icade's governance model with that of comparable companies.

1.2.2. Powers of the Chief Executive Officer

On the recommendation of the Appointments and Remuneration Committee, the Board of Directors, in its meeting of March 19, 2015, decided (i) to appoint Olivier Wigniolle as future CEO of Icade, effective after the General Meeting of April 29, 2015 and (ii) to submit to the General Meeting of April 29, 2015 the appointment of André Martinez as director, for the purpose of appointing him Chairman of the Board after that General Meeting.

No Deputy Chief Executive Officer has been appointed.

The CEO has the most extensive powers to act in the name of the Company in all circumstances. He may exercise his powers within the scope of the object of the Company and subject to those that the law expressly assigns to Shareholders' Meetings and to the Board of Directors.

He represents the Company in dealings with third parties. The Company is bound even by actions of the Chief Executive Officer that are beyond the scope of the object of the Company, unless the Company can prove that the third party knew that the act was beyond the scope of said object or could not have failed to know that fact, given the circumstances, bearing in mind that the publication of the Articles of Association alone is not sufficient proof.

The clauses of the Articles of Association or the decisions of the Board of Directors limiting the powers of the Chief Executive Officer are not enforceable against third parties.

Neither the Company's Articles of Association, nor the Board of Directors have set limits on the Chief Executive Officer's authority to bind the Company, with the exception of strategically-important operations, significant operations outside the scope of the Company's strategy, and the implementation of the share repurchase program approved by the General Meeting on April 29, 2015.

1.2.3. Management

The main senior executives of the Company are as follows:

Olivier Wigniolle, CEO

Olivier Wigniolle is a graduate of HEC business school (1985) and he began his career at Arthur Andersen, as an accounting and financial auditor.

He then held various positions in real estate groups: Deputy Director of the Key Accounts Department at Auguste-Thouard, Deputy CEO of SARI Conseil, Associate Director at DTZ Jean Thouard and Sales Director at Bouygues Immobilier Conseil. From 1998 to 2005, Olivier Wigniolle was Deputy CEO of Société Foncière Lyonnaise. And from 2006 to 2009, he was CEO of Crédit Agricole Immobilier. From 2009 to March 2015, he was CEO of Allianz Real Estate France and a member of Allianz Real Estate's Executive Committee.

Olivier Wigniolle was appointed CEO of Icade on March 19, 2015 by a unanimous decision of the Board of Directors. He was also appointed member of the Management Committee of the Caisse des Dépôts group.

He is a member of RICS (*Royal Institution of Chartered Surveyors*).

Victoire Aubry, member of the Executive Committee, in charge of Finance, Legal Affairs, IT, and General Resources

She holds a Master's degree and a DESS postgraduate degree in Finance from Paris Dauphine University, and an Executive MBA from HEC. After 10 years in the Investment Bank Ixis, she joined in 2000 the Finance and Strategy Department of the Caisse des Dépôts group.

In September 2005, she became Head of the Performance Management Department at CNP Assurances. In 2012, she became a member of the Executive Committee in charge of Finance, Risk, IT, Procurement and Legal Affairs at Compagnie des Alpes.

Victoire Aubry joined Icade on September 1, 2015 as a member of the Executive Committee in charge of Finance, Legal Affairs, IT, and General Resources.

Victoire Aubry is an independent director of the company "Agence France Locale" and a member of the Audit Committee.

Victoire Aubry is a Chevalier in the National Order of Merit.

Emmanuelle Baboulin, member of the Executive Committee, in charge of the Commercial Property Investment Division

She graduated from the École supérieure des travaux publics (1986) and began her career at Bateg (Vinci group) as a commercial engineer. In 1990, she joined Sorif (which later became Vinci Immobilier) as construction programme manager, and Later Construction Programme Director, and Head of the Commercial Real Estate Department.

She joined Icade in September 2008 as Head of Commercial Property Development for the Île-de-France region and member of the Management Committee of Icade Promotion.

Emmanuelle Baboulin entered Icade's Executive Committee on September 1, 2015, as Head of the Commercial Property Investment Division.

Jean Bensaïd, member of the Executive Committee, in charge of Services

A graduate of École normale supérieure de Cachan and ENSAE (corps of INSEE), Jean Bensaïd began his career as an economist with INSEE before becoming Head of Office of the French Ministry of Finance's Forecasting Department. Between 1994 and 1997, he was a financial attaché to the French Embassy in Washington.

In 1997, he joined the office of the Prime Minister as a macroeconomics and taxation advisor. Between 2002 and 2004, he was deputy director for social policies and employment with the Treasury Directorate General of the French Ministry of Finance.

He joined the Caisse des Dépôts group in 2004, as deputy director of the Finance and Strategy Department. In 2008, he was appointed Managing Director of CDC Infrastructure and member of the Management Committee of the Caisse des Dépôts group. In 2014, he became a member of Icade's Executive Committee.

Jean Bensaïd is an ASC-certified corporate executive (IFA) and has received the title of "Chevalier" in the National Order of Merit.

Marianne de Battisti, member of the Executive Committee, in charge of Innovation, Institutional Relations and Communication

A graduate of the Institutes of Political Studies (IEP) of Grenoble and Paris, as well as École nationale des ponts et chaussées, Marianne de Battisti gained operational experience at Icade where she successively held the position of Development Director in Lyon, Branch Director in Grenoble and Rouen, and head of the North and Île-de-France Region Division. At the same time, she headed several real estate semi-public companies. In 2001, she took the position of Managing Director of Icade Cités. In 2004, Marianne de Battisti became a member of the Executive Committee, in charge of Icade's marketing and communication. In 2005, in addition to her previous positions, she was appointed Director of International affairs of Icade. She has been in charge of Institutional Relations and Communication within Icade's Executive Committee since 2011. In 2012, she was appointed Director of "Entreprises & Médias". She is an ASC-certified corporate executive (IFA 2012) and Director of SCET. She is a Fellow of the Royal Institution of Chartered Surveyors (FRICS), a member of the Orientation Committee of the real estate research institute, IEIF. She is also a member of the Real Estate Womens' Circle, the Association of Real Estate Directors and Vice-President of Alter Egales (the network of women in managerial positions in the Caisse des Dépôts group).

Marianne de Battisti has received the title of "Chevalier" in the National Order of Merit.

Françoise Delettre, member of the Executive Committee, in charge of Icade Santé

She holds a degree in History and Geography, a law degree and a degree from the French Management Institute (IFG). She started her career as a property negotiator in 1976. In 1978 she became Head of Property Management at SADEC (a property development company in the form of a cooperative subsidiary of Crédit Agricole). In 1982, she joined the Property Management Department of SCIC and from 1987 to 1995, she held various positions in the Finance Department of SCIC. In 1995, she was appointed Treasury and Financing Director at Icade, and then Managing Director of Icade Public Property Investment. She became CEO of SIICInvest in 2007. Since 2008, she has been CEO of Icade Santé and since 2015, a member of the Executive Committee of Icade.

Françoise Delettre has received the title of "Chevalier" in the National Order of Merit.

Corinne Lemoine, member of the Executive Committee, in charge of Human Resources

A graduate of CELSA (1984) and IGS (1993), Corinne Lemoine began her career working for Transearch International (1984–1986). She then joined Partner Consulting group, where she served as a consultant (1986-1992). In 1992, she joined Scetauroute (Egis group) where she was in charge of recruitment and professional mobility counselling. She became Human Resources Director at Scetauroute in 1998. In October 2007 she became Director Human Resources Development at Egis SA.

Corinne Lemoine joined Icade on February 1, 2013 as a member of the Executive Committee in charge of Human Resources.

Hervé Manet, member of the Executive Committee, in charge of the Property Development Division

Hervé Manet graduated from the Lyon Institute of Political Studies (IEP) and holds a DEUG (general university studies degree) in economics. After 17 years spent at SAE, including six as Managing Director of the property development structure for the Île-de-France region, he moved on to become Chairman and CEO of Bouwfonds Marignan Immobilier for eight years. He is a member of the Île-de-France Property Club, and serves as Director and Vice-Chairman of the Federation of Property Developers in the Île-de-France region (FPI), and he is member of the national committee of the FPI. He is the co-manager of CAPEM (centre for real estate analyses and forecasts), Chairman of Icade Promotion, and a Director of ORIE and ORF, real estate observatories for the Paris region. Hervé Manet joined Icade in November 2007 where he is head of the Property Development Division.

1.2.4. Management Committees

The Executive Committee

The Executive Committee meets every week to address matters relating to the Icade group's finances, organisation, clients and staff. It also systematically reviews ongoing projects.

The Executive Committee comprises the following members as of the date of this document:

- Olivier Wigniolle, CEO;
- Victoire Aubry, member of the Executive Committee, in charge of Finance, Legal Affairs, IT, and General Resources;
- Emmanuelle Baboulin, member of the Executive Committee, in charge of the Commercial Property Investment Division;
- Jean Bensaïd, member of the Executive Committee, in charge of Property Services;
- Marianne de Battisti, member of the Executive Committee, in charge of Innovation, Institutional Relations and Communication;
- Françoise Delettre, member of the Executive Committee, in charge of Icade Santé;
- Corinne Lemoine, member of the Executive Committee, in charge of Human Resources;
- Hervé Manet, member of the Executive Committee, in charge of the Property Development Division.

The Coordination Committee

The Coordination Committee meets to discuss the Company's strategic directions, developments in operational activities, business acquisitions and disposals and synergies between companies of the Group.

CSR Committee

The CSR Committee is tasked with steering the Company's CSR policy and ensuring its implementation within the operating teams and its relevance in view of market developments. It coordinates the monitoring of the Company's CSR commitments, reviews its progress and analyses related indicators. It guides forward studies aimed at better understanding stakeholders' expectations and needs in terms of CSR, and stays ahead of changes in regulatory frameworks. This committee met four times in 2015.

The Commitments Committee

The Commitments Committee is responsible for examining and giving its opinion on all investment and disinvestment commitments of Icade and its subsidiaries, whether on or off the Group's balance sheet. It meets twice a month and whenever circumstances so dictate.

It examines all projects exceeding certain predetermined thresholds. The projects submitted to Icade's Commitments Committee are subject to a prior opinion from the Commitment Committees and/or offices of each division, which express an opinion on all projects regardless of thresholds. The Commitments Committee gives its opinion, regardless of thresholds, on all international development projects, new business development projects and external growth operations as well as holdings, disposal of securities, businesses, mergers and partnerships.

The Risk, Rates, Treasury and Financing Committee

The Risk, Rates, Treasury and Financing Committee is responsible for assessing and giving its opinion the Group's refinancing and interest rate hedging policy, and on relations with banks and financial market players. It is responsible for monitoring asset/liability management, allocation of the Group's resources and market risks associated with cash investments (credit risk, interest rate risk, etc.). It also monitors macroeconomic indicators and market factors having an impact on Icade's industry as well as the financial activity indicators of Icade's treasury and financing activities. It meets once a month.

The Information Technology (IT) Committee

In addition to unifying technologies and rationalising skills, the main challenge for the IT Department lies in pooling and integrating business and financial IT tools among the different subsidiaries and in integrating these tools together in order to obtain an overall and consistent view of the information system. As part of this process, Icade is faced with a number of decisions regarding the relevance, prioritisation and budget of projects. To remain responsive and not hinder the Company's development projects, the IT Committee provides annually an opinion on key projects and is consulted as much as it is deemed necessary throughout the year.

1.3. Conflicts of interest in governance bodies and General Management

As far as the Company is aware and as of the date of preparation of this document, there are no potential conflicts of interest between the duties of each member of the Board of Directors or General Management towards the Company, in their capacity as corporate officers, and their private interests or their other duties. As far as the Company is aware and as of the date of preparation of this document, no temporary restriction has been accepted by a member of the Board of Directors or General Management regarding the disposal of their shares in the Company. It is however pointed out that according to Article 10, paragraph 2 of the Articles of Association, each director must hold at least one share in the Company throughout their term of office.

1.4. Actions initiated by members of governance bodies that affect the securities issued by the Company

In 2015, the following actions regarding securities issued by the Company were carried out by members of the management bodies:

Declaring party	Date	Action	Unit price *(in €)*	Transaction amount *(in €)*
Nathalie Palladitcheff	January 16, 2015	Exercise of stock-options	66.61	532,880
Nathalie Palladitcheff	January 16, 2015	Disposal	71.1948	569,558.40
Hervé Manet	February 20, 2015	Exercise of stock-options	66.61	479,592
Hervé Manet	February 20, 2015	Disposal	77.2032	555,863.04
Maurice Sissoko	February 18, 2015	Exercise of stock-options	66.61	266,440
Maurice Sissoko	February 23, 2015	Disposal	79	316,000
Isabelle Duchatelet	March 6, 2015	Disposal	79.62	8,041.62

2. CHAIRMAN OF THE BOARD'S REPORT

In this report established in accordance with Article L. 225-37 of the French Commercial Code, the Chairman of the Board of Icade gives an account of the composition of the Board of Directors, compliance with the principle of balanced representation of men and women within its membership, the conditions for preparing and organising the Board's activities, the limits imposed on the powers of the CEO, as well as internal control and risk management procedures implemented by Icade. Remuneration and benefits granted to executive corporate officers and directors are explained in chapter 5 of the 2015 registration document of the Company.

This report was prepared with the support of the Secretariat of the Board of Directors, the department of Legal Affairs, Tax and Insurance, the department of Human Resources, and the Department of Audit, Risk and Internal Control. It was also drafted based on meetings with the Head of the different departments within the Group. Before its approval by the Board of Directors during the meeting of February 22, 2016, it was submitted to the Audit, Risk and Sustainable Development Committee for review of the matters relating to internal control and risk management procedures. It should be noted that it was also presented to the Statutory Auditor.

2.1. Corporate governance

2.1.1. Guidance from the AFEP-MEDEF Code

The Company's approach to corporate governance is based on the AFEP-MEDEF Code of Corporate Governance for listed companies ***("AFEP-MEDEF Code")***, in accordance with the decision taken by the Board of Directors on December 11, 2008. Icade announced this decision in a press release on December 12, 2008. This Code, which was last revised on November 12, 2015, is available online at: http://www.afep.com.

Article L. 225-37 of the French Commercial Code states that *"when a company voluntarily complies with a Corporate Governance Code prepared by employer representative organisations, the report provided for in this Article must also specify any provisions that have been disregarded and the reasons why they have been disregarded"*.

Pursuant to this Article, to recommendation 25.1 of the AFEP-MEDEF Code, and to stipulations from AMF recommendation No. 2014-08 regarding the implementation of the "comply or explain" rule, the following table presents the legal provision from the AFEP-MEDEF Code with which Icade is not in full compliance as of the date of this document and explains the reasons behind this deviation.

It must be noted that this non-compliance situation is temporary.

Disregarded provision	Justification
Chairing of the Remuneration Committee (Article 18.1, Paragraph on the Reference Code: the Remuneration Committee *"must not include any executive corporate officer and must be composed of a majority of independent directors. Its Chairman must be an independent director. It is recommended to include an employee director in the committee."*)	The chairing of the Appointments and Remuneration Committee by a non-independent member in 2015 is explained by the Company's historic shareholding structure. Caisse des Dépôts is vigilant about the application of best practices in matters of "appointments and remuneration". Icade indicates furthermore that two thirds of the members of the Appointments and Remuneration Committee are independent. In light of the recommendations made to the Company by the High Committee of Corporate Governance (in charge of supervising compliance with the AFEP-MEDEF Code) in a letter dated July 24, 2015, and in light of the merger by acquisition of HoldCo SIIC by Icade announced on December 21, 2015, the Company's governance will be adjusted as part of the improvement of corporate governance in compliance with the recommendations from the AFEP-MEDEF Code. Therefore, the Appointments and Remuneration Committee should eventually be composed of 5 members including 3 independent directors; and the Chairman should be one of those 3 independent directors.

Consequently, the Company's compliance with the provisions of the Reference Code may be summarised as follows:

No.		Recommendation	Compliance with the recommendation
1.		Off-balance sheet and corporate risks (recommendation No. 2.2)	Yes
2.		Information on the option chosen of whether or not to separate the functions of Chairman of the Board and CEO (recommendation No. 3.2)	Yes
3.		Board of Directors and strategy (recommendation No. 4)	Yes
4.		Board of Directors and General Shareholders' Meeting (recommendation No. 5.2)	Yes
5.		Independent directors (recommendation No. 9)	Yes
6.		Assessment of the Board of Directors (recommendation No. 10)	Yes
7.		Board and committee meetings (recommendation No. 11)	Yes
8.		Director access to information (recommendation No. 12)	Yes
9.		Term of office of the directors (recommendation No. 14)	Yes
10.		Board committees (recommendation No. 15)	Yes
11.		Audit Committee (recommendation No. 16)	Yes
12.		Selection or Appointments Committee (recommendation No. 17)	Yes
13.		Remuneration Committee (recommendation No. 18)	Yes With the exception of the chairing of the committee (explanation provided in section 1.1.1 above)
14.		Director ethics (recommendation No. 20)	Yes
15.		Remuneration of directors (recommendation No. 21)	Yes
16.		Termination of the employment contract in case of appointment as corporate officer (recommendation No. 22)	Yes
17.		Remuneration of executive corporate officers (recommendation No. 23)	Yes
	17.1	Fixed portion of remuneration (recommendation No. 23.2.2)	Yes
	17.2	Variable portion of remuneration (recommendation No. 23.2.3)	Yes
	17.3	Stock options and performance shares (recommendation No. 23.2.4)	Yes
	17.4	Severance compensation (recommendation No. 23.2.5)	Yes
	17.5	Supplemental retirement schemes (recommendation No. 23.2.6)	N/A
18.		Information on remuneration of executive corporate officers (recommendation No. 24)	Yes
	18.1	Permanent information (recommendation No. 24.1)	Yes
	18.2	Annual information (recommendation No. 24.2)	Yes

2.1.2. Procedures for General Management duties

2.1.2.1. Dissociation of the functions of Chairman of the Board of Directors and Chief Executive Officer

On April 29, 2015, the members of Board of Directors present or represented decided unanimously to maintain the separation between the functions of Chairman of the Board and CEO, which was adopted on February 17, 2015, the date of termination of the office of the former Chairman and CEO. The Board of Directors considered that this separation makes governance more efficient, and enables gathering complementary skills, ensuring a better balance of power between the Board of Directors and the General Management, managing potential conflicts of interest in a more efficient manner, and aligning Icade's governance model with that of comparable companies.

2.1.2.2. Limits imposed on the powers of the Chief Executive Officer

On the recommendation of the Appointments and Remuneration Committee, the Board of Directors, in its meeting of March 19, 2015, decided (i) to appoint Olivier Wigniolle as future CEO of Icade, effective after the General Meeting of April 29, 2015 and (ii) to submit to the General Meeting of April 29, 2015 the appointment of André Martinez as director, for the purpose of appointing him Chairman of the Board after that General Meeting.

No Deputy Chief Executive Officer has been appointed.

The CEO has the most extensive powers to act in the name of the Company in all circumstances. He exercises his powers within the scope of the object of the Company and subject to those that the law expressly assigns to Shareholders' Meetings and the Board of Directors.

He represents the Company in dealings with third parties. The Company is bound even by actions of the Chief Executive Officer that are beyond the scope of the object of the Company, unless the Company can prove that the third party knew that the act was beyond the scope of said object or could not have failed to know that fact, given the circumstances, bearing in mind that the publication of the Articles of Association alone is not sufficient proof.

The clauses of the Articles of Association or the decisions of the Board of Directors limiting the powers of the Chief Executive Officer are not enforceable against third parties.

Neither the Company's Articles of Association, nor the Board of Directors have set limits on the Chief Executive Officer's authority to bind the Company. Nevertheless, in accordance with Article 3 of the Rules of Procedure of the Board: It is the responsibility of the Board of Directors to make decisions regarding operations of strategic importance, major organic growth investments and internal restructuring operations. The Board must also approve, prior to their implementation, all significant operations outside the scope of the strategy announced by the Company.

2.1.3. Operation of the Board of Directors

2.1.3.1. Duties and prerogatives

The Board of Directors establishes the Company's business strategy and supervises its execution. Subject to the powers expressly reserved for Shareholder Meetings and within the scope of the object of the Company, it addresses all questions relating to the due and proper functioning of the Company and settles matters concerning it through its discussions. The Board of Directors meets at least twice a year and whenever the interests of the Company so require.

On recommendation by the Appointments and Remuneration Committee, the Board of Directors, in its meeting of April 29, 2015, decided to maintain the separation between the functions of Chairman of the Board and CEO. Since April 29, 2015, these positions have been filled by André Martinez and Olivier Wigniolle, respectively.

On November 30, 2007, the Board of Directors of Icade adopted the Rules of Procedure of the Board of Directors and the rules of each of the three specialised committees for implementing its new governance model. The Rules of Procedure of the Board of Directors were updated by the Board of Directors on December 11, 2008, April 7, 2011 and June 22, 2012.

2.1.3.2. Composition of the Board of Directors

The Board of Directors may include between three (minimum) and 18 (maximum) members, appointed by the Company's shareholders at the Ordinary General Meeting.

Directors are appointed for a renewable four-year term. It should be noted that, exceptionally and for the sole purpose of organising a staggered renewal of terms of office for directors, the Combined Ordinary and Extraordinary General Meeting of April 29, 2015, decided that the term of office of some directors, reappointed or newly appointed (natural or legal persons), would be less than four years. No one may be appointed as a director if, having exceeded the age of 70, their appointment would bring the proportion of directors who have exceeded this age to more than one third.

At December 31, 2015, the Board of Directors of Icade consists of 13 members, including five women and five independent directors (*i.e.* 38.5% of the directors including two women): Cécile Daubignard, Éric Donnet, Jérôme Grivet, Marie-Christine Lambert and Benoît Maes.

The percentage of women on the Board is currently 38.5%, and is consistent with the provisions of the French law dated January 27, 2011 relating to the balanced representation of men and women on Boards of Directors and professional equality (20% in 2014 and 40% in 2017).

At December 31, 2015, the average term of office of the Company's directors is 3.5 years; their average age is 52.4 and they are all French nationals.

At December 31, 2015, the Company's Board of Directors is composed of the following 13 members:

- André Martinez, Chairman of the Board of Directors
- Caisse des Dépôts et consignations, represented by Maurice Sissoko;
- Cécile Daubignard (Groupama), independent director;
- Éric Donnet (Groupama Immobilier), independent director;
- Jean-Paul Faugère (CNP Assurances);
- Nathalie Gilly (Caisse des Dépôts);
- Jérôme Grivet (Crédit Agricole Assurances and Prédica), independent director;
- Marie-Christine Lambert (France Télécom/Orange), independent director;
- Benoît Maes (Groupama), independent director;
- Olivier Mareuse (Caisse des Dépôts);
- Céline Scemama (Caisse des Dépôts);
- Franck Silvent (Caisse des Dépôts);
- Nathalie Tessier (Caisse des Dépôts).

The other positions held by the directors are described in chapter 5 of the 2015 Company's registration document. To the best of the Company's

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knowledge, no director holds a number of positions greater than the limit set by French law or the Reference Code.

During the financial year 2015, the composition of the Board of Directors of Icade was changed as follows:

- on February 17, 2015, the Board of Directors recorded the resignation of Serge Grzybowski from his positions as Chairman and member of the Board of Directors and CEO of Icade, with immediate effect;
- on February 17, 2015, the Board of Directors appointed Jean-Paul Faugère, Chairman of the Board of CNP Assurances and Director of Icade representing Caisse des Dépôts, as acting Chairman of the Board of Icade;
- on February 17, 2015, the Board of Directors appointed Nathalie Palladitcheff, until then member of Icade's Executive Committee in charge of finance, legal affairs and IT, as acting CEO of Icade;
- the Ordinary General Meeting of April 29, 2015 ratified the Board's decision of April 29, 2014 to co-opt Prédica as director, as a replacement for Olivier de Poulpiquet, who resigned, for his remaining term of office *i.e.* until the end of the General Meeting to be held in 2018 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 ratified the Board's decision of July 23, 2014 to co-opt Éric Donnet as director, as a replacement for Benoît Faure-Jarrosson, who resigned, for his remaining term of office *i.e.* until the end of the General Meeting to be held in 2015 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 ratified the Board's decision of July 23, 2014 to co-opt Jérôme Grivet as director, as a replacement for Prédica, which resigned, for its remaining term of office *i.e.* until the end of the General Meeting to be held in 2018 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Caisse des Dépôts et consignations as director for a term of four years *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Éric Donnet as director for a term of three years *i.e.* until the end of the General Meeting to be held in 2018 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Jean-Paul Faugère as director for a term of two years *i.e.* until the end of the General Meeting to be held in 2017 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Nathalie Gilly as director for a term of four years *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Olivier Mareuse as director for a term of two years *i.e.* until the end of the General Meeting to be held in 2017 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 reappointed Céline Scemama as director for a term of two years *i.e.* until the end of the General Meeting to be held in 2017 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 appointed Nathalie Tessier as a new director for a term of three years *i.e.* until the end of the General Meeting to be held in 2018 to approve the financial statements for the year ended;
- the Ordinary General Meeting of April 29, 2015 appointed André Martinez as a new director for a term of four years *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended;
- on April 29, 2015, the Board of Directors duly noted the resignation of Christian Bouvier as a director dated April 2, 2015;
- on April 29, 2015, the Board of Directors duly noted the resignation of Jean-Paul Faugère as Acting Chairman of the Board, effective immediately;
- on April 29, 2015, the Board of Directors appointed André Martinez as Chairman of the Board of Directors of Icade for the remaining term of his office as director *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended;
- on April 29, 2015, the Board of Directors duly noted the resignation of Nathalie Palladitcheff as Acting CEO, effective immediately;
- on April 29, 2015, the Board of Directors appointed Olivier Wigniolle as CEO of Icade for a term of four years *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended;
- on September 24, 2015, the Board of Directors appointed Jérôme Lucchini, Deputy CEO of Icade Santé, as Secretary to the Board of Directors for the term of office of the Chairman *i.e.* until the end of the General Meeting to be held in 2019 to approve the financial statements for the year ended.

2.1.3.3. Independent Directors

The Board of Directors examined individually the status of independent director of these five directors and decided, on the recommendation of the Appointments and Remuneration Committee, to declare these five directors as independent, since they all meet the criteria required by the Reference Code to define the independence of directors, namely:

a) not being an employee or executive corporate officer of the Company, employee or director of its parent company or of an entity of the Group and not having been so during the preceding five years;

b) not being an executive corporate officer of a company in which the Company directly or indirectly holds an office as director or in which an employee designated as such, or an executive corporate officer of the Company, (currently or having been so in the past five years) holds an office as director;

c) not being a customer, supplier, commercial banker or major financing banker of the Company or its Group, or for which/whom the Company or its Group represents a significant share of activity.

The relationship someone has with the Company or its Group is not deemed significant when they:

a) have no close family ties with a corporate officer;

b) have not been a Statutory Auditor of the Company in the previous five years;

c) have not been a Company director in the previous 12 years, noting that the loss of status of independent director occurs only upon expiration of the term of office during which the 12-year duration is exceeded;

d) are not and do not represent a shareholder participating in the control of the Company or the parent company. However, above a 10%-threshold of share capital or voting rights, the Board must systematically analyse the independent status, based on a report from the Appointments Committee and taking into account the Company's capital structure and the potential existence of a conflict of interests.

In this regard, it is noted that, on the recommendation of the Appointments and Remuneration Committee, the Board of Directors concluded that Cécile Daubignard, Éric Donnet, Jérôme Grivet, Marie-Christine Lambert and Benoît Maes may be considered as independent directors, on the grounds that HoldCo SIIC, which is chaired and majority controlled by Caisse des Dépôts, has control over the Company, and Groupama has no power to influence HoldCo SIIC's voting rights in the Company.

No independent director of Icade has business connections with the Company.

It is indicated in the Rules of Procedure of the Board of Directors of Icade that the Board may take the position that a director, although meeting the above criteria, may not be considered as independent given their specific situation or that of the Company, with regard to its shareholder structure or for any other reason. Conversely, the Board can take the position that a director, although not fulfilling the above criteria is nevertheless independent.

Icade, whose Board, at December 31, 2015, is composed of a total of 13 directors including more than a third of independent directors (38.5%), complies with the recommendation stated in Article 9.2 of the Reference Code.

Taking due note of the recommendations made to the Company by the High Committee of Corporate Governance in a letter dated July 24, 2015, and in light of the merger by acquisition of HoldCo SIIC by Icade announced on December 21, 2015, the Company's governance (Board of Directors and its committees) will be adjusted. From the date of implementation of the aforementioned merger, the Board of Directors should be composed of 15 members including seven appointed from the candidates of Caisse des Dépôts, three from the candidates of Groupama and five independent directors.

2.1.3.4. Convening and preparing the meetings of the Board of Directors

The current Articles of Association specify that meetings of the Board of Directors are convened by its Chairman at least five days in advance and by any written or electronic means. This period may be shortened if three directors, including the Chairman, agree to a shorter period.

Prior to any meeting, each director receives information relevant to effective participation in the Board's proceedings so that they are able to properly exercise their duties. The same procedure occurs at any time in the life of the Company, between Board meetings, when the importance or urgency of the information so requires it.

A director may ask the Chairman for any additional information that they consider necessary to effectively carry out their duties, especially regarding the agenda of meetings.

A director may ask the Chairman to meet the senior executives of the Group, including at a time when the Chairman is not present.

During each Board meeting, the Chairman notifies the members of the main facts and significant events regarding the life of the Group which have occurred since the last Board meeting.

Furthermore, in accordance with Article 3 of the Rules of Procedure, the Board is informed of the Company's financial and cash positions as well as of the commitments made by the Company.

In the event of a conflict of interest of one or more directors on a topic which is submitted to the Board for decision, it is requested that they do not take part in the discussions and do not participate in the vote. This rule was applied in the financial year ended December 31, 2015, during the selection process for candidates for the positions of Chairman, CEO and Chief Strategy Officer for the "Vision" project, the land acquisition project "ZAC des Girondins" in the 7th district of Lyon, the property development project "ZAC Cœur de Ville" in Issy-les-Moulineaux and the Halley project.

2.1.3.5. Frequency of meetings of the Board of Directors

The Board of Directors of Icade met 13 times during the financial year 2015. The attendance rate of the members of the Board of Directors was 83%.

A strategic seminar for directors was also held on 7 October, and was attended by 12 out of 13 directors.

The table below presents each director's attendance rate to meetings of the Board of Directors, in 2015:

Directors	Meetings attended	Total number of meetings	Individual attendance rate
Caisse des Dépôts et consignations, represented by Maurice Sissoko	10	13	77%
Christian Bouvier	2	4	50%
Cécile Daubignard	12	13	92%
Éric Donnet	12	13	92%
Jean-Paul Faugère	13	13	100%
Nathalie Gilly	9	13	69%
Jérôme Grivet	9	13	69%
Serge Grzybowski	3	3	100%
Marie-Christine Lambert	10	13	77%
Benoît Maes	12	13	92%
Olivier Mareuse	9	13	69%
André Martinez	9	9	100%
Céline Scemama	10	13	77%
Franck Silvent	13	13	100%
Nathalie Tessier	7	9	78%

2.1.3.6. Duties and work of the Board of Directors

In addition to the matters and decisions for which the Board of Directors is legally responsible (review of the annual and half-yearly financial statements and activity reports, convening the General Meeting to approve: the financial statements for the last financial year, provisional management documents, procedures for the distribution of directors' attendance fees, annual authorisation to be given to the Chief Executive Officer for granting sureties, endorsements and guarantees, proposals for investment and disinvestment, the Group's strategy, etc.), the Board examined or adopted the following points, among others:

- selection process for candidates for the position of Chairman, CEO and Chief Strategy Officer;
- modification of the procedures for General Management duties;
- appointment of the Chairman of the Board of Directors;
- appointment of the Chief Executive Officer;
- severance compensation for the Chairman and Chief Executive Officer;
- determination of the remuneration of the Chairman of the Board of Directors and gross annual remuneration of the Chief Executive Officer for 2015, as well as performance criteria used to determine the variable portion of the Chief Executive Officer's remuneration for the 2015 financial year;
- renewal of the authorisation given to the Chief Executive Officer, for a period of one year starting February 17, 2015, to issue bonds which do not give access to the share capital;
- authorisation given to the Chief Executive Officer, for a period of one year starting February 17, 2015, to issue negotiable medium term notes (BMTN);
- authorisation given to the Chairman and CEO for a period of one year to issue commercial paper, starting February 17, 2015;
- organisation and staggering of directors' terms of office, whether reappointed of newly appointed;
- 2016 budget and the 2016-2020 medium term plan;
- issuance of bonds by the Company;
- internal audit activity in 2015 and 2016 programme;
- implementation of the Company's share repurchase programme for the purpose of repurchasing its own shares;
- capital increase of Icade after the exercise of Icade and Silic stock options;
- operation of the Board of Directors and formal assessment of the tasks of the Board of Directors;
- assessment of the independence of certain directors;
- acknowledgement of the resignation of two directors, reappointment of six directors, examination of three new directors' application and their co-optation;
- change in composition of the committees;
- creation of the strategic plan.

The minutes of Board meetings are prepared after each meeting and communicated to directors for approval at the next meeting.

2.1.3.7. Summary of the Board of Directors' activities

The Board of Directors of Icade has conducted its activity in accordance with legal requirements and regulations and met regularly during the 2015 financial year.

In addition to holding ordinary and regular meetings, the Board of Directors of Icade was regularly informed of the situation in the property market and was particularly active and often called upon throughout the 2015 financial year. In this context, and in accordance with the recommendations of the Reference Code, the Board of Directors had to examine and define Icade's strategic goals for this financial year.

2.1.3.8. Assessment of the work of the Board of Directors

It should be borne in mind that, in accordance with the AFEP-MEDEF Code and Article 5 of the Rules of Procedure of the Company, the Board of Directors must assess each year its ability to meet shareholders' expectations, by analysing its composition, its organisation, its operation as well as those of its committees.

As in 2013, during the financial year 2015, the Board of Directors performed an assessment of its own ability to meet shareholders' expectations based on a thorough questionnaire on the following topics: (i) the methods of operation of the Board of Directors and of its committees, (ii) check that major issues were suitably prepared and discussed during meetings, and (iii) determine the effective contribution of each director to the Board's work on the basis of their skills and involvement in discussions.

The results of this assessment were presented and discussed at the meeting of the Board of Directors dated February 22, 2016.

The conclusion of this self-assessment is that the directors consider that the Rules of Procedure of the Board are suitable to the Company's operations, as long as the division of tasks between the Chairman of the Board and the CEO is specified. Furthermore, they believe generally accepted governance rules are complied with and they consider that the Board of Directors of Icade is as efficient as that of other Boards of which they may be members. Finally, they believe they receive adequate information from the Chairman and the General Management. However, they expressed their wish to receive more information regarding the competitive environment, economic conditions, *benchmark* items, market research and studies. Finally, the directors wish to receive regular updates regarding the implementation of the strategic plan.

2.1.4. Operation of the Board committees

In the interests of transparency and public information, Icade has established the various committees described below.

These committees have an advisory role and operate under the authority of the Board of Directors. They provide recommendations to the Board of Directors.

As explained above, on November 30, 2007, the Board of Directors of Icade adopted the Rules of Procedure of the Board of Directors and those of each of the three specialised committees, for the purpose of implementing its new governance. The Rules of Procedure of the Board of Directors were updated by the Board of Directors on December 11, 2008, April 7, 2011 and June 22, 2012. The Rules of Procedure of the committees were approved by the Board of Directors on 4 October and December 6, 2011 and integrated into the Rules of Procedure of the Board.

The committees consist of a minimum of three and a maximum of five members. In the case of the Audit, Risks and Sustainable Development Committee, at least two thirds of members must be independent directors. In the case of the Appointments and Remuneration Committee at least half of the members must be independent directors. These members are chosen by the Board of Directors among its members. They are appointed in a personal capacity and may only be represented by another member of the committee.

For the financial year, Committee members receive additional attendance fees of €1,500 per meeting; the Chairman of each committee meeting receives an additional fee of €1,700 per meeting.

2.1.4.1. Strategy and Investment Committee

Assignments

The duty of the Strategy and Investment Committee is, among others, to examine any investment or disinvestment project of the Company which exceeds €50 million and any external growth operation or disposal of equity interests or businesses which exceeds €30 million. It also examines the organic and/or external growth policy and the strategic guidelines of the Group.

Composition

At December 31, 2015, the four members of the Strategy and Investment Committee are André Martinez (Chairman), Éric Donnet (independent director), Jean-Paul Faugère, and Céline Scemama.

Frequency of meetings and summary of the committee's activities

This committee met nine times during the financial year 2015. The attendance rate was 93%.

The table below presents each member's attendance rate to meetings of the Strategy and Investments Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
André Martinez (Chairman)	8	8	100%
Éric Donnet	9	9	100%
Jean-Paul Faugère	7	9	78%
Céline Scemama	7	8	88%

The Strategy and Investment Committee examined or issued recommendations on the following issues, among others:

- progress in the Île-de-France region and outside the Île-de-France region in terms of property development (Bleu Capelette shopping centre, Cœur de Ville commercial area [ZAC] in Issy-les-Moulineaux...) ;
- activities of the Healthcare Property Investment (Vision project) and Commercial Property Investment Divisions in the Île-de-France region;
- external growth or disposal operations (sale of Millénaire 2 and Millénaire 3);
- presentation of the Company's strategic plan.

The Strategy and Investment Committee has been kept informed about the progress of the major projects and about the conditions in the commercial real estate market.

The committee reported its work to the Board which took due note thereof, and followed all its recommendations.

2.1.4.2. The Audit, Risk and Sustainable Development Committee

In order to establish the Audit Committee and define its prerogatives and assignments, the Company relied on the AMF (*Autorité des marchés financiers*) task force report, dated July 22, 2010.

Assignments

The Audit, Risk and Sustainable Development Committee is responsible for assisting the Board of Directors in its assessment of the accuracy and truthfulness of Icade's annual individual and consolidated financial statements as well as the quality of internal audit and information provided to shareholders and to the market.

It assesses significant risks and ensures compliance with (i) the individual and collective values on which Icade bases its operations and (ii) the rules of conduct all of its staff must apply. Among these values is corporate social responsibility (CSR) which Icade particularly embodies.

Composition

At December 31, 2015, the three members of the Audit, Risk and Sustainable Development Committee, two thirds of which are independent directors, are: Cécile Daubignard (Committee Chairman and independent director), Marie-Christine Lambert (independent director) and Olivier Mareuse.

All members of the Audit, Risk and Sustainable Development Committee have specific experience and competence in financial matters and in the area of risk management (see their background and expertise in the Corporate Governance section of the Company's registration document).

Frequency of meetings and summary of the committee's activities

This committee met seven times during the financial year 2015. The attendance rate was 95%.

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The table below presents each member's attendance rate to meetings of the Audit, Risk and Sustainable Development Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
Cécile Daubignard (Chairman)	7	7	100%
Marie-Christine Lambert	6	7	86%
Olivier Mareuse	7	7	100%

The Audit, Risk and Sustainable Development Committee has examined or issued recommendations on the following issues:

- draft approval of the annual and half-yearly financial statements and draft report of the Chairman of the Board of Directors on the conditions for preparing and organising the Board of Directors' work and on internal control procedures;
- 2015 results of the internal control process and presentation of the 2016 audit plan;
- financial structure and sources of funding of the Company;
- several internal audit assignments.

The committee reported its work to the Board which took due note thereof, and followed all its recommendations.

2.1.4.3. Appointments and Remuneration Committee

Assignments

The Appointments and Remuneration Committee is responsible, among others, for assessing applications for the appointment of corporate officers and for making suggestions as regards their remuneration. It is involved in establishing the Company's performance incentive scheme *(intéressement)* and for making suggestions on (i) resolutions to grant subscription and/or purchase options for the Company's shares to all or some of the employees and (ii) bonus share grants. It is also responsible for proposing the total annual amount of attendance fees, which is submitted to the approval of the General Meeting, and the methods for distributing such attendance fees among the members of the Board of Directors. The committee also examines significant transactions involving a conflict of interest risk between the Company and the members of the Board of Directors. Finally, each year, the committee discusses the status of independent director.

Composition

At December 31, 2015, the three members of the Appointments and Remuneration Committee are Franck Silvent (Chairman), Benoît Maes (independent director) and Jérôme Grivet (independent director).

Frequency of meetings and summary of the committee's activities

Icade's Appointments and Remuneration Committee met four times during the financial year 2015. The attendance rate was 100%.

The table below presents each member's attendance rate to meetings of the Appointments and Remuneration Committee, in 2015:

Members	Meetings attended	Total number of meetings	Individual attendance rate
Franck Silvent (Chairman)	4	4	100%
Benoît Maes	4	4	100%
Jérôme Grivet	4	4	100%

The Appointments and Remuneration Committee issued recommendations on the following issues, among others:

- determination of the variable portion of the CEO's remuneration for 2015, determination of his gross annual remuneration for 2015 and performance criteria used to determine the variable portion of his remuneration;
- determination of the Chairman of the Board's remuneration;
- renewal of the directors' terms of office;
- continuation of grants of bonus shares and stock options for the benefit of former employees;
- assessment of the independence of directors.

The committee reported its work to the Board which took due note thereof, and followed all its recommendations.

2.1.5. Specific conditions regarding shareholders' participation in Icade's General Shareholders' Meeting

The procedures relating to the participation of shareholders in the General Meetings are stipulated in Article 15 of the Company's Articles of Association.

2.1.6. Principles and rules for setting remunerations and benefits of any kind granted to Icade's corporate officers

The actions undertaken have allowed full compliance with the law and the recommendations from the Company's Reference Code.

2.1.6.1. General provisions

The main task of the Appointments and Remuneration Committee is to make proposals to the Board of Directors regarding the remuneration of the Chairman and Chief Executive Officer (the amount of fixed remuneration and procedure for variable remuneration where appropriate, retirement and insurance protection schemes, benefits in kind and miscellaneous remuneration, and the financial conditions for the termination of his term of office) and for senior executives with corporate powers, together with the mode of division of directors' attendance fees voted by the Company's General Shareholders' Meeting. Its duties also include making proposals concerning the granting of subscription or purchase options for the Company's shares (stock options) and bonus shares.

The Chairman of the Appointment and Remuneration Committee communicates the opinion of the committee to the Board of Directors.

The Board of Directors defines the assessments that it wants the Appointments and Remuneration Committee provide along with its recommendations.

While determining the overall remuneration of corporate officers, the Board of Directors and the Appointments and Remuneration Committee must take into account the following principles, in accordance with the recommendations of paragraph 23.1 of the Reference Code:

- comprehensiveness: the determination of remuneration must be comprehensive (fixed part, variable part, stock options, performance shares, directors' attendance fees, retirement conditions and specific benefits must be included in the total evaluation of remuneration);
- balance between items of remuneration: each remuneration item must be clearly justified and be in the Company's general interest;
- benchmark: this remuneration must be evaluated in the context of a benchmark business activity and a European or global benchmark market;
- consistency: the remuneration of an executive corporate officer must be set consistently with that of other managers and the Company's employees;
- understandability of the rules: the rules must be simple, stable and transparent: performance criteria used to establish the variable part of the remuneration or, as applicable, to grant options or performance shares, must be in line with the Company's objectives, must be demanding, explainable and, as far as possible, sustainable;
- moderation: the determination of remuneration and grant of options or performance shares must be balanced and must, at the same time, take into account Icade's general interest, market practice and senior executives' performance.

2.1.6.2. Directors' attendance fees

The directors must exclusively be remunerated, according to their attendance at Board meetings, through the payment of attendance fees, for which the overall budget is set each year by the Ordinary General Meeting.

Attendance fees are freely distributed between the directors by the Board, on the recommendation of the Appointment and Remuneration Committee.

For the financial year 2015, the Annual General Meeting set a total amount of attendance fees to be paid to Board members of €250,000. Out of this amount, the amount of attendance fees actually granted was €191,300, after five directors waived their fees.

Considering the existence of three specialised committees and the attention paid by the shareholders to the operation of governance bodies – and particularly the actual attendance at Board meetings – the Board has decided to divide the €191,300 in the following manner:

- for the Board of Directors: €135,000;
- for the Strategy and Investment Committee: €24,000;
- for the Audit, Risk and Sustainable Development Committee: €19,500;
- for the Appointments and Remuneration Committee: €12,800.

The attendance fee was established at (i) €1,500 per meeting for the directors of the Board of Directors, (ii) €1,500 per meeting for the members of specialised committees and (iii) €1,700 per meeting for the Chairman of specialised committees.

2.1.6.3. Performance incentive scheme for senior executives

Stock options

There was no new stock options plan in 2015.

Concerning the stock options granted to Serge Grzybowski as part of the 2008-1.2 and 1-2011 plans, since they no longer meet exercise conditions as set out in Articles 6.1 and 6.2 of the terms and conditions of the plan defining the time limits of the plans and the service conditions, Serge Grzybowski's stock options have been permanently lost.

Bonus shares

There was no new bonus share plan in 2015.

Serge Grzybowski, who resigned as Chairman and CEO of Icade on February 17, 2015, lost his 15 non-vested bonus shares granted as part of the 1-2014 plan, but will retain those which were granted to him in March 2012 as part of the 2-2012 plan and which permanently vested in March 2014, in accordance with Article 6 of the terms and conditions of the plan specifying that vesting of bonus shares is subject to the grantee still providing services to the Company on the vesting date.

Hedging instruments

As far as the Company is aware, no hedging instrument has been put in place concerning the stock options and/or bonus shares decided on previous years.

2.1.6.4. Remuneration of the Chairman and the CEO at December 31, 2015

2.1.6.4.1. Remuneration of the Chairman as at December 31, 2015

On April 29, 2015, the Members of the Board of Directors present or represented decided unanimously, in accordance with the recommendations from the Appointments and Remuneration Committee, to appoint André Martinez as Chairman of the Board of Directors.

The Board of Directors decided to establish his remuneration to a fixed gross annual amount of €150,000, it being understood that he will not receive attendance fees, but he shall be reimbursed for the expenses incurred as part of his duties on production of receipts.

In addition, André Martinez benefits from:

- a company car, assigned under the rules defined within Icade;
- the general coverage offered by IPSEC, regarding contingency and healthcare costs;
- the services of a chauffeur and an assistant.

2.1.6.4.2. Remuneration of the CEO at December 31, 2015

On the recommendation of the Appointments and Remuneration Committee of April 27, 2015, the Board decided, on April 29, 2015 to set the gross base annual remuneration of Olivier Wigniolle for the year 2015 at €400,000 for his position as CEO, and a variable portion equal to a maximum of 12.5% of his fixed annual remuneration.

On the recommendation of the Appointments and Remuneration Committee, the Board of Directors, on April 29, 2015, set the variable part of the CEO's remuneration for the financial year 2015 at €50,000, based on specific pre-established objectives, including financial and qualitative objectives.

The variable portion of remuneration based on financial goals represents 6.25% of the annual base remuneration, *i.e.* €25,000 on a basis of 100% of the time. Of these objectives, 50% is related to the operating profitability of the Icade group in 2015 – EBITDA/Revenue (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500); and the remaining 50% is related to the change in net current cash flow of the Icade group (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500), based on levels reached determined by the Board but kept undisclosed for confidentiality issues.

The variable portion of remuneration based on qualitative objectives represents 6.25% of the annual base remuneration, *i.e.* €25,000 on a basis of 100% of the time. of these objectives, 50% is related to the successful creation of a new strategic vision for Icade and its implementation (*i.e.* 3.125% of the annual base annual base remuneration, amounting to €12,500); and the remaining 50% is related to the effective management of the Company aimed at involving management teams and employees in this new strategic vision (*i.e.* 3.125% of the annual base annual base remuneration, amounting to €12,500).

2.1.6.4.3. Severance payment for the Chairman and Chief Executive Officer

The Board meeting of April 29, 2015 resolved to allocate to the Chief Executive Officer a severance payment in the event of termination of his term of office as Chief Executive Officer.

In application of the decision of the Board of Directors of March 19, 2015 and in accordance with the recommendations of the Reference Code, the terms and conditions of office applicable to Olivier Wigniolle establish a severance payment in the event that his office as CEO should terminate, under the conditions set out below:

a. Event giving rise to the termination of the term of office

Severance shall only be paid in the event of Forced Departure of Olivier Wigniolle as CEO related to a change of control of the Company (as defined in Article L. 233-3 of the French Commercial Code) or to a strategic disagreement with the Board of Directors.

In case of resignation, non-renewal of his term of office, or serious or gross misconduct, Olivier Wigniolle shall not be entitled to a severance payment.

b. Amount of the Severance Payment

The amount of the Severance Payment will be equal to the total gross remuneration (including fixed and variable remuneration) received by the CEO over the 12 months preceding the date of Forced Departure.

c. Requirements for Severance Payment

In accordance with Article L. 225-42-1 of the French Commercial Code, the Severance Payment will be contingent upon fulfilment of the performance requirement described below.

In the event of Forced Departure, Icade will pay the CEO Severance if the most recent NPAG (net profit(/loss) attributable to the Group) is greater than or equal to the NPAG for the reference period.

For the purposes of assessing the performance condition:

- NPAG is the net profit(/loss) attributable to the Group as reported by a company in its consolidated financial statements and after adjustment for capital gains from disposals;
- the most recent NPAG means Icade's most recent NPAG known for the financial year preceding the date of the Forced Departure;
- the NPAG for the reference period means the arithmetic mean of Icade's NPAGs over the two financial years immediately preceding the most recent NPAG.

2.1.6.4.4. Other benefits at December 31, 2015

In his capacity as Chief Executive Officer of Icade, Olivier Wigniolle also benefited from:

- a company car, assigned under the rules defined within Icade;
- an unemployment insurance contract for executive corporate officers, taken out by Icade with the GSC association, with a maximum payment period of 12 months, which will be extended to 24 months after one year of membership.

  The premium payment due is fully paid by Icade. The premium paid by the Company is considered additional remuneration (Article 82 of the CGI) and, as such, is subject to tax and social security contributions.
- the general coverage offered by IPSEC, regarding contingency and healthcare costs;
- a voluntary employer-sponsored contingency insurance taken out by Caisse des Dépôts with CNP Assurances. Caisse des Dépôts will charge Icade for the share of the contributions corresponding to Olivier Wigniolle's insurance, which will be considered additional remuneration and as such will be subject to tax and social security contributions.

The CEO is subject to the mandatory retirement plan part of the French pay-as-you-go pension funding system composed of the general social security retirement plan as well as the supplementary ARRCO and AGIRC retirement scheme. The CEO does not have any other additional retirement plan.

The CEO does not receive any directors' attendance fees from the Company.

2.1.6.5. Remuneration for special assignments

The Board of Directors may also allocate extraordinary remuneration for assignments or appointments entrusted to directors, within the conditions specified by the applicable legal provisions.

No non-executive directors received special compensation for this financial year.

2.1.7. Disclosures provided for by Article L. 224-100-3 of the French Commercial Code

The information regarding items that might have an impact in the event of a public offer is shown in the management report.

2.2. Internal control and risk management procedures

Icade is a major player in the French real estate market and is subject to general sectoral and financial risks as well as to risks specific to its operational activities.

The management of these risks contributes to the performance of the Group's strategy, especially in terms of asset value and business expansion.

Icade's risk management and internal control framework complies with the AMF's implementation guide about internal control and financial and accounting information:

- the organisation of risk management and internal control procedures is clearly defined. Risks are identified and prioritised in terms of probability and impact, based on a mapping process and a frame of reference combining management and control means;
- the effectiveness of the framework is regularly evaluated and action plans are implemented;
- results are reported to the Audit Committee on a regular basis.

2.2.1. General principles of the risk management and internal control framework

Risk management allows executives to identify events which might have an impact on the Company's staff, assets, environment, objectives or reputation and thus keep these risks at an acceptable level.

Internal control procedures aiming at ensuring:

- compliance with laws and regulations;
- the application of directions and guidelines defined by the General Management and the Board of Directors;
- the proper functioning of the internal processes of the Company;
- the reliability of financial information.

It generally contributes to the control of its activities, the effectiveness of its operations, and to the efficient use of its resources.

Icade's risk management and internal control framework covers all Business Divisions, processes and assets of the Group.

By helping to prevent and manage the risk of not achieving the Company's objectives, internal control plays a key role in the Company's business operations. However, it cannot absolutely guarantee that the Company's objectives will be achieved.

2.2.2. Parties involved in internal control

2.2.2.1. The Board of Directors

The Board of Directors ensures the effectiveness of internal control and risk management procedures, especially thanks to the work of the Audit Committee.

2.2.2.2. General Management

The General Management is directly responsible for the internal control system. The CEO makes sure that internal control procedures exist and that they are effective. He defines orientations for internal control and supervises the implementation of all its components.

Within the Executive Committee, which meets every half-year under the name of "Risk Committee", he monitors:

- half-yearly changes in risk maps for all business lines;
- changes in the control frameworks specific to each business line;
- the conclusions of assessments of the internal control framework and actions plans.

2.2.2.3. The Audit, Risk and Internal Control Department

The Audit, Risk and Internal Control Department ensures the implementation and the monitoring of the risk management framework, under the authority of the CEO:

- it assists employees and management in identifying and rating risks and draws up risk maps specific to each business line, detailing the corresponding control mechanisms and checks;
- it regularly assesses the effectiveness of the framework through successive checks carried out by a network of internal controllers which are specialised by business line but managed centrally;
- it conducts specific audits according to a control plan revised every year by the Audit Committee or upon request of the General Management.

2.2.2.4. The Group's employees

The Group's employees play a major role in the identification of risks related to their respective fields of activity. Along with the management, they take part in the implementation of internal procedures and of the most suitable control mechanisms. On a daily basis, they are responsible for performing the checks defined in the procedures.

2.2.3. Organisation and management of the internal control framework

2.2.3.1. Organisation

The Group's organisational structure is based on an Executive Committee consisting of the CEO, the heads of operational divisions (Property Development, Commercial Property Investment, Healthcare Property Investment and Property Services) and support functions (Finance, HR and Communication Departments).

Each division has its own organisational chart and delegations of authority, where the main duties, tasks and responsibilities of each employee are detailed. The duties assigned to employees are defined in job description files.

Operational risk and internal control management are the responsibility of the heads of divisions, members of the Executive Committee, each of them assisted by:

- an internal controller in charge of keeping the risk map up-to-date, assessing the efficiency of internal control on a regular basis (level 2 control) and maintaining the incident database;
- a reference person responsible for updating delegations of authority and internal procedures, as well as implementing action plans.

The Audit, Risk and Internal Control Department supervises the organisational structure and coordinates the actions of this network of controllers and managers.

2.2.3.2. Flow of information within the Company

All information related to internal control (organisational charts, delegations of authority, procedures…) is available to employees depending on their duties and levels of authority.

Operational committees working under the authority of the CEO or of the members of the Executive Committee supervise all of the Group's activities, promoting the provision of relevant and reliable information to the managers, especially:

- Executive Committee (once a week);
- Divisional Management Committees (once to twice a month);
- Coordination Committee (four times a year);
- Group Commitments Committee (twice a year);
- Divisional Commitment Committees (once to twice a month);
- Finance Committee (Risk, Rates, Treasury, Financing) (once a month);
- Risk Management Committee (twice a year).

These committees are complemented by a number of specialised operational committees.

The head of the Audit, Risk and Internal Control Department sits on the Coordination Committee, on the Group Commitments Committee, and on the Finance Committee (Risk, Rates, Treasury, Financing). It leads the Risk Committee.

2.2.3.3. Frame of reference for risk management

Risk management is based on a frame of reference which lists and analyses the main identifiable risks in terms of the Company's objectives and ensures the existence of control procedures to limit the probability of occurrence those risk and their impact to an acceptable level for the Company.

Based on this frame of reference, it is possible to establish residual risks maps for the Company which management will use for reporting purposes in order to prioritise action plans that might be deemed necessary.

The entire process is monitored in a specific software application where internal controllers are able to assess the means of control and to define and monitor action plans.

2.2.4. Control environment specific to accounting and financial information

The internal control environment regarding the production of financial information receives special attention:

2.2.4.1. Accounting and financial organisation

The organisation of the Group's accounting teams is mainly characterised by:

- the use of a frame of reference and accounting methods common to all of the Group's entities which ensures the consistency of accounting methods and the standardisation of reporting formats;
- centralisation at the headquarters of consolidation tasks for all of the Group's entities (direct method of consolidation without steps) and of bookkeeping for entities from the Property Investment and Property Services Divisions (entities from the Property Development Division have their own accounting staff);
- the automation of recurring tasks such as invoicing or procurement, which contributes to reliability of accounting and allows for real-time budget management.

2.2.4.2. The accounting and financial information system

The accounting and financial information system is mainly based on integrated IT tools which are adapted to the Group's activities and maintained by an internal IT team.

Bookkeeping of all consolidated entities is based on a single system and a shared frame of reference. This ERP system processes data according to local accounting standards and IFRS, and has all the necessary features in terms of traceability, reliability, and security of data and processing. It also generates the basis for the analyses carried out by financial controllers. This application is integrated in the software applications specific to each business line which are used for property management, monitoring of property development operations and treasury management.

The entire accounting and financial information system is included in the scope of the backup and disaster recovery plan.

2.2.4.3. Process of preparing the financial statements

The production of financial information is a standardised process which covers the flow and the processing of information:

- the procedures for preparing the financial statements explicitly specify, for each operational or financial process, the involved parties, the schedule and the information medium;
- accounting principles and methods, accounts processing and charts of accounts are standardised and ensure the consistency of information processing across the Group.

2.2.4.4. Control procedures

Internal control procedures are intended to ensure the comprehensiveness, truthfulness and accuracy of accounting entries, as well as the relevance of reported information:

- the integrity of the information supply chain is ensured by interface controls and controls of the consistency of data entered into the interface *vs.* upstream systems;
- special operations are subject to a specific documentation aiming at ensuring the justification and traceability of associated accounting treatments;
- a detailed budget analysis, carried out by the management control team, explains observed deviations from forecast and confirms that relevant financial information is being produced.

In addition, accounting and financial information is audited externally by a Statutory Auditor whose work and conclusions are presented to the Audit Committee before the approval of the financial statements by the Board of Directors.

2.2.4.5. Financial communication

Financial communication is under the direct authority of the member of Executive Committee in charge of Finance.

Publication of periodic legal notices (every quarter, half-year, or year) is carried out through press releases in accordance with a standard procedure and schedule, once they are validated.

Half-yearly or annual financial statements are made public once they are officially approved by the Board of Directors.

2.2.5. Main risks monitored by the Internal Control Department

The main risk factors to which Icade's business lines are exposed are listed in the management report. They primarily include:

2.2.5.1. Risks related to the property market

As all the players in the home purchase, rental investment and property services markets, Icade is subject to the following risks:

- fluctuations in the value of properties and lands included in its portfolio, or of those it intends to buy or sell as part of its investment plan;
- fluctuations in rent levels caused by changes in market rental values or rent indexation;
- competition.

To address these risks, Icade owns a diversified property portfolio invested in the most dynamic geographic areas of the Greater Paris region and large cities outside Paris. The portfolio is held and recorded in the accounts as part of a long-term strategy;

The risk related to the leasing activity is highly diversified and well-spread over time thanks to a balanced lease expiry schedule.

2.2.5.2. Financial risks

Since Icade partially finances its growth through debt, it is subject to a liquidity risk, a risk related to the cost of financing, as well as a counterparty risk.

These risks are managed prospectively with a medium-term outlook, paying particular attention to diversification of sources of funding, spreading of maturities over time and hedging against rising interest rates.

2.2.5.3. Operational risks

In the course of its operational activities, Icade is particularly sensitive to the following risks:

- risk of vacancy in the rental property portfolio due to a mismatch between its products and market needs;
- development risk, which includes technical and financial contingencies that might hinder the development or profitability of its operations;
- health and safety hazards;
- major disasters affecting the properties.

As an integrated real estate player, Icade has available in-house all the key skills and competencies required for its development and for management of projects that respond to market needs. Its assets are constantly maintained and upgraded in order to keep them safe and attractive over time.

The Group is also exposed to the risk of misstatements in its financial statements and to the risk of IT system failure.

2.2.5.4. Legal and tax risks

Two of Icade's legal and tax specificities are: the controlling interest of Caisse des Dépôts et consignations in the Company and its tax regime as a SIIC (listed real estate investment company).

2.2.6. Work and assessment of risk control performance in 2015

2.2.6.1. Assessment of risk control

The risk level of the Company's business activities is identified thanks to residual risk maps and based on the existing risk control procedures.

Every half-year, Icade officially reviews these maps under the leadership of the Audit, Risk and Internal Control Department.

At the end of 2015, about 250 risks have been mapped and their probability of occurrence or their impact are supervised by about 390 checks:

- 55% of risks seem to be completely controlled;
- 40% still have a potentially serious impact on activity and results;
- 5% remain high despite control measures.

These proportions have not changed significantly in 2015.

Every half-year, Icade's network of internal controllers headed by the Audit, Risk and Internal Control Department officially assesses the actual implementation of these control measures and the results are documented (level 2 control campaigns). The results are presented to the Risk Committee and the Audit Committee.

The conditions under which these controls are carried out, as well as the conclusions obtained are reviewed annually by Icade's internal audit team which is independent from the internal control team, although it reports to the Risk Committee and the Audit Committee.

2.2.6.2. Specific audits

Additionally to control campaigns intended to ensure risk control procedures and measures are well implemented, Icade's internal audit team carried out 11 audit assignments in 2015, mainly as part of the audit plan prepared by the Audit Committee.

The conclusions of these audits indicate that the responsible teams maintain satisfactory control over processes and operations. Internal control questions are integrated at all levels of the Company. Nevertheless, it would be preferable if internal procedures were updated more rapidly, especially following recent organisational changes.

Overall, 39 recommendations were issued, of which 8 were a priority, which means that at the end of the year a total of 67 recommendations were being implemented.

The Statutory Auditors have also performed certain audits on internal control as part of their certification of 2015 financial statements.

Paris, on February 22, 2016

Chairman of the Board of Directors

3. STATUTORY AUDITORS' REPORT PURSUANT TO ARTICLE L. 225-235 OF THE FRENCH COMMERCIAL CODE ON THE REPORT OF THE CHAIRMAN OF THE BOARD OF DIRECTORS OF ICADE SA

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

Financial year ended December 31, 2015

To the Shareholders,

In our capacity as Statutory Auditors of Icade and pursuant to the provisions of Article L. 225-235 of the French Commercial Code, we hereby present our report dealing with the report prepared by the Chairman of your Company in accordance with Article L. 225-37 of French Commercial Code for the financial year ended December 31, 2015.

It is the Chairman's responsibility to prepare, and submit to the Board of Directors for approval, a report describing the internal control and risk management procedures implemented by the Company and providing other information required by Article L. 225-37 of the French Commercial Code in particular relating to corporate governance.

Our own responsibility is to:

- communicate to you any observations we may have as to the information contained in the Chairman's report and relating to the Company's internal control and risk management procedures in the area of the preparation and processing of financial and accounting information; and
- attest that the report includes the other disclosures required by Article L. 225-37 of the French Commercial code. It should be noted that we are not verifying the fair presentation of those other disclosures.

We have performed our work in accordance with the professional standards applicable in France.

Information relating to the Company's internal control and risk management procedures in the area of the preparation and processing of financial and accounting information

Our professional standards require the application of procedures designed to assess the fair presentation of the information contained in the Chairman's report and relating to the Company's internal control and risk management procedures in the area of the preparation and processing of financial and accounting information.

Those procedures involve in particular:

- obtaining an understanding of the underlying internal control and risk management procedures in the area of the preparation and processing of financial and accounting information presented in the Chairman's report, and of the related documentation;
- obtaining an understanding of the work performed as a basis for preparing that information and the existing documentation;
- determining if any major internal control weaknesses in the area of the preparation and processing of financial and accounting information identified by us during the course of our engagement have been appropriately disclosed in the Chairman's report.

On the basis of our work, we have no matters to report on the information relating to the Company's internal control and risk management procedures in the area of the preparation and processing of financial and accounting information set out in the Chairman's report, prepared in accordance with the provisions of Article L. 225-37 of the French Commercial Code.

Other information

We hereby attest that the report of the Chairman's report includes the other disclosures required by Article L. 225-37 of the French Commercial Code.

Courbevoie and, Neuilly-sur-Seine February 22, 2016

The Statutory Auditors *(French original signed by)*

PricewaterhouseCoopers Audit	**Mazars**
Jean-Baptiste Deschryver	Gilles Rainaut

4. REMUNERATION AND BENEFITS FOR CORPORATE OFFICERS

4.1. Remuneration policy for corporate officers

Pursuant to Article L. 225-37 of the French Commercial Code, the principles and rules for determining remuneration and benefits of any kind granted to corporate officers are specified in the Chairman of the Board of Directors' report which describes the preparation and organisation of the Board's work and the internal control procedures.

On April 29, 2015, the Board of Directors, on the recommendation of the Appointments and Remuneration Committee, set André Martinez's gross annual remuneration as Chairman of the Board at €150,000 for the year 2015.

On the recommendation of the Appointments and Remuneration Committee of April 27, 2015, the Board of Directors decided, on April 29, 2015, to set Olivier Wigniolle's gross base annual remuneration as CEO at €400,000 for the year 2015, and a variable portion equal to a maximum of 12.5% of his fixed annual remuneration.

On the recommendation of the Appointments and Remuneration Committee, the Board of Directors, on April 29, 2015, set the variable part of the CEO's remuneration for the financial year 2015 at €50,000, based on specific pre-established objectives, including financial and qualitative objectives.

The variable portion of remuneration based on financial goals represents 6.25% of the annual base remuneration, *i.e.* €25,000 on a basis of 100% of the time. Of these objectives, 50% is related to the operating profitability of the Icade group in 2015 – EBITDA/Revenue (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500); and the remaining 50% is related to the change in net current cash flow of the Icade group (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500), based on the levels reached.

The variable portion of remuneration based on financial goals represents 6.25% of the annual base remuneration, *i.e.* €25,000 on a basis of 100% of the time. of these objectives, 50% is related to the successful creation of a new strategic vision for Icade and its implementation (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500); and the remaining 50% is related to the effective management of the Company aimed at involving management teams and employees in this new strategic vision (*i.e.* 3.125% of the annual base remuneration, amounting to €12,500).

The payment of this variable portion is deferred to 2016 on the day the Board recognises that the specified goals have been reached.

4.2. Individual and detailed remuneration of corporate officers

On February 17, 2015, the Board of Directors appointed Jean-Paul Faugère as acting Chairman of the Board of Icade until April 29, 2015. Since Jean-Paul Faugère did not receive any remuneration from his position as acting Chairman of the Board, no information about his remuneration is presented in the tables below.

The following table lists the remuneration and benefits of all kinds paid to each corporate officer (including directors' attendance fees) during 2014 and 2015.

The Chairman and the Chief Executive Officer do not have an employment contract with Icade. They are remunerated for their positions as corporate officers, under the conditions set by the Board of Directors.

Each Board member owned at least one Icade share at December 31, 2015, in accordance with legal provisions.

Table summarising remuneration, options and shares granted to each executive corporate officer

Table 1 of the 2012-02 AMF recommendations

(in thousands of euros)	Year 2014	Year 2015	Year 2015	Year 2015	Year 2015
Name and position of the executive corporate officer	GRZYBOWSKI Serge, Chairman and CEO	GRZYBOWSKI Serge, Chairman and CEO	PALLADITCHEFF Nathalie, CEO	MARTINEZ André, Chairman	WIGNIOLLE Olivier, CEO
Remuneration due for the financial year (details in Table 2)	448.2	545.4	91.6	102.9	331.9
Value of multi-annual variable remuneration granted during the financial year	N/A	N/A	N/A	N/A	N/A
Value of options granted during the financial year (detailed in Table 4) [(a)]	N/A	N/A	N/A	N/A	N/A
Value of free shares granted during the financial year (detailed in Table 6)	0.8	N/A	N/A	N/A	N/A
TOTAL	**449.0**	**545.4**	**91.6**	**102.9**	**331.9**

(a) *Value of options and financial instruments at the time they were awarded, as stated in IFRS 2, having taken into account, in particular, any potential discount associated with performance criteria and with the probability of service in the Company at the end of the vesting period, but excluding the impact of recognising the expense over the vesting period, as required by IFRS 2.*

Table summarising remuneration granted to each executive corporate officer

Table 2 of the 2012-02 AMF recommendations

	Year 2014		Year 2015	
GRZYBOWSKI Serge, Chairman and CEO	**Amounts due**	**Amounts paid**	**Amounts due**	**Amounts paid**
Fixed remuneration	400.0	400.0	52.4	52.4
Annual variable remuneration	42.2	50.0	42.2	42.2
Multi-annual variable remuneration				
Exceptional remuneration			450.0	450.0
Directors' attendance fees	0.0	0.0	0.0	0.0
Benefits in kind – car	6.1	6.1	0.8	0.8
TOTAL	**448.3**	**456.1**	**545.4**	**545.4**

	Year 2014		Year 2015	
PALLADITCHEFF Nathalie, CEO	**Amounts due**	**Amounts paid**	**Amounts due**	**Amounts paid**
Fixed remuneration			80.8	80.8
Annual variable remuneration			9.9	9.9
Multi-annual variable remuneration				
Exceptional remuneration				
Directors' attendance fees			0.0	0.0
Benefits in kind – car			0.9	0.9
TOTAL			**91.6**	**91.6**

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	Year 2014		Year 2015	
MARTINEZ André, Chairman	**Amounts due**	**Amounts paid**	**Amounts due**	**Amounts paid**
Fixed remuneration			101.2	101.2
Annual variable remuneration				
Multi-annual variable remuneration				
Exceptional remuneration				
Directors' attendance fees			0.0	0.0
Benefits in kind – car			1.7	1.7
TOTAL			**102.9**	**102.9**

	Year 2014		Year 2015	
WIGNIOLLE Olivier, CEO	**Amounts due**	**Amounts paid**	**Amounts due**	**Amounts paid**
Fixed remuneration			269.8	269.8
Annual variable remuneration			50.0	
Multi-annual variable remuneration				
Exceptional remuneration				
Directors' attendance fees			0.0	0.0
Benefits in kind[(a)]			12.1	12.1
TOTAL			**331.9**	**281.9**

(a) Benefits in kind include a car for €4.1K and an unemployment insurance policy (GSC) for €8.0K.

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Table summarising the directors' attendance fees and other remuneration received by non-executive corporate officers

Table 3 of the 2012-02 AMF recommendations

Non-executive corporate officers	Amounts paid in the financial year 2014	Amounts paid in the financial year 2015
CAISSE DES DÉPÔTS		
Directors' attendance fees	83.3	50.7
Other remuneration	0.0	0.0
PREDICA		
Directors' attendance fees	0.0	1.5
Other remuneration	0.0	0.0
BOUVIER CHRISTIAN		
Directors' attendance fees	22.5	16.5
Other remuneration	0.0	0.0
DAUBIGNARD CÉCILE		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
DONNET ÉRIC		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
FAUGÈRE JEAN-PAUL		
Directors' attendance fees	19.5	12.0
Other remuneration	0.0	0.0

Non-executive corporate officers	Amounts paid in the financial year 2014	Amounts paid in the financial year 2015
FAURE JARROSSON BENOIT		
Directors' attendance fees	23.3	6.2
Other remuneration	0.0	0.0
GILLY NATHALIE		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
GLEESON THOMAS FRANCIS		
Directors' attendance fees	16.5	
Other remuneration	0.0	
GRIVET JÉRÔME		
Directors' attendance fees	0.0	7.5
Other remuneration	0.0	0.0
LAMBERT MARIE-CHRISTINE		
Directors' attendance fees	19.5	12.2
Other remuneration	0.0	0.0
MAES BENOIT		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
MAREUSE OLIVIER		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
QUINET ALAIN		
Directors' attendance fees	9.0	4.5
Other remuneration	0.0	0.0
SCEMAMA CÉLINE		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
SILVENT FRANCK		
Directors' attendance fees	0.0	0.0
Other remuneration	0.0	0.0
TESSIER NATHALIE		
Directors' attendance fees		0.0
Other remuneration		0.0
TOTAL	**193.6**	**111.1**

Table summarising benefits (employment contract, retirement scheme, compensation or benefits due or likely to be due in the event of termination or change of position, or compensation relating to a non-compete clause)

Table 11 of the 2012-02 AMF recommendations

	Employment contract		Additional retirement scheme		Compensation or benefits due or likely to be due in the event of a termination or change of position		Compensation relating to a non-compete clause	
Executive corporate officers	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**
GRZYBOWSKI Serge Chairman and CEO Start of term of office: November 30, 2007 End of term of office: February 17, 2015		X		X	X			X
PALLADITCHEFF Nathalie CEO Start of term of office: February 17, 2015 End of term of office: April 29, 2015		X		X		X		X
MARTINEZ André Chairman Start of term of office: April 29, 2015 End of term of office: Approval of the financial statements for the year ended December 31, 2018		X		X		X		X
WIGNIOLLE Olivier CEO Start of term of office: April 29, 2015 End of term of office: Approval of the financial statements for the year ended December 31, 2018		X		X	X			X

4.3. Compensation, retirement benefits and other benefits

4.3.1. Obligations and benefits in favour of Olivier Wigniolle at December 31, 2015

On April 29, 2015, the Board of Directors of Icade agreed to pay Olivier Wigniolle a severance payment in the event of forced departure associated with a change of control (under Article L. 233-3 of the French Commercial Code) or with a strategic disagreement with the Board of Directors.

In accordance with Article L. 225-42-1 of the French Commercial Code, this severance pay shall be subject to compliance with performance conditions in terms of value creation observed in Icade, in accordance with the provisions specified below.

In the paragraph below, NPAG (net profit(/loss) attributable to the Group) is indicated after adjustment for capital gains from disposals.

4.3.1.1. Determination of the change in net profit(/loss) attributable to the Group (NPAG)

The change in NPAG shall be assessed by comparing the last NPAG known during the calendar year preceding the date of dismissal of Olivier Wigniolle (hereinafter referred to as the "most recent NPAG") and its average value in the two calendar years preceding the most recent NPAG (hereinafter referred to as "NPAG for the reference period").

If the most recent NPAG is equal to or higher than the NPAG for the reference period, the payment shall be due.

4.3.1.2. Taking into account changes in market trends

This severance payment will be equal to the total gross remuneration (including fixed and variable remuneration) received over the 12 months preceding the date of the Forced Departure.

On April 29, 2015, Icade's Board of Directors authorised the Company to take out an unemployment insurance policy for Olivier Wigniolle from the GSC association *(garantie sociale des chefs et dirigeants d'entreprise)*. For the period from 29 April to December 31, 2015, the amount of contributions totalled €8,043.

On April 29, 2015, Icade's Board of Directors also decided to grant Olivier Wigniolle a company car as per the rules defined within Icade.

On the same day, Icade's Board of Directors also approved the purchase of a voluntary employer-sponsored contingency insurance for Olivier Wigniolle, taken out by Caisse des Dépôts with CNP Assurances. Caisse des Dépôts will charge Icade for the share of the contributions corresponding to Olivier Wigniolle's insurance, which will be considered additional remuneration and as such will be subject to tax and security social contributions.

4.3.2. Obligations and benefits in favour of other corporate officers

At December 31, 2015, no compensation is planned for the other corporate officers of Icade in the event of termination of their office within the Company.

As of that same date, Icade has not provided any retirement benefits or similar obligations to its corporate officers. Moreover, no corporate officer of Icade has a voluntary employer-sponsored supplemental retirement plan.

As of the date of this document, Icade has not granted any loan, advance or guarantee to its corporate officers. There is no agreement in place between the members of the Board of Directors and Icade or its subsidiaries that provides for the granting of benefits.

4.4. Stock options and bonus shares granted during the financial year to corporate officers by the issuer and by any company within the Group

No new bonus share plan was implemented in 2015.

Share subscription or purchase options granted during the year to each executive corporate officer by the issuer and by any company within the Group

Table 4 of the 2012-02 AMF recommendations

During the financial year, no share subscription or purchase option was granted to any corporate officer.

Share subscription or purchase options exercised during the year by each executive corporate officer

Table 5 of the 2012-02 AMF recommendations

During the financial year, no share subscription or purchase option was exercised by any corporate officer.

Bonus shares awarded to each corporate officer

Table 6 of the 2012-02 AMF rec ommendations

During the financial year, no bonus share was granted to any corporate officer by the General Meeting of Shareholders.

Table 7 of the 2012-02 AMF recommendations

During the financial year, no bonus share held by any corporate officer reached the end of its mandatory holding period.

History of grants of share subscription or purchase options

Information regarding share subscription or purchase options

Table 8 of the 2012-02 AMF recommendations

Date of the General Meeting	1-2008 plan GM of November 30, 2007	2-2008 plan GM of November 30, 2007	1-2011 plan GM of April 15, 2009
Date of the Board of Directors	April 16, 2008	July 24, 2008	February 16, 2011
Total number of shares that can be subscribed or purchased, including the number that can be subscribed or purchased by:			
Serge GRZYBOWSKI	35,350	40,000	40,000
Start of the stock option exercise period	January 4, 2012	August 9, 2012	March 4, 2015
Expiry of the stock option exercise period	January 3, 2014	August 8, 2015	March 3, 2019
Subscription or purchase price ***(in €)***	101.20	66.61	80.86
Exercise terms and conditions (when the plan includes several brackets)	These options can be exercised by their beneficiary from the end of the mandatory holding period under the following terms and conditions: ◆ up to 40% of the total number of options granted; ◆ and for the remainder, *i.e.* up to 60% of the total number of options granted (the "Performance-Contingent Options") under the following terms and conditions: – for half of the Performance-Contingent Options, a variable portion determined according to objectives in terms of stock price, – for half of the Performance-Contingent Options, a variable portion determined according to objectives in terms of the net profit(/loss) attributable to the Group.	These options can be exercised by their beneficiary from the end of the mandatory holding period under the following terms and conditions: ◆ up to 80% of the total number of options granted; and ◆ for the remainder, *i.e.* up to 20% of the total number of options granted (the "Performance-Contingent Options"), exercisable options shall be determined for each period based on the change in the price of the Icade share relative to the variation in the IEIF benchmark index.	These options can be exercised by their beneficiary from the end of the mandatory holding period under the following terms and conditions: ◆ up to 35% of the total number of options granted; and ◆ for the remainder, *i.e.* up to 65% of the total number of options granted (the "Performance-Contingent Options"), 32.5% of options shall be exercisable or not depending on the change in the price of the Icade share relative to the change in the IEIF benchmark index (2) and the remaining 32.5% depending on the achievement of objectives in terms of net current cash flow.
Number of subscribed shares at December 31, 2015	0	24,000	0
Total number of cancelled or expired share subscription or purchase options	35,350	16,000	40,000
Remaining share subscription or purchase options at the end of the year	0	0	0

Table 9 of the 2012-02 AMF recommendations

Share subscription or purchase options granted to the top ten non-corporate officer employee awardees and options they exercised	Total number of options granted/ shares subscribed or purchased	Weighted average price	1-2-2008 plan	1-2011 plan
Options granted during the financial year by the issuer and any company included within the scope of grant of options to the ten employees of the issuer and any company within this scope, who received the highest number of options (aggregate information).	0.0	0.0	0	0
Options held against the issuer and the above-mentioned companies, and exercised during the year by the ten employees of the issuer or of these companies who received the highest number of options (aggregate information).	23,000	67.26	0	27,169

History of bonus share grants

Information regarding bonus shares

Table 10 of the 2012-02 AMF recommendations

Date of the General Meeting	1-2012 plan GM of April 15, 2009	2-2012 plan GM of April 15, 2009	1-2014 plan GM of June 22, 2012
Date of the Board of Directors	February 16, 2011	February 16, 2011	February 19, 2014
Total number of bonus shares granted, including the number granted to:			
Serge GRZYBOWSKI	15	5,984	15
Share subscription date	April 3, 2014	April 3, 2014	March 3, 2016
Date of the end of the mandatory holding period	March 2, 2016	March 2, 2016	March 3, 2018
Number of subscribed shares at 12/31/2014	15	5,984	-
Total number of cancelled or expired shares	0	0	15
Remaining bonus shares at the end of the financial year	-	-	0

During the financial year 2015, no options were exercised by the corporate officers.

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CONSOLIDATED FINANCIAL STATEMENTS

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1. CONSOLIDATED FINANCIAL STATEMENTS

Consolidated income statement

(in millions of euros)	Notes	12/31/2015	12/31/2014 restated [(a)]
Revenues	**5.1.1**	**1,439.7**	**1,718.3**
Revenue from other related business		3.6	3.5
Net business-related financial income		-	0.1
Income from operating activity		**1,443.3**	**1,722.0**
Purchases used		(717.5)	(956.3)
Outside services		(97.3)	(108.4)
Tax, duty and similar payments		(11.1)	(12.5)
Personnel charges, profit sharing and share incentive scheme		(108.5)	(120.5)
Other business-related charges		(7.5)	(4.6)
Charges on operating activities		**(941.9)**	**(1,202.2)**
EBITDA		**501.5**	**519.7**
Depreciation charges net of investment grants		(281.8)	(273.5)
Charges and reversals related to impairment on tangible, financial and other current assets		(310.2)	(5.5)
Profit/(loss) on acquisitions		(0.3)	-
Profit/(loss) from disposals	5.1.2	129.2	99.1
Impairment on goodwil*l and int*angible assets		0.1	(0.8)
Share in profit/(loss) of equity-accounted companies	4.4	(8.4)	6,2
OPERATING PROFIT/(LOSS)		**29.9**	**345.2**
Cost of gross debt		(133.2)	(149.6)
Net income from cash and cash equivalents, related loans and receivables		9.2	18.6
Cost of net debt		**(123.9)**	**(131.0)**
Other financial income and charges		(2.2)	(9.7)
FINANCIAL PROFIT/(LOSS)	**5.2**	**(126.1)**	**(140.7)**
Income tax expense	5.3	(63.5)	(32.3)
Profit/(loss) from discontinued operations	6	(20.5)	0.6
NET PROFIT/(LOSS)		**(180.2)**	**172.8**
Profit/(loss): share of non-controlling interests	4.13	27.4	21.3
Net profit/(loss): attributable to owners of the Company		**(207.6)**	**151.5**
Net income, Group share per share (in €)	**5.4**	**(2.82)**	**2.06**
Net income, Group share per share after dilution (in €)	**5.4**	**(2.81)**	**2.05**
NET PROFIT/(LOSS) FOR THE PERIOD		**(180.2)**	**172.8**
Other items of comprehensive income:			
Other comprehensive income recyclable in the income statement:		**26.6**	**5.1**
Financial assets available for sale		(1.2)	-
- Changes in fair value recognised directly in equity		(1.2)	-
Recyclable cash flow hedging		27.8	5.1
- Changes in fair value recognised directly in equity		29.4	1.0
- Transfer to income statement of instruments not qualified for hedging		(1.7)	4.1
Other comprehensive income not recyclable in the income statement:		**2.0**	**(4.7)**
Actuarial gains and losses and adjustments of the asset ceiling		2.7	(4.9)
Taxes on actuarial gains and losses and adjustments of the asset ceiling		(0.6)	0.3
Total comprehensive profit/(loss) recognised in equity		**28.6**	**0.6**
Including transfer to net income		(1.7)	4.1
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD		**(151.6)**	**173.3**
- Share of non-controlling interests		28.3	18.2
- Group share		(179.9)	155.1

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

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Consolidated Statement of Financial Position

Assets *(in millions of euros)*	Notes	12/31/2015	12/31/2014
Goodwill	4.1	46.3	69.5
Net intangible assets		5.1	4.0
Net tangible assets	4.2	79.0	85.4
Net investment properties	4.2	7,989.8	7,844.2
Non-current securities available for sale	4.3	27.1	16.9
Equity-accounted securities	4.4	114.9	137.0
Other non-current and derivative financial assets	4.5	4.6	3.2
Deferred tax assets	5.3.2	17.6	17.8
TOTAL NON-CURRENT ASSETS		**8,284.3**	**8,178.0**
Stocks and in-progress	4.6	430.5	450.8
Trade receivables	4.7	449.3	549.7
Amounts due from customers (building contracts and off-plan sales)	4.8	30.5	21.9
Tax receivables		22.3	5.4
Miscellaneous receivables	4.9	228.7	376.5
Other current and derivative financial assets	4.5	149.9	139.6
Cash and cash equivalents	4.10	451.4	478.2
Assets held for sale	6	156.8	-
TOTAL CURRENT ASSETS		**1,919.3**	**2,022.1**
TOTAL ASSETS		**10,203.7**	**10,200.1**

Liabilities *(in millions of euros)*	Notes	12/31/2015	12/31/2014
Capital	4.12	113.0	112.8
Premiums		2,692.0	2,686.1
Treasury shares		(40.0)	(40.1)
Revaluation reserves		(64.5)	(89.9)
Other reserves		1,099.5	1,221.9
Net income attributable to owners of the Company		(207.6)	151.5
Equity – attributable to owners of the Company		**3,592.5**	**4,042.3**
Non-controlling interests	4.13	675.0	487.9
EQUITY		**4,267.4**	**4,530.2**
Non-current provisions	4.14	28.7	35.7
Long-term financial debt	4.15	3,771.5	3,671.5
Tax payable		12.2	1.6
Deferred tax payable	5.3.2	10.7	11.9
Other non-current and financial liabilities	4.17	133.9	162.5
TOTAL NON-CURRENT LIABILITIES		**3,956.9**	**3,883.2**
Current provisions	4.14	37.3	39.1
Current financial debts	4.15	901.1	704.7
Current tax payable		64.9	7.5
Trade payables		359.8	410.9
Amounts due to customers (building contracts and off-plan sales)	4.8	7.2	1.6
Miscellaneous current payables	4.16	446.7	609.4
Other current and derivative financial liabilities	4.17	6.8	13.5
Liabilities intended to be sold	6	155.5	-
TOTAL CURRENT LIABILITIES		**1,979.3**	**1,786.7**
TOTAL LIABILITIES AND EQUITY		**10,203.7**	**10,200.1**

Consolidated cash flow statement

(in millions of euros)	**12/31/2015**	**12/31/2014**
I) TRANSACTIONS RELATED TO OPERATING ACTIVITY		
Net profit/(loss)	**(180.2)**	**172.8**
Net allocations to depreciation, amortisation and provisions	610.6	287.2
Unrealised gains and losses due to changes in fair value	(3.9)	7.4
Other accruals	11.6	8.8
Capital gains or losses on disposal of assets	(135.1)	(62.4)
Capital gains or losses on disposal of consolidated securities	1.7	(49.3)
Share of profit/(loss) of equity-accounted companies	8.4	(6.2)
Dividends received	(1.5)	-
Cash flow from operating activities after cost of net financial debt and tax	**311.7**	**358.3**
Cost of net financial debt	114.9	113.9
Tax expense	65.6	33.3
Cash flow from operating activities before cost of net financial debt and taxes	**492.2**	**505.5**
Interest paid	(122.1)	(117.3)
Tax paid	(59.3)	(45.6)
Change in working capital requirement related to operating activities	-	143.6
NET CASH FLOW FROM OPERATING ACTIVITY	**310.8**	**486.2**
Including net cash flow generated by operating activity – Discontinued operations	***3.0***	***0.2***
II) INVESTMENT ACTIVITIES		
Tangible and intangible assets and investment properties		
- acquisitions	(633.3)	(685.1)
- disposals	403.7	340.3
Investment grants received	-	0.5
Change in deposits paid and received	(5.1)	(0.3)
Change in financial accounts receivable	6.7	6.2
Operational investments	**(227.9)**	**(338.4)**
Securities available for sale		
- acquisitions	(12.0)	-
Consolidated securities		
- acquisitions	(213.0)	(28.9)
- disposals	(0.5)	80.0
- impact of changes in scope	-	(4.4)
Dividends received	6.2	18.1
Financial investments	**(219.3)**	**64.8**
NET CASH FLOW FROM INVESTMENT ACTIVITIES	**(447.2)**	**(273.6)**
Including net cash flow related to investment activity – Discontinued operations	***(0.4)***	***(0.3)***
III) FINANCING ACTIVITIES		
Sums received from shareholders on increases in capital		
- paid by Icade shareholders	6.1	6.9
- paid by non-controlling interests of consolidated subsidiaries	191.3	82.6
Dividends paid during the financial year		
- dividends (including deduction at source) and interims paid in the year by Icade	(275.1)	(270.9)
- dividends and interims paid in the year to non-controlling interests of consolidated subsidiaries	(32.3)	(24.1)
Buy-back of treasury stock	(0.9)	(19.1)
Change in cash flow from capital transactions	**(110.9)**	**(224.6)**
Issues or subscriptions of borrowings and financial debts	960.2	1,263.0
Repayment of borrowings and financial debts	(654.9)	(1,274.0)
Acquisitions and disposals of current financial assets	(68.4)	72.0
Change in cash flow from financing activities	**237.0**	**61.0**
NET CASH FLOW FROM FINANCING ACTIVITIES	**126.1**	**(163.6)**
Including net cash flow related to financing activity – Discontinued operations	***0.7***	***(1.9)***
NET CHANGE IN CASH POSITION (I) + (II) + (III)	**(10.2)**	**49.0**
CHANGES IN CASH POSITIONS FROM DISCONTINUED OPERATIONS	**(5.5)**	**-**
NET CASH POSITION AT THE START OF THE YEAR	**441.8**	**392.8**
NET CASH POSITION AT THE END OF THE YEAR	**426.0**	**441.8**
Cash and cash equivalents (excluding accrued interest not due)	450.2	476.5
Bank overdrafts (excluding accrued interest not due)	(24.2)	(34.7)
NET CASH POSITION	**426.0**	**441.8**

Statement of changes in consolidated equity

(in millions of euros)	Capital	Issue premium and merger premium	Treasury shares	Cash flow hedging net of tax	Securities available for sale net of tax	Other reserves and net income attributable to owners of the Company	Equity attributable to owners of the Company	Non-controlling interests	Total equity
AT 01/01/2015	**112.8**	**2,686.1**	**(40.1)**	**(89.4)**	**(0.5)**	**1,373.4**	**4,042.3**	**487.9**	**4,530.2**
Cash-flow hedges:									
- Changes in fair value recognised directly in equity [a]				27.8			27.8	1.7	29.4
- Recycling through profit/(loss) of revaluation reserves				(0.9)			(0.9)	(0.7)	(1.7)
Fair value of securities available for sale:									
- Change in fair value					(1.2)		(1.2)	-	(1.2)
Other items recognised in equity:									
- Actuarial gains and losses and adjustments of the asset ceiling						2.7	2.7	-	2.7
- Taxes on actuarial gains and losses and adjustments of the asset ceiling						(0.6)	(0.6)	-	(0.6)
TOTAL CHANGES DIRECTLY RECOGNISED IN RESERVE ACCOUNTS (I)				**26.9**	**(1.2)**	**2.0**	**27.7**	**0.9**	**28.6**
NET PROFIT/(LOSS) (II)						**(207.6)**	**(207.6)**	**27.4**	**(180.2)**
TOTAL RECOGNISED INCOME AND EXPENSES (I) + (II)				**26.9**	**(1.2)**	**(205.5)**	**(179.9)**	**28.3**	**(151.6)**
Dividends for 2014						(275.1)	(275.1)	(33.0)	(308.1)
Capital increase	0.2	5.9	-	-	-	-	6.1	191.3	197.4
Treasury shares [b]			0.1	-	-	(1.0)	(0.9)	-	(0.9)
Other			-	(0.2)	-	-	(0.2)	0.5	0.3
AT 12/31/2015	**113.0**	**2,692.0**	**(40.0)**	**(62.7)**	**(1.7)**	**891.9**	**3,592.5**	**675.0**	**4,267.4**

(a) The value of cash-flow hedges rose again significantly during the financial year 2015, through optimisation of the hedge structure.
(b) As at December 31, 2015, Icade held 532,965 treasury shares valued at €40.0 million.

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(in millions of euros)	Capital	Issue premium and merger premium	Treasury shares	Cash flow hedging net of tax	Securities available for sale net of tax	Other reserves and net income attributable to owners of the Company	Equity attributable to owners of the Company	Non-controlling interests	Total equity
AT 12/31/2013	**112.7**	**2,679.3**	**(27.1)**	**(97.8)**	**(0.5)**	**1,501.0**	**4,167.6**	**412.3**	**4,579.9**
Change in method after implementation of the IFRS 11 standard modified on 01/01/2014			**-**	**-**	**-**	**-**	**-**	**-**	**-**
AT 01/01/2014 RESTATED	**112.7**	**2,679.3**	**(27.1)**	**(97.8)**	**(0.5)**	**1,501.0**	**4,167.6**	**412.3**	**4,579.9**
Cash-flow hedges:									
- Changes in fair value recognised directly in equity [(a)]				5.1			5.1	(2.3)	2.8
- Recycling through profit/(loss) of revaluation reserves				3.1			3.1	(0.8)	2.3
Other items recognised in equity:									
- Actuarial gains and losses and adjustments of the asset ceiling						(4.9)	(4.9)	-	(4.9)
- Taxes on actuarial gains and losses and adjustments of the asset ceiling						0.3	0.3	-	0.3
TOTAL CHANGES DIRECTLY RECOGNISED IN RESERVE ACCOUNTS (I)				**8.2**	**-**	**(4.6)**	**3.6**	**(3.1)**	**0.5**
NET PROFIT/(LOSS) (II)						**151.5**	**151.5**	**21.3**	**172.8**
TOTAL RECOGNISED INCOME AND EXPENSES (I) + (II)				**8.2**	**-**	**146.9**	**155.1**	**18.2**	**173.3**
Dividends for 2013						(270.9)	(270.9)	(24.1)	(295.0)
Capital increase	0.1	6.8	-	-	-	-	6.9	82.6	89.5
Treasury shares [(b)]			(13.0)	-	-	(6.1)	(19.1)	-	(19.1)
Other [(c)]			-	0.2	-	2.5	2.7	(1.1)	1.6
AT 12/31/2014	**112.8**	**2,686.1**	**(40.1)**	**(89.4)**	**(0.5)**	**1,373.4**	**4,042.3**	**487.9**	**4,530.2**

(a) Changes in the value of cash-flow hedges were not significant in 2014.
(b) As at December 31, 2014, Icade held 539,308 treasury shares valued at €40.1 million.
(c) This item includes a €1.7 million positive impact, on reserves, from conditional stock options and bonus shares.

The financial statements are presented in millions of euros, rounded to the nearest hundred thousand euros. Rounding errors may therefore appear between the various statements.

2. NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1. ACCOUNTING PRINCIPLES

1.1. Standards applied

The consolidated financial statements of the Icade group ("the Group") as at December 31, 2015 have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted in the European Union pursuant to European regulation no.1606/2002 dated July 19, 2002. The statements were approved by the Board of Directors of Icade on February 22, 2016.

The International Accounting Standards are published by the IASB (International Accounting Standards Board) and have been adopted by the European Union. They include the IFRS (International Financial Reporting Standards), the IAS (International Accounting Standards) and their interpretations. This reference is available for viewing on the European Commission's Internet site [1].

The consolidated financial statements published by the Group on December 31, 2014 had been prepared and approved using the same principles and methods, with the exceptions of those indicated below:

Standards, amendments and interpretations adopted by the European Union required to be applied in the financial years starting January 1, 2015

- IFRIC 21: Taxes imposed by a public authority (retrospective application):

  This interpretation clarifies the accounting date of a debt for a right or a tax, other than income tax. Recognition of the debt is related to the generator event of the requirement to pay the tax, as legally defined. In accordance with this interpretation, the share of the property tax and the tax on offices which cannot be re-invoiced is counted one time in interim publications. On the other hand, this interpretation has had no impact on the annual financial statements;
- annual improvements of IFRS Cycle 2011-2013.

The impact of these publications is not significant on the Group's consolidated financial statements.

Standards, amendments and interpretations published by the International Accounting Standards Board (IASB) not yet adopted by the European Union

- IFRS 9 "Financial instrument":

  On July 24, 2014, the IASB published the full version of the IFRS 9 standard required to replace the IAS 39 standard on financial instruments. The new standard introduced significant changes with respect to the current standard:

  - the classification and evaluation of financial assets are based on a joint analysis of the management model and features of the contractual cash flow of financial assets;
  - the impairment model retains the expected losses instead of recognised losses;
  - the more significant alignment between hedge accounting and risk management.

The new standard enters into force on January 1, 2018 with early adoption permitted.

- IFRS 15 "Revenue from contracts with customers":

  On May 28, 2014, the IASB published the IFRS 15 standard on the recognition of revenues required to replace the IAS 18 and IAS 11 standards and the related interpretations. The new standard introduced the following main new items:

  - a unique model of recognising revenues that is based on the transfer of the control of the good or of the promised service;
  - an accounting model for revenue based on five key steps:

  1. identification of the contract executed with a customer,
  2. identification of the various service requirements provided for in the contract,
  3. determination of the sale price,
  4. distribution of the sale price among the various service requirements provided for in the contract,
  5. accounting for revenues when a service requirement is fulfilled (or to the extent that it is).

The new standard is applicable starting January 1, 2018. An early adoption is permitted.

The main impacts of these two standards on the consolidated financial statements of the Group are being evaluated.

The other publications described below, adopted by the European Union and required to be applied starting on January 1, 2016, should not have a significant impact on the consolidated financial statements of the Group:

- amendments to IAS 1 "Initiative regarding the information to be supplied";
- amendments to IAS 16 and IAS 38 "Clarification of the acceptable methods of depreciation and amortisation";
- amendments to IFRS 10 and IAS 28 "Sale or contribution of assets between the Group and the equity accounted entities";
- amendments limited to IFRS 10, IFRS 12 and IAS 28 "Investment entities: exemption from preparing consolidated financial statements";
- amendments to IFRS 11 "Acquisition of a share in a joint arrangement";
- amendments to IAS 19 "Defined Benefit Plans: Employee Contributions";
- annual improvements of IFRS Cycle 2010-2012;
- annual improvements of IFRS Cycle 2012-2014.

The Group has not early-adopted any standards or interpretations.

1.2. Basis of assessment, judgement and use of estimates

The financial statements have been prepared according to the amortised cost convention, with the exception of certain financial instruments which are accounted for according to the fair value convention and of assets and liabilities held for sale recognised at the lower of their carrying value and their fair value decreased by the costs associated with the sale in accordance with IFRS 5.

The preparation of the financial statements requires the use of estimates and assumptions to determine the value of assets and liabilities, the assessment of any positive or negative unanticipated unknowns on the closing date, and income and expenses for the year.

(1) *http://ec.europa.eu/internal_market/accounting/ias/index_fr.htm.*

The significant estimates made by the Group for preparing its financial statements mainly cover:

- the evaluation of tangible and intangible assets and property assets by independent surveyors as indicated in note 1.11;
- the review of real-estate developments (note 1.17);
- the evaluation of net income according to the progress of construction projects, off-plan sale projects and certain service-provision contracts as specified in note 1.17;
- the evaluation of employee benefits and provisions, as specified in notes 1.21, 1.22;
- the evaluation of the fair value of derivative financial instruments.

Due to the uncertainties inherent in any assessment process, the Group reviews its estimates on the basis of regularly updated information. It is possible that the future results of the activities concerned may differ from those estimates.

In addition to using estimates, the Group's management makes judgements to define the appropriate accounting treatment for certain activities and transactions where current IFRS interpretations do not specifically deal with the accounting problems concerned. In particular, management has exercised its judgement for classifying the operating leases (ordinary and direct finance) in order to determine if the classification criteria of the assets and liabilities held for sale and discontinued operations are satisfied in accordance with IFRS 5 and for the determination of accounting treatment of certain transactions for which the IFRS standards provide insufficient clarification.

Finally, pursuant to the principle of relevance and the ensuing materiality notion which follows, only information deemed relevant and useful to users' understanding of the consolidated financial statements is presented.

1.3. Consolidation methods

The consolidation method is determined in accordance with the control exercised:

- the method of overall consolidation was applied for the subsidiaries in which the Group exercises control. The latter exists when the Group:
  - holds power over the entity,
  - has the right to variable returns because of its ties with the entity,
  - has the ability to exercise its power to influence the amount of these returns.

  The potential voting rights as well as the power to direct the financial and operational policies of the entity are part of the items taken into account by the Group in order to assess control.

  The subsidiaries are consolidated beginning with the date of acquisition of control until the date that such control ceases.

  The non-controlling interests represent the share of interest which is not directly or indirectly attributable to the Group. They are presented on a separate line of equity "Non-controlling interests" and of profit/(loss) "Profit/(loss): share of non-controlling interests";
- the equity method is applied for the joint ventures and related entities:
  - the joint ventures are the entities for which the Group exercises joint control by virtue of a contractual agreement. Joint control exists in the case of unanimous agreement of the partners in the choice of financial and operational policies of the entity,
  - the related entities are the companies in which the Group has a notable influence over the financial and operational policies without exercising control.

The consolidated financial statements include the share of the Group in which the total amount of profits, losses and other items of comprehensive income accounted for by the joint ventures and the related entities, starting from the date on which joint control or notable influence is exercised up to the date such control ceases.

For the companies that are fully consolidated, all transactions and internal positions are eliminated completely in consolidation. On the other hand, for equity-accounted companies, only the internal margins and dividends are eliminated up to the share of the Group's interest.

The list of fully consolidated companies and equity-accounted companies is disclosed in note 10.3.

1.4. Business combinations and asset acquisitions

An analysis is first carried out in order to ascertain whether it is a business combination, or the acquisition of an isolated asset.

- The acquisition of the securities of legal entities holding one or more investment properties as the principal asset is accounted for in accordance with IFRS 3 as amended, depending on the date of the takeover, in line with the principles described below.
- The acquisition of isolated assets, meeting the definition of investment properties, is accounted for in accordance with IAS 40.
- The accounting method for investment properties and their depreciation is described in notes 1.9 and 1.11.
- The business combinations completed after January 1, 2010 are posted using the acquisition method in accordance with IFRS 3 as amended.

The consideration transferred must be measured at fair value.

"Liabilities assumed and non-controlling interests" are posted, for each business combination, on the basis of their fair value on the acquisition date or on the basis of their share in the identifiable net assets of the acquired entity.

According to the acquisition method, the buyer must, on the date of acquisition, account for the identifiable assets, liabilities and potential liabilities of the acquired entity (with the exception of non-current assets held for sale) at their fair value on that date.

Any residual difference between the fair value of the consideration transferred (plus the posted amount of the non-controlling interests) and the net balance of the amounts, on the acquisition date, of the identifiable net assets minus liabilities valued at fair value, constitutes the goodwill. This difference is recorded under the buyer's assets if positive and accounted for immediately in the income statement if negative.

Share acquisition costs are posted as charges.

From January 1, 2010, changes in scope are posted in accordance with IAS 27 as amended.

Changes in the percentage of ownership interest that do not affect control (complementary acquisition or sale) shall result in a new apportionment of equity between the Group share and the share related to non-controlling interest investments.

Changes in the percentage of ownership interest resulting in loss of control over an entity shall give rise to recognition of income from disposal and revaluation of the fair value of the percentage interest retained in exchange for the income.

The buyer has twelve months from the date of acquisition to definitively determine the fair value of the assets and liabilities acquired.

Goodwill is not amortised but tested for impairment at the end of the year, or more frequently if there are identified signs of impairment. The procedures for carrying out the depreciation tests are set out in note 1.11.

1.5. Segment reporting

The segment reporting presented corresponds to the organisation of internal reporting for the Group's management.

The Icade group is structured to identify its three business lines. Each segment presents specific risks and benefits:

- the Commercial Property Investment business consists mainly of holding offices and business parks for the rental and arbitraging of these assets;
- the Health Property Investment business consists mainly of holding Healthcare establishment buildings for the rental and arbitraging of these assets;
- Property Development corresponds essentially to building property assets with a view to selling them.

Operations carried out within the same business and between different businesses are presented in the sector report in the same way as operations carried out with third parties. Eliminations and reclassifications relating to those operations appear in a separate column.

1.6. Revenue, other operating income associated with the activity, financial operating income associated with the activity

Revenues

The Group's revenues comprise four types of income:

- rental income, including financial rent;
- building contracts and off-plan sales;
- sale of goods;
- provision of services.

Rental income, including financial rent

Rental income from operating leases includes rent from office blocks, business premises, healthcare establishments, warehouses, shopping centres and housing.

Rental income is recorded by the straight-line method over the firm terms of the leases. Consequently, any particular provisions and benefits specified in the leases (exemptions, payment holidays, key money) are spread over the fixed term of the lease, without taking indexing into account. The reference period used is the 1st firm term of the lease.

Rental charges re-invoiced to tenants are deducted from the corresponding charges accounts and excluded from revenues.

Income from finance leases includes financial rent from property assets leased within the framework of operations conducted with public partners. Financial rent is accounted for on the basis of a formula translating a constant periodic rate of return on the lessor's net investment in the finance lease contract.

Building lease contracts may be qualified as operating lease contracts or finance lease contracts according to the risks and benefits retained by the lessor.

Building leases relating to land are generally qualified as operating lease contracts, firstly because of the retention of the land by the lessor following the period of the lease and secondly because of the indefinite economic lifetime of land.

The income from building lease contracts is booked according to whether the building lease is qualified as an operating lease or as a finance lease.

Building contracts and off-plan sales

Revenues are posted on an ongoing basis.

Revenues accounted for during the year corresponds to the estimated final forecast revenues for the operation recorded pro rata to the progress of work, accrued at the end of the year and for commercial development, less any revenues accounted for in previous years in respect of operations already in the construction phase at the beginning of the year.

Recognition of revenues in line with progress relates only to plots sold and commenced on signature of the notarised deed.

Sale of goods

Sales of goods relate essentially to property agent transactions.

Provision of services

Services provided essentially cover the following items:

- the studies and assistance of project management: revenues are accounted for in line with the progress of the services;
- the activities of services and technical functions (management, building maintenance, general services, etc.): revenue is recognised at the time the service is provided;
- the property management (managing, managing agent, etc.): the commissions and fees are recorded as income when the service is provided.

Re-invoiced rental charges and expenses incurred on behalf of third parties are deducted from the corresponding charges if the Group does not bear any risk in respect of those services.

Revenue from other related business

Other operating income associated with the activity includes income that is not directly related to the operations described in the paragraph entitled "Revenues".

Net business-related financial income

Financial operating income includes financial income earned on funds received in respect of mandate operations and other financial income related to operating activities.

1.7. Earnings per share

The non-diluted earnings per share (basic earnings per share) is calculated by dividing profit and loss attributable to ordinary equity holders of the parent company by the weighted average number of ordinary shares outstanding during the period. The average number of shares in circulation during the period is the average number of ordinary shares in circulation at the beginning of the year, adjusted by the number of ordinary shares bought back or issued during the period on a *prorata temporis* basis.

In calculating the diluted earnings per share, the average number of shares in circulation is adjusted to take into account the diluting effect of equity instruments issued by the Company and likely to increase the number of shares in circulation.

1.8. Intangible assets

An intangible asset is a non-monetary element with no physical substance, which must be both identifiable and controlled by the Company as a result of past events which may bring future economic benefits. An intangible asset is identifiable if it can be separated from the acquired entity or if it stems from legal or contractual rights.

Intangible assets whose useful lives can be determined are amortised by the straight-line method over their forecast useful lives.

Intangible assets	Useful life	Depreciation method
Contracts and customer relations acquired	Duration of contracts	Straight line
Other [(a)]	1 to 3 years	Straight line

(a) Other intangible assets consist primarily of software.

1.9. Property, plant and equipment and investment properties

Tangible assets mainly comprise property assets occupied by the Group and office buildings which have been amortised according to the straight-line method, generally over five years.

Investment properties are properties held in order to earn rent, increase capital, or both. This category of buildings is not used in the production or provision of goods and services or for administrative purposes or to sell them within the framework of ordinary business activities.

Buildings under development with a view to future use as investment properties, as well as advances paid on those properties, are classified under investment property.

In accordance with the option offered by IAS 40, investment properties are accounted for at cost less accrued depreciation and any impairment (see note 1.11).

The cost of investment properties consists of:

- the purchase price stated on the deeds or the construction price, including non-recoverable taxes, after deducting any rebates, trade or payment discounts;
- the cost of refurbishment work;
- all directly attributable costs incurred in order to put the investment property in a condition to be leased in accordance with the use intended by management. Thus, conveyance charges, fees, commission and document costs related to the acquisition and commission related to leasing are included in the cost;
- costs relating to bringing the property in line with Safety and Environmental regulations;
- capitalised borrowing costs (see note 1.13).

Any public investment grants received are deducted from the value of the corresponding assets. These are therefore accounted for as income over the useful life of the asset depreciable by means of a reduction in the depreciation charge.

The gross value is split into separate components which have their own useful lives.

Investment properties are depreciated by the straight-line method over periods which correspond to their expected useful life. Land is not depreciated. The depreciation periods used (in years) are as follows:

Components	Offices		Housing	Warehouses and business premises	Healthcare
	"Haussmann" buildings	Other properties			
Roads, networks, distribution	100	40-60	50	15	80
Building shell, structure	100	60	50	30	80
External structures	30	30	25	20	20-40
General and technical installations	20-25	10-25	25	10-15	20-35
Internal fittings	10-15	10-15	15-25	10-15	10-20
Specific equipment	10-30	10-30	15-25	10	20-35

The useful lives are revised at the end of each year, particularly in respect of investment properties which are the subject of a refurbishment decision.

In accordance with IAS 36, where events, changes in the market environment or internal factors indicate a risk of impairment of investment properties, they are tested for impairment (see note 1.11).

Evaluation of investment properties

The Commercial Property Investment Division operates mainly in the offices and business parks segment in the Île-de-France region, and the Healthcare Property Investment Division operates in the healthcare facilities segment.

Twice per year, the investment proprieties of each property investment company are valued by independent property experts, who are members of the Association Française des sociétés d'expertises immobilières [French Association of Property Appraisal Companies] (Afrexim).

The investment properties of these businesses are valued using the revenue method (discounted future cash flow method and net rent capitalisation method) cross-checked against the direct comparison method for the main assets. For single use properties in the Healthcare Property Investment Division, the share of average revenues or Ebitda realised in past years is taken into account in determining the rental value.

In the case of the implementation of a strategy of full divestment of a portfolio's assets, the property experts may apply a discount expressing the portfolio effect and market conditions for large-scale transactions.

Pursuant to the Group's methodology, buildings being sold, including those under promise of sale, are valued based on the contractual sale price, minus disposal costs.

Properties in development cover various situations: property reserves not fully viable, building land or building rights, residual building land, properties under construction and reconstruction. These properties are valued using the method based on a developer report and/or discounted cash flows, supplemented where necessary by the comparison method.

The fair values given in note 4.2 are appraisal values excluding rights, excluding assets acquired at the end of the year and those held for sale whose fair values are defined in note 1.10.

1.10. Assets held for sale and discontinued operations

In accordance with IFRS 5, if the Group decides to dispose of an asset or group of assets, it classifies it as an asset held for sale if:

- the asset or group of assets is available for immediate sale in its current condition, subject only to customary conditions regarding the sale of such assets;
- it is highly likely to be sold within one year.

Consequently, this asset or group of assets is shown distinctly on the line "Assets held for sale" on the consolidated statement of financial position. The liabilities related to this asset or group of assets are also shown on a separate line in the liabilities.

For the Group, only assets meeting the above criteria and subject to a formal disposal decision at the appropriate management level, or failing that, the General Meeting, are classified as assets held for sale. The accounting consequences are as follows:

- the asset (or group of assets) intended to be sold is valued at its book value or fair value less selling costs, whichever is lower;
- the asset stops being depreciated with effect from the date of transfer.

According the IFRS 5, a discontinued operation represents a component from which the Group has separated or which is classified as held for sale, and which represents a line of business or a main and distinct geographic region.

When the component satisfies the features of a discontinued operation, the profit/(loss) as well as the capital gains and losses of the sale of this operation are also shown, net of taxes and expenses of sale, real or estimated, on a separate line of the income statement.

Cash flow from discontinued operations is also shown separately in the cash flow table.

The same treatment is applied to the income statement and the cash flow statement of the preceding financial year shown in the comparative information.

1.11. Procedures for carrying out asset impairment tests

IAS 36 provides that goodwill and intangible assets with an indeterminate lifespan must be tested at least once a year and other non-financial long-term assets, such as investment properties, must be checked to see if there is any indication that they may have become impaired.

An indication of impairment may be:

- a substantial reduction in the market value of the asset;
- a change in the technological, economic or legal environment.

Impairment of an asset is accounted for where the recoverable value is less than the book value.

Procedures for depreciation of investment properties

The recoverable value of investment properties is the fair value less disposal costs, where relevant, or the going value, whichever is higher. The fair value is the market value excluding rights, determined by independent surveyors (see note 4.2.2). The going value is the present value of expected rental income from those assets.

If there is an indication of impairment, and where the estimated recoverable amount is less than the net book value, the difference between those two figures is accounted for as impairment. Accounting for impairment entails a review of the basis of depreciation and possibly the depreciation plans of the investment properties concerned.

If there is no longer, or a reduced, indicator of impairment, the impairment relating to the investment property may subsequently be reversed if the recoverable value again becomes higher than the net book value. The value of the asset after reversal of the impairment is capped at the book value which would have been determined net of depreciation if no impairment had been accounted for in previous years.

Although carried out by independent surveyors, it should be remembered that valuing a property asset remains a complex estimation exercise, which is also subject from one half-year to the next to the changing economic climate and the volatility of some of the market factors used, particularly return and discount rates.

Therefore, to take account of the inherent difficulties of valuing a property asset and avoiding having to post losses in value likely to lead to a full or partial reversal in the next financial statements, Icade only posts a fall in value when property assets' unrealised capital loss is more than 5% of the net book value before loss of value. The threshold is assessed asset by asset with the exception of the business parks for which the threshold is assessed park by park since the end of the financial year 2015. Once this threshold is exceeded, the posted loss in value is the total amount of unrealised capital losses.

This loss in value is adjusted upwards or downwards in each set of financial statements to reflect changes in the value of the asset and its net book value, remembering that when the loss in value is less than 5% of the net book value before loss of value, the previously posted loss in value is reversed.

For buildings acquired less than three months before the closing date, and posted in the financial statements at their all-inclusive purchase price, the unrealised capital gain calculated, corresponding to registration fees and other acquisition costs is not posted as a loss in value.

Procedures for depreciation of goodwill, intangible assets and other tangible assets

These assets are tested individually or combined with other assets if they do not generate any cash flow independently of other assets.

If there is no longer, or a reduced, indicator of impairment, the impairment relating to the investment property may subsequently be reversed if the recoverable value again becomes higher than the net book value.

Impairment relating to goodwill cannot be reversed.

Goodwill and intangible asset impairment tests are carried out per cash generating unit. The method used by the evaluator is primarily based on an update of the discounted cash flow (DCF) over the period of the business plan of each company, extended over a ten-year horizon and combined with a terminal value based on a normative cash flow to infinity.

The discount rates used are determined before tax.

1.12. Leases

Within the framework of its business activities, the Group uses assets taken or given under leases.

These leases are subject to analysis in the light of the situations described and indicators provided in IAS 17 in order to determine whether they are operating leases or direct finance leases.

Direct finance leases are leases which transfer virtually all the risks and benefits of the assets concerned to the lessee. All leases which do not match the definition of finance lease are classified as operating leases.

From the lessee's point of view

Finance lease

When first accounted for, assets used within the framework of finance leases are accounted for under tangible assets with financial debt as the counterpart entry. The asset is accounted for at the fair value of the leased asset on the start date of the lease or the discounted value of minimum payments if that is lower.

Operating lease

Payments made under operating leases (other than service costs such as insurance and maintenance) are accounted for under charges on the income statement on a straight-line basis over the term of the lease.

From the lessor's point of view

Finance lease

When first accounted for, assets held by virtue of a finance lease are presented as accounts receivable for an amount equal to the net investment in the lease. These accounts receivable, including initial direct costs, are presented under "Trade receivables".

After being booked for the 1st time, financial income is spread over the term of the lease. This appropriation is made on the basis of a scheme reflecting a constant regular return on the net investment in the finance lease. Payments received under the lease corresponding to the period, excluding cost of services, are charged to the gross investment resulting from the lease to reduce both the principal and financing income not acquired. The initial direct costs are included in the initial valuation of the account receivable and reduce the revenue accounted for over the rental period.

Operating lease

In these leases, rental income is recorded by the straight-line method over the firm terms of the leases. Consequently, any particular provisions and benefits specified in the leases (exemptions, landings, rights to entry) are spread over the fixed term of the lease, without taking indexing into account. The reference period used is the 1st firm term of the lease.

Any expenses directly incurred and paid to third parties for setting up a lease are recorded under the assets, under "investment properties", and amortised over the fixed term of the lease.

1.13. Capitalised borrowing costs

Borrowing costs directly attributable to construction or production are included under assets until work is completed.

The borrowing costs incorporated into the value of assets are determined as follows:

- where funds are borrowed in order to construct an individual building, the borrowing costs that can be incorporated are the actual costs incurred over the year less any financial income from investing the borrowed funds temporarily;

- where the borrowed funds are used to construct several buildings, the borrowing costs that can be incorporated into the cost of the building are determined by applying a capitalisation rate to the building costs. This capitalisation rate is equal to the weighted average of current borrowing costs for the year other than the costs of borrowings specifically taken out for the construction of specific buildings. The capitalised amount is limited to the amount of costs actually borne.

1.14. Securities available for sale

Available for sale securities are accounted for at their fair value on the closing date. For shares of listed companies, the fair value is determined on the basis of the stock market quotation on the closing date in question. For unlisted companies, the fair value is determined using recognised valuation techniques (reference to recent transactions, discounting of future cash flows, etc.). Exceptionally, certain securities, which do not have a price quoted on an active market and whose fair value cannot be assessed reliably, are valued at cost.

Unrealised gains and losses in relation to the acquisition price are accounted for in other items of overall profit/(loss), up to the date of disposal. However, where an impairment test leads to the recognition of a potential capital loss in relation to the acquisition cost and this is similar to a significant or lasting impairment, that impairment is accounted for in the income statement. It cannot subsequently be reversed in the income statement in respect of shares and other variable income securities.

Available for sale securities are depreciated individually if there is an objective indication of depreciation as a result of one or more events that have occurred since acquisition. With regard to variable income securities listed on an active market, a prolonged or significant fall in price below its acquisition cost constitutes an objective indication of depreciation.

1.15. Other financial assets

Other financial assets essentially consist of:

- UCITS which do not meet the criteria for classification as cash equivalents, accounted for at fair value by result;
- receivables associated with investments, loans, deposits and guarantees paid, term deposits, accounted for at amortised cost.

Depreciation is established for other financial assets if there is an objective indication of measurable impairment related to an event occurring after the setting up of the loan or acquisition of the asset. Depreciation is analysed on an individual basis as the difference between the book value before depreciation and the estimated recoverable value. This depreciation is accounted for in the income statement as an unrealised capital loss.

1.16. Inventories

Inventories and work in progress are accounted for at their acquisition or production cost. At each close, it is valued at its production cost or net realisation value whichever is lower.

The net realisation value represents the estimated selling price in the normal course of business, less expected costs to complete or realise the sale.

Impairment is booked if the net realisation value is less than the booked cost.

Inventories primarily consist of land, land banks and unsold plots from the residential property development business (under way or finished).

1.17. Building contracts and off-plan sales

The Group applies the progress method to determine revenues from and costs related to building contracts and off-plan sales to be accounted for in the income statement for each period.

Building contracts and off-plan sales costs are production costs directly assignable to the contract as well as borrowing costs incurred up to the date of completion of the works.

If it is likely that the total cost of the contract will be higher than the total income, the Group recognises a termination loss under charges for the period.

Part payments received on these contracts, before the corresponding work has been carried out, are accounted for on the liabilities side under advances and payments on account received.

In accordance with the application of the interpretation of IFRIC 15, property building contracts are accounted for in the following manner when buyers can specify the major structural elements in their design before construction begins and/or if they can specify the major structural changes once construction is under way: the amount of the increased costs incurred by profits recognised and decreased by losses recognised as well as interim billings is determined on a per contract basis.

If this figure is positive, it is accounted for on the asset side under "amount due from customers in respect of building contracts and off-plan sales".

If it is negative, it is accounted for on the liabilities side under "amount due to customers in respect of building contracts and off-plan sales".

1.18. Trade receivables

Trade receivables primarily consist of short-term receivables. Depreciation is established where the book debt is higher than the amount recoverable. Trade receivables are depreciated on a case-by-case basis according to various criteria such as collection problems, litigation or the debtor's situation.

1.19. Cash and cash equivalents

Cash includes liquid assets in current and at-sight deposit bank accounts. Cash equivalents consist of cash UCITS and investments maturing in less than three months, easily convertible into a known amount of cash and subject to a negligible risk of change in value, held in order to meet short-term cash commitments.

Overdrafts are excluded from the notion of cash and cash equivalents and are accounted for as current financial debts.

1.20. Processing of agency transactions

As an agent, the Group runs the principals' accounts and represents them in its own balance sheet. Specific balance sheet accounts are used under the headings "miscellaneous receivables" and "miscellaneous payables". The principals' accounts on the balance sheet thus represent the position of managed funds and accounts.

1.21. Provisions

A provision is accounted for as soon as there is a current Group obligation to a third party, resulting from past events, the extinction of which should result in an outflow of resources representing economic advantage for the Group, the value of which can be estimated reliably. If the date of realisation of that obligation is beyond one year, the amount of the provision is subject to a discounting calculation, the effects of which are recorded under financial income.

All kinds of identified risks, particularly operational and financial risks, are monitored on a regular basis, which enables the amount of provisions considered necessary to be decided.

1.22. Employee benefits

Pension and anniversary bonus commitments

Contributions paid under schemes which are analysed as defined contribution schemes, in other words where the Group has no obligation other than to pay the contributions, are accounted for under expenses for the year.

Pension schemes, similar payments and other welfare benefits, which are analysed as defined benefits schemes (scheme in which the Group undertakes to guarantee a defined amount or level of benefit), are accounted for on the balance sheet on the basis of an actuarial assessment of the liability on the closing date, less the fair value of the assets of the related scheme which are dedicated to them.

The provision appearing in the consolidated accounts is calculated according to the projected credit units method and takes the related social security charges into account.

Actuarial gains and losses are due to distortions between the assumptions used and reality or changes in the assumptions used to calculate commitments and the assets assigned to cover them:

- staff turnover rates;
- future salary and benefit levels;
- discount rate;
- mortality tables;
- expected rate of return on plan assets.

In accordance with IAS 19, actuarial gains and losses are accounted for in post-employment plans directly in equity in the year in which they are noted, and appear as part of overall profit in "other comprehensive income not recyclable in the income statement".

In the event of legislative or regulatory reforms, or in the event of agreements affecting pre-existing regimes, pursuant to IAS 19, the Group shall immediately post the impact in the income statement.

Anniversary bonuses are subject to a provision, and are calculated based on the probability of employees reaching the seniority required for each milestone. They are updated at the end of each accounting period. For these other long-term benefits, actuarial gains or losses on the year are accounted for immediately and in full in the income statement.

Employee shareholding

The provision for the employee profit sharing scheme is determined in accordance with a current Group agreement.

1.23. Share-based payments

Pursuant to IFRS 2 relating to payments based on shares, option plans for the purchase or allocation of shares give rise to the recording of a charge in respect of the fair value of the services to be rendered over the acquisition period. The fair value of the financial instrument allocated is determined on the date of allocation. This is not subsequently modified. Only the number of purchase or subscription shares is adjusted during the acquisition period based on the observed reality of the service conditions or the internal performance conditions. For plans subject to acquisition conditions, this charge is spread in a straight line over the acquisition period of the right in return for an increase in reserves.

1.24. Financial debts and rate hedging

Financial debt

An ORNANE (net share settled bonds convertible into new and/or existing shares) issued in 2010 by Silic is posted, in accordance with the option provided for by IAS 39, without distinction for bonds and their embedded derivatives. As this financial instrument is not listed on a stock exchange, it is measured at each period-end using the valuation method of the financial services agent (IFRS 7, level 3). The change in fair value is recorded in financial profit under "Other financial income and charges".

The corresponding financial expenses (coupon) are recorded in the income statement under "Cost of gross financial debt".

Borrowings and other interest bearing financial liabilities are valued, after their initial booking, by the depreciated cost method using the effective interest rate of the loan. Expenses and issue premiums affect the opening value and are spread over the life of the loan *via* the effective interest rate.

In the case of financial debts resulting from accounting for finance leases, the financial debt recorded as the counterpart of the asset is initially accounted for at the fair value of the leased asset or the discounted value of minimum payments under the lease if that is lower.

Derivatives and hedge accounting

The Group uses financial derivatives to hedge its exposure to the market risk stemming from interest rate fluctuations. Derivatives are used within the framework of a Group rates risk management policy. The financial risk management strategies and methods used to determine the fair value of financial derivatives are set out in note 7.1.

Financial derivatives are recorded on the balance sheet at their fair value.

The Group uses derivatives to hedge its fixed interest rate or variable interest rate debts against market rate (hedging future cash flows) and applies hedge accounting where the documentation and effectiveness conditions (beforehand and retrospectively) are fulfilled. In this case, changes in the fair value of the financial derivative are recognised net of tax as other comprehensive income under equity (revaluation reserves) until the hedged transaction occurs in respect of the effective part of the hedging. The ineffective part is recorded immediately in the income statement for the period. Accrued gains and losses in equity are reclassified in the income statement under the same heading as the hedged item for the same time that the hedged cash flow affects the result.

Where the financial derivatives do not satisfy the conditions laid down by the standard for using hedge accounting, they are classified under the category of trading instruments and any changes in fair value are accounted for directly in the income statement for the period.

The fair value of derivatives is calculated by commonly accepted models (future discounted cash flow method, Black and Scholes method, etc.) and based on market data.

1.25. Hierarchy of the fair value and financial instruments

The financial instruments (assets or liabilities) accounted for at their fair value are evaluated using three methods, each reflecting levels of priority, the methodology for which is presented under note 7.2.

1.26. Tax

The eligible companies of the Icade group benefit from the SIIC tax regime specific to property companies (Listed Property Investment Companies); the other companies within the Group apply the common law regime.

SIIC tax regime

Icade SA and its subsidiaries eligible for Listed Property Investment Companies SIIC tax status have adopted this regime. Two distinct taxable sectors have been identified within the Group:

- a SIIC sector exempt from tax on current earnings from leasing activities, capital gains on disposals and dividends received from subsidiaries subject to the SIIC regime;
- a sector taxable under the conditions of common law in respect of other activities.

Characteristics of the SIIC tax regime

In return for tax exemption, the adoption of the SIIC regime entails specific obligations with regard to distribution, and the immediate payment of an exit tax at a rate of 19% calculated on the unrealised capital gains relating to investment properties and partnerships not subject to corporation tax. This tax is payable per quartile from 15 December, of the year of the option and the balance is spread over the following three years.

Entities covered by the SIIC tax regime must pay:

- 95% of profits from leasing activities;
- 60% of capital gains on disposals;
- 100% of the dividends paid by subsidiaries having opted to being subject to corporation tax.

The exit tax debt is discounted according to its payment schedule on the basis of a market rate plus a premium.

The debt and the tax liability initially booked are reduced by the impact of conversion to current value; upon each closure until maturity, a financial charge is booked in consideration of the accretion of the tax debt.

Common law regime

Tax payable

The tax liability payable is determined on the basis of current rules and rates applicable to Group companies not benefiting from the SIIC regime, and for operations not coming under the SIIC exonerated sector. The tax liability includes an additional contribution to the corporate income tax for amounts distributed. This contribution whose rate is set at 3% applies to amounts distributed by companies subject to the common law system and to the distributed amounts exceeding the required distribution for companies subject to the SIIC regime.

Deferred taxes

In accordance with IAS 12, deferred tax is recorded on short-term differences between the book values of assets and liabilities and their values for tax purposes. According to the variable carry-over method, they are calculated on the basis of the expected tax rate for the year in which the asset will be realised or the liability paid off. The effects of changes in tax rates from one year to the next are recorded in the result for the year in which the change occurs. Deferred tax assets and liabilities for the same tax entity are compensated when it concerns tax on income paid to the same tax authority.

The deferred taxes related to items recognised in other items of comprehensive income or directly in equity, are symmetrically recognised in other items of comprehensive income or directly in equity.

Companies that are subject to corporation tax and that do not benefit from the SIIC system (directly or indirectly – companies considered fiscally transparent) recognise a deferred tax liability unless:

- the Group is in a position to control the date on which the short-term difference will be reversed;
- the short-term difference does not reverse within the foreseeable future.

Deferred tax assets resulting from short term differences, tax deficits and tax credits which can be carried over are limited to the estimated value of the recoverable tax.

This is assessed at the close of the year according to the forecast taxable results of the entities concerned. The forecasts, which are approved by the management, result from the five-year medium-term plans. Deferred tax assets and liabilities are not discounted.

Value added contribution of companies

The Group has chosen to account for the value-added contribution of companies in operating expenses.

NOTE 2. MAIN TRANSACTIONS CONCERNING THE CONSOLIDATION SCOPE

2.1. Transactions occurring during the financial year 2015

Healthcare Property Investment

On October 30, 2015, Icade Santé concluded the acquisition of 16 new clinics in asset deal and share-deal (11 companies). This portfolio has been acquired from the Vedici group following its purchase from the Vitalia group. The acquisition of these companies was conveyed in particular by a net charge of €0.3 million.

2.2. Other operation

Proceedings related to the merger-absorption of Silic by Icade

In a notice published on November 28, 2013, the AMF decided that the draft terms of merger, which it had examined in accordance with the provisions of Article 236-6 of the AMF's General regulations, did not justify the buyout offer on Silic securities prior to the implementation of the merger. In proceedings on December 6, 2013, SMA Vie BTP brought an application before the Paris Court of Appeal to annul the above-mentioned decision by the AMF.

On January 8, 2015, the Paris Court of Appeal rejected all claims of SMA Vie BTP.

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NOTE 3. SEGMENT REPORTING

The segment reporting presented corresponds to the organisation of internal reporting set up following the strategic review of the assets and trades of Icade decided by management. The Commercial Property Investment Division, the Healthcare Property Investment Division and the Property Development Division are now the three trades distinguished in the segment reporting.

Additionally, the withdrawal of the Services activity has driven the Group to present its accounts in accordance with IFRS 5 (see note 6) without distinction in the segment reporting. This activity is incorporated in the activity of the Commercial Property Investment Division which includes the parent company that is the holder of the Services Division.

This new presentation has also been applied to the comparative segment report.

In 2015, revenue was earned 100% in France.

	12/31/2015				
(in millions of euros)	Commercial property investment	Healthcare property Investment	Property development	Intra-group inter-business eliminations	Total
Income statement					
Consolidated revenues	**408.4**	**169.5**	**885.4**	**(23.6)**	**1,439.7**
- Inter-business sales (Group)	(49.3)	-	(17.5)	(27.5)	(94.3)
- Total sales, including inter-business lines (Group)	457.7	169.5	903.0	3.9	1,534.1
Ebitda	**315.1**	**156.6**	**30.6**	**(0.9)**	**501.5**
- Depreciation of operating assets	(9.2)	-	(1.4)	-	(10.6)
- Impairment of operating assets	(17.0)	-	(0.4)	-	(17.3)
- Depreciation of investment properties	(197.1)	(75.4)	-	1.3	(271.2)
- Impairment of investment properties and financial receivables	(291.5)	(1.3)	-	-	(292.9)
- Profit/(loss) on acquisitions	-	(0.3)	-	-	(0.3)
- Profit/(loss) from disposals	122.5	6.0	(0.6)	1.2	129.2
- Impairment on goodwill and intangible assets	0.1	-	-	-	0.1
- Share in equity-accounted companies	(18.0)	-	9.6	-	(8.4)
Operating profit/(loss)	**(95.1)**	**85.6**	**37.9**	**1.6**	**29.9**
- Cost of net debt	(98.8)	(25.6)	0.5	-	(123.9)
- Other financial income and financial charges	(1.6)	(0.9)	0.2	-	(2.2)
Financial profit/loss	**(100.3)**	**(26.5)**	**0.8**	**-**	**(126.1)**
- Income tax	(45.5)	(0.2)	(17.8)	-	(63.5)
- Profit/(loss) from discontinued operations	(20.5)	-	-	-	(20.5)
Net profit/(loss)	**(261.5)**	**58.9**	**20.8**	**1.6**	**(180.2)**
- Profit/(loss): share of non-controlling interests	-	25.6	1.8	-	27.4
Net profit/(loss): Group share	**(261.5)**	**33.3**	**19.1**	**1.6**	**(207.6)**

	12/31/2014 restated [(a)]				
(in millions of euros)	Commercial property investment	Healthcare property Investment	Property development	Intra-group inter-business eliminations	Total
Income statement					
Consolidated turnover	**434.9**	**141.7**	**1,166.7**	**(24.9)**	**1,718.3**
- Inter-business sales (Group)	(38.4)	-	(22.4)	(28.1)	(88.8)
- Total sales, including inter-business lines (Group)	473.2	141.7	1,189.1	3.2	1,807.2
Ebitda	**334.2**	**131.4**	**55.7**	**(1.6)**	**519.7**
- Depreciation of operating assets	(8.0)	-	(1.4)	-	(9.5)
- Impairment of operating assets	(6.3)	-	(0.2)	-	(6.5)
- Depreciation of investment properties	(203.3)	(62.0)	-	1.2	(264.1)
- Impairment of investment properties	2.5	(1.4)	-	-	1.0
- Profit/(loss) on acquisitions	-	-	-	-	-
- Profit/(loss) from disposals	98.6	-	1.9	(1.5)	99.1
- Impairment on goodwill and intangible assets	0.1	-	(0.9)	-	(0.8)
- Share in equity-accounted companies	(1.4)	-	9.0	(1.4)	6.2
Operating profit/(loss)	**216.2**	**68.0**	**64.2**	**(3.3)**	**345.2**
- Cost of net debt	(110.8)	(23.1)	2.9	-	(131.0)
- Other financial income and financial charges	(9.4)	(1.0)	0.7	-	(9.7)
Financial profit/(loss)	**(120.2)**	**(24.0)**	**3.6**	**-**	**(140.7)**
- Income tax	(7.0)	-	(25.2)	-	(32.3)
- Profit/(loss) from discontinued operations	0.6	-	-	-	0.6
Net profit/(loss)	**89.6**	**44.0**	**42.6**	**(3.3)**	**172.8**
- Profit/(loss): share of non-controlling interests	0.1	19.1	2.1	-	21.3
Net profit/(loss): Group share	**89.6**	**24.9**	**40.5**	**(3.3)**	**151.5**

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

(in millions of euros)	12/31/2015 Commercial property investment	Healthcare property Investment	Property development	Intra-group inter-business eliminations	Total
Acquisition of intangible and tangible assets and investment properties	230.0	409.7	1.7	-	641.4
BALANCE SHEET AT CLOSING					
Goodwill	4.0	-	42.3	-	46.3
Intangible assets	4.4	-	0.6	-	5.1
Property, plant and equipment	75.8	-	3.3	-	79.0
Investment properties	5,441.9	2,604.4	-	(56.5)	7,989.8
Equity-accounted securities	105.2	-	9.7	-	114.9
Non-current financial assets	1,594.6	(805.2)	(137.8)	(621.5)	30.2
Other non-current financial assets	1.4	2.5	15.2	-	19.1
Stocks and in-progress	1.0	-	429.8	(0.3)	430.5
Trade receivables	346.8	4.2	105.6	(7.4)	449.3
Amount owed by customers	-	-	30.5	-	30.5
Current financial assets and cash	412.2	79.2	240.8	(144.6)	587.7
Other current assets	178.3	7.4	174.9	(95.9)	264.6
Assets held for sale	161.0	-	-	(4.2)	156.8
TOTAL ASSETS	**8,326.7**	**1,892.6**	**914.8**	**(930.4)**	**10,203.7**
Equity attributable to owners of the Company	3,362.4	69.0	218.0	(56.9)	3,592.5
Interest without control	-	673.7	1.2	-	675.0
Long-term financial debt	3,381.7	1,011.3	-	(621.5)	3,771.5
Other non-current liabilities	139.0	31.0	15.4	-	185.4
Current financial debts	965.8	52.2	27.7	(144.6)	901.1
Trade payables	41.4	3.1	322.3	(7.1)	359.8
Amount owed to customers	-	-	7.2	-	7.2
Other current liabilities	277.9	52.2	323.0	(97.4)	555.7
Liabilities intended to be sold	158.5	-	-	(3.0)	155.5
TOTAL LIABILITIES AND EQUITY	**8,326.7**	**1,892.6**	**914.8**	**(930.4)**	**10,203.7**
CASH FLOW					
Tangible and intangible investments and investment properties	(226.7)	(404.8)	(1.7)	-	(633.3)
Disposal of tangible and intangible assets and investment properties	376.9	26.8	-	-	403.7

	12/31/2014				
(in millions of euros)	**Commercial property investment**	**Healthcare property Investment**	**Property development**	**Intra-group inter-business eliminations**	**Total**
Acquisition of intangible and tangible assets and investment properties	304.5	368.3	1.8	(1.5)	673.0
BALANCE SHEET AT CLOSING					
Goodwill	27.2	-	42.3	-	69.5
Intangible assets	3.8	-	0.2	-	4.0
Property, plant and equipment	82.0	-	3.4	-	85.4
Investment properties	5,940.5	1,961.4	-	(57.7)	7,844.2
Equity-accounted securities	115.9	-	21.1	-	137.0
Non-current financial assets	908.2	(557.2)	(137.8)	(193.7)	19.5
Other non-current financial assets	2.3	-	16.1	-	18.4
Stocks and in-progress	1.4	-	451.1	(1.8)	450.8
Trade receivables	376.0	5.7	180.1	(12.2)	549.7
Amount owed by customers	-	-	21.9	-	21.9
Current financial assets and cash	711.9	3.5	216.5	(330.8)	601.1
Other current assets	191.3	2.0	205.4	(0.1)	398.6
TOTAL ASSETS	**8,360.7**	**1,415.4**	**1,020.3**	**(596.3)**	**10,200.1**
Equity attributable to owners of the Company	3,729.6	74.1	298.1	(59.5)	4,042.4
Interest without control	-	486.3	1.5	-	487.9
Long-term financial debt	3,399.7	465.5	-	(193.8)	3,671.5
Other non-current liabilities	172.7	23.1	15.7	-	211.7
Current financial debts	648.9	346.2	40.4	(330.8)	704.7
Trade payables	42.4	1.7	378.1	(11.3)	410.9
Amount owed to customers	-	-	1.6	-	1.6
Other current liabilities	367.4	18.5	284.7	(1.1)	669.5
TOTAL LIABILITIES AND EQUITY	**8,360.7**	**1,415.4**	**1,020.3**	**(596.3)**	**10,200.1**
CASH FLOW					
Tangible and intangible investments and investment properties	(318.6)	(364.7)	(1.8)	-	(685.1)
Disposal of tangible and intangible assets and investment properties	338.0	0.1	2.2	-	340.3

NOTE 4. NOTES ON THE BALANCE SHEET

4.1. Goodwill

	12/31/2015		
(in millions of euros)	Gross amount	Impairments	Net amount
Commercial Property Investment	4.0	-	4.0
Property Development	42.3	-	42.3
GOODWILL	**46.3**	**-**	**46.3**

	12/31/2014		
(in millions of euros)	Gross amount	Impairments	Net amount
Commercial Property Investment [(a)]	27.6	(0.3)	27.2
Property Development	42.3	-	42.3
GOODWILL	**69.8**	**(0.3)**	**69.5**

(a) Following the reclassification of the Services operations to discontinued operations, the service business has been incorporated in the Commercial Property investment business.

An impairment test was carried out as at December 31, 2015 and December 31, 2014 based on valuation carried out by experts.

The method used by the experts for measuring fair value is based on future discounted cash flows. The zero-risk rate used was the 3-month average of the 10-year OAT TEC. The risk premiums applied are specific to each business and take into account developments in their markets over the 2015 financial year.

The pre-tax discount rates accepted for determining the going-concern value varied from 8.14% to 10.36% during the 2015 financial year (7.36% to 12.64% during the 2014 financial year) depending on the assets tested.

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4.2. Tangible assets and investment properties and sensitivity of net book values

4.2.1. Table of changes

(in millions of euros)	12/31/2014	Acquisitions and Projects [b]	Disposals	Allocations to amortisation	Net allocations to impairment	Impact of changes in scope	Other movements	12/31/2015
Gross amount	140.8	2.3	(0.1)			-	(2.1)	140.8
Amortisation	(55.3)		0.1	(7.5)		-	1.1	(61.7)
PROPERTY, PLANT AND EQUIPMENT – NET VALUE [a]	**85.4**	**2.3**	**-**	**(7.5)**	**-**	**-**	**(1.1)**	**79.0**
Gross amount	9,033.2	634.4	(282.3)			329.6	(34.8)	9,680.1
Amortisation	(979.5)		40.2	(271.2)		-	5.7	(1,204.8)
Impairments	(209.5)		0.3		(281.6)	-	5.3	(485.5)
INVESTMENT PROPERTIES – NET VALUE	**7,844.2**	**634.4**	**(241.8)**	**(271.2)**	**(281.6)**	**329.6**	**(23.8)**	**7,989.8**
Property held for sale – Net value	-	0.1	(23.9)			-	23.8	-
PROPERTY HELD FOR SALE – NET VALUE	**-**	**0.1**	**(23.9)**	**-**	**-**	**-**	**23.8**	**-**
Including investment properties in leasing contracts:								
Gross amount	516.5	103.5	(12.3)			-	(108.8)	498.9
Amortisation	(54.5)		2.8	(16.4)		-	2.1	(66.0)
PROPERTIES IN LEASING CONTRACTS – NET VALUE	**462.0**	**103.5**	**(9.4)**	**(16.4)**	**-**	**-**	**(106.7)**	**433.0**

(a) Including operating properties €73.1 million.
(b) Including activated financing costs for €4 million.

The acquisitions, projects and changes in scope of the investment property during the period concern:

- a portfolio of 16 new clinics acquired from the Vedici group following its purchase of the Vitalia group for €570.5 million;
- the acquisition of two clinics and three plots of land to construct three new clinics for €126.4 million;
- the continuation of work on buildings under construction for €267.1 million.

The disposals of the period concern mainly two buildings located in the Parc du Millénaire for €203.8 million.

Other movements correspond to the reclassification of the investment properties located in the outer ring to assets held for sale. The latter have been effectively disposed of during the 1st half of the financial year.

Impairment recorded a provision net of write back of €281.6 million which is analysed in the following way:

- provisions, €438.4 million, primarily concerning the business parks (€374.8 million) and the offices (€58.0 million);
- write backs, €156.8 million mainly concern the offices (€144.6 million including the EQHO tower for €128.6 million) and on the business parks (€12.2 million including €11.2 million resulting from the completion of impairment tests per park and not by assets whose impact is treated like a change in estimate).

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(in millions of euros)	12/31/2013	Acquisitions and Work [(b)]	Disposals	Allocations to amortisation	Net allocations to impairment	Impact of changes in scope	Other movements	12/31/2014
Gross amount	139.8	2.8	(1.9)			-	0.1	140.8
Amortisation	(49.3)		1.6	(7.7)		-	-	(55.3)
PROPERTY, PLANT AND EQUIPMENT – NET VALUE [(a)]	**90.5**	**2.8**	**(0.3)**	**(7.7)**	**-**	**-**	**0.1**	**85.4**
Gross amount	8,735.6	667.2	(216.8)			(64.3)	(88.3)	9,033.2
Amortisation	(802.9)		39.4	(264.1)		28.2	20.0	(979.5)
Impairments	(219.5)		4.8		1.0	-	4.1	(209.5)
INVESTMENT PROPERTIES – NET VALUE	**7,713.1**	**667.2**	**(172.7)**	**(264.1)**	**1.0**	**(36.1)**	**(64.2)**	**7,844.2**
Property held for sale – Net value	6.7	2.1	(99.1)			(6.3)	96.6	-
PROPERTY HELD FOR SALE – NET VALUE	**6.7**	**2.1**	**(99.1)**	**-**	**-**	**(6.3)**	**96.6**	**-**
Including assets under construction in leasing contracts								
Gross amount	416.5	97.6	-			2.5	-	516.5
Amortisation	(43.5)			(15.4)		4.3	-	(54.5)
PROPERTIES IN LEASING CONTRACTS – NET VALUE	**373.0**	**97.6**	**-**	**(15.4)**	**-**	**6.8**	**-**	**462.0**

(a) Including operating properties €76.7 million.
(b) Including activated financing costs for €6.5 million.

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4.2.2. Fair value of the assets

Main valuation assumptions for investment properties

Asset types	Methods generally used	Discount rate of flow (DCF)	Rate of return on exit (DCF)	Market rate of return (capitalisation)	Overall market rental value *(in €/sq.m)*
STRATEGIC ASSETS					
Offices					
Paris	DCF	5.00%-7.00%	4.00%-6.77%		€372-€695
La Défense/Péri-Défense	DCF	5.55%-8.25%	5.00%-6.75%		€212-€448
Other Western Crescent	DCF	5.00%-6.75%	4.00%-5.85%		€361-€506
Inner Ring	DCF	5.60%-6.70%	5.00%-5.50%		€267-€295
Outer Ring	DCF	9.10%-11.90%	8.25%-10.75%		€110-€121
Other regions	DCF	7.85%-10,50%	7.00%-9.75%		€80-€107
Business parks					
Paris	DCF	4.00%-8.00%	4.75%-7.75%		€218-€353
La Défense/Péri-Défense	DCF	6.10%-9.50%	6.75%-8.50%		€128-€207
Other Western Crescent	DCF	5.55%-9.00%	6.25%-9.00%		€132-€275
Inner Ring	DCF	5.00%-10.00%	4.75%-10.08%		€80-€360
Outer Ring	DCF	5.50%-12.50%	5.60%-10.25%		€50-€278
HEALTH					
Paris and Inner Ring	Capitalisation and DCF	5.55%-6.75%	6.00%-6.95%	5.65%-6.45%	(a)
Outer Ring	Capitalisation and DCF	6.15%-6.75%	6.10%-6.45%	6.10%-6.45%	(a)
Other regions	Capitalisation and DCF	5.95%-11.45%	5.90%-10.00%	5.90%-10.00%	(a)

(a) Not subject to the traditional rules for determining market rental value, due to the configuration and specialisation of the properties.

Methodology used by the surveyors

The methodologies used by the surveyors were identical to those used in the previous fiscal year.

The investment properties are evaluated by the surveyors by blending two methods: the revenue method (the surveyor using the most appropriate method between net rent capitalisation and discounted cash flows), supported by the method of direct comparison with the prices of the noted transactions on the market on assets equivalent in type and location (unit price in block, per building)

The net revenue capitalisation method consists of applying a rate of return to revenue, whether that revenue is established, existing, theoretical or potential (market rental value). This approach may be carried out in different ways according to the revenue basis considered (actual rent, market rent and net revenue) to which different rates of return correspond.

The discounted cash flow method assumes that the value of the assets is equal to the discounted sum of the financial flows expected by the investor, including resale at the end of the holding period. In addition to the resale value obtained by applying a theoretical rate of return on the rents for the last year, which differs depending on the sites, the financial flows integrate the rents, the different charges not recovered by the owner and the heavy maintenance and repair work. The discount rate of flows is calculated from either a risk-free rate increased by a risk premium (related both to the property market and to the building considered, taking into account its qualities in terms of placement, construction and safety of revenue) or the average weighted cost of capital.

Irrespective of the method used, the valuation calculations are carried out on a lease-by-lease basis, except for particular cases and justified exceptions.

Land reserves and buildings under development are also valued at their fair value. They also are subject to an appraisal taken into account in the calculation of the net asset value and in the impairment tests conducted on property assets. The methods used by the surveyors primarily include the developer balance sheet and/or the discounted cash flow completed in certain cases by the comparison method (see above regarding the details of the last two methods).

The developer balance sheet method involves producing the financial balance sheet for the project according to the approach of a property developer to whom the land has been offered. From the selling price of the building on delivery, the surveyor deducts all the costs to be incurred, building costs, fees and margin, financial expenses as well as the amount that could be assigned to the land cost.

For buildings under development, all outstanding costs linked to the completion of the project, along with the carrying charge until delivery, must be deducted from the buildings' provisional sale price.

Projects under development are valued on the basis of a clearly identified and documented project, as soon as planning permission can be examined and implemented.

Considering its special situation, and its development model, the Parc de Rungis was subject to a specific valuation of its land banks. In fact, in the Parc de Rungis, there is an unconsumed capacity for construction on the parcels already developed. Icade values the difference between the built surface area and the potential surface area in the scope of a 25-year projected redevelopment plan. This plan provides for the construction of around 385,000 sq.m of premium offices, mixed buildings (office and local businesses) through the demolition of the most obsolete buildings or the construction of strategic spots for the development of a park.

The method is based on:

- the applicable town planning rules;
- the estimated absorption capacity;
- the current market of new offices (rental value, rate of return);
- the redevelopment plan of the site with maturities of 5, 10, 15, 20 and 25 years: 32,900 sq.m over the range of the 1st five years, 81,500 sq.m from five to 10 years, 89,000 sq.m from 10 to 15 years, 115,000 sq.m from 15 to 20 years, and 66,000 sq.m from 20 to 25 years.

The estimation of the value of residual capacity for construction is based on the value of the building land of the park. An 18% share of the land is applied, including a developer margin of 8%. This share is a result of the average metric price of the land and a coefficient observed on business parks in the outskirts of Paris (2nd/3rd ring). These values thus obtained are discounted as a function of the 5, 10, 15, 20 and 25-year redevelopment ranges provided for in the projected plan with the respective rates of 3.5%, 5.5%, 6.5%, 7.5% and 8.5%. The valuation of these reserves totalled €74.1 million as at December 31, 2015.

Additionally, Icade identified un-leasable floor space in its assets, which are completely vacant buildings, held for sale, renovated or demolished, without an initiated project. The valuations of these surface areas totalled €81.9 million for the offices and €50.4 million for the business parks.

Whichever method is used, it is ultimately up to the property surveyors to use a value and a discount rate adequate for the inherent risks in each project and particularly the state of progress of the various authorisation and building phases (demolition permit, building permit, objections, progress of work, any pre-marketing or rental guarantee). From the exit value, the surveyors must explain which procedure they followed in estimating the degree of risk and revaluation attached to the building in the light of the circumstances under which they work and the information made available to them.

The buildings for clinics or healthcare establishments are valued by surveyors taking the average value obtained using the rent capitalisation (or rental value) method or the discounted future cash flow method.

The market value of a hospital is essentially dependent on operation and its ability to generate sufficient revenues to ensure a normal return on the property investment. These buildings fall under the category of single-use buildings and the value given by the surveyor nevertheless is totally related to its operation and consequently the value of the business. Not adapted to the exercise of a different activity without significant transformation work, these locations are not otherwise subject to a rent, renewal or revision ceiling or to the traditional rules of determining rental value because the configuration and the specialisation of the property imposes object material limits (number of beds or rooms, etc.) on the operator, whatever its qualities.

The market rental value used by the property surveyors is thus based on taking into account a share of the average revenue or Ebitda that the establishment has generated during these last years of operation, with or without correction, with regard to its category, its consistency, its administrative environment, the quality of its operating structure (price positioning, state health service contract, operating accounts, etc.) and its possible competition. The establishment's premises could otherwise be valued by capitalisation of the rental income advised by Icade.

Distribution of the assets evaluated by asset type

	12/31/2015			12/31/2014		
	Net carrying amount	Fair value	Unrealised gain	Net carrying amount	Fair value	Unrealised gain
(in millions of euros)	(1)	(2)	(3)=(2-1)	(4)	(5)	(6)=(5-4)
Operating properties	73.1	178.4	105.3	76.7	154.9	78.2
Investment properties	7,989.8	9,889.9	1,900.1	7,845.4	9,549.0	1,703.6
Investment properties carried by equity-accounted companies (in share)	158.2	179.2	21.0	179.8	184.2	4.4
Financial receivables and other assets	242.6	250.1	7.5	260.0	263.2	3.2
Assets held for sale	-	-	-	-	-	-
TOTAL ASSETS	**8,463.7**	**10,497.6**	**2,033.9**	**8,361.9**	**10,151.4**	**1,789.5**
ASSETS – GROUP SHARE	**7,331.1**	**9,162.1**	**1,831.0**	**7,508.8**	**9,129.1**	**1,620.4**

Distribution of the assets evaluated by segment

(in millions of euros)	Commercial Property				Total		
	Offices	Business parks	Non-strategic assets portfolio	Healthcare		Including overall integration	Including equity-accounted
NET VALUE AS AT 12/31/2014	**3,141.5**	**3,206.3**	**52.7**	**1,961.4**	**8,361.9**	**8,182.1**	**179.8**
Investments and Acquisitions [(a)]	62.1	158.4	6.1	739.3	966.0	964.9	1.1
Disposals [(a)]	(36.4)	(207.8)	(1.9)	(19.6)	(265.7)	(265.7)	-
Allocations to amortisation	(86.3)	(117.7)	(3.4)	(75.4)	(282.7)	(275.7)	(7.0)
Net allocations to impairment	75.3	(379.2)	(3.2)	(1.3)	(308.5)	(292.9)	(15.6)
Other movements [(b)]	(6.7)	-	(0.5)	-	(7.2)	(7.2)	-
NET VALUE AS AT 12/31/2015	**3,149.5**	**2,660.1**	**49.8**	**2,604.4**	**8,463.7**	**8,305.5**	**158.2**
FAIR VALUE (FV)							
at 12/31/2015	3,642.3	3,621.2	163.4	3,070.8	10,497.6	10,318.4	179.2
at 12/31/2014	3,458.6	4,162.9	179.2	2,350.7	10,151.4	9,967.1	184.2
Change in FV	**183.7**	**(541.7)**	**(15.8)**	**720.1**	**346.2**	**351.3**	**(5.0)**
at 12/31/2015 Group share	3,642.3	3,621.2	163.4	1,735.3	9,162.1	8,982.9	179.2
at 12/31/2014 Group share	3,458.6	4,162.9	179.2	1,328.4	9,129.1	8,944.8	184.2
Change in FV Group share	**183.7**	**(541.7)**	**(15.8)**	**406.9**	**33.0**	**38.1**	**(5.0)**
NET VALUE (VNC)							
at 12/31/2015	3,149.5	2,660.1	49.8	2,604.4	8,463.7	8,305.5	158.2
at 12/31/2014	3,141.5	3,206.3	52.7	1,961.4	8,361.9	8,182.1	179.8
Change in VNC	**8.0**	**(546.3)**	**(2.9)**	**643.0**	**101.8**	**123.4**	**(21.5)**
at 31/12/Group share	3,149.5	2,660.1	49.8	1,471.8	7,331.1	7,172.8	158.2
at 12/31/2014 Group share	3,141.5	3,206.3	52.7	1,108.4	7,508.9	7,329.1	179.8
Change in VNC Group share	**8.0**	**(546.3)**	**(2.9)**	**363.4**	**(177.8)**	**(156.2)**	**(21.5)**
UNREALISED GAIN (PVL)							
at 12/31/2015	492.8	961.1	113.6	466.4	2,033.9	2,012.9	21.0
at 12/31/2014	317.3	956.7	126.5	389.3	1,789.7	1,785.2	4.5
Change in PVL	**175.6**	**4.5**	**(13.0)**	**77.1**	**244.2**	**227.7**	**16.5**
at 12/31/2015 Group share	492.8	961.1	113.6	263,6	1,831.0	1,810.0	21.0
at 12/31/2014 Group share	317.3	956.7	126.5	220.0	1,620.4	1,615.9	4.5
Change in PVL Group share	**175.6**	**4.5**	**(13.0)**	**43,6**	**210.6**	**194.0**	**16.5**

(a) Including changes in scope.
(b) Including changes in financial receivables for €6.7 million.

The ratio of net financial debt to property asset value (loan to value) stood at 39.5% as at December 31, 2015 (see note 7.1.6).

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Sensitivity of the net carrying amounts of the assets evaluated to potential changes in fair value

Impact on net carrying amounts *(in millions of euros)*	Investment properties' change in fair value			
	-5.00%	-2.50%	+2.50%	+5.00%
Offices				
Paris	-	-	-	-
La Défense/Péri-Défense	(63.5)	(13.1)	8.4	16.9
Other Western Crescent	-	-	-	-
Inner Ring	-	-	-	-
Outer Ring	(0.4)	(0.2)	0.2	0.4
SUB-TOTAL IDF	**(63.8)**	**(13.3)**	**+8.6**	**+17.3**
Other regions	-	-	-	-
TOTAL OFFICES	**(63.8)**	**(13.3)**	**+8.6**	**+17.3**
Business parks				
Paris	-	-	-	-
La Défense/Péri-Défense	(8.3)	(4.2)	4.2	8.3
Other Western Crescent	(7.2)	(3.6)	3.6	7.2
Inner Ring	(5.3)	(2.7)	2.7	5.3
Outer Ring	(59.1)	(29.6)	29.6	61.0
TOTAL BUSINESS PARKS	**(79.9)**	**(40.0)**	**+40.0**	**+81.8**
TOTAL STRATEGIC ASSETS	**(143.8)**	**(53.2)**	**+48.6**	**+99.0**
TOTAL NON-STRATEGIC ASSETS	**(0.9)**	**(0.5)**	**0.5**	**0.9**
Healthcare [(a)]				
Paris and Inner Ring	-	-	-	-
Outer Ring	-	-	-	-
SUB-TOTAL IDF	**-**	**-**	**-**	**-**
Other regions	(0.4)	(0.2)	0.2	0.4
TOTAL HEALTHCARE	**(0.4)**	**(0.2)**	**+0.2**	**+0.4**
TOTAL PROPERTY PORTFOLIO	**(145.1)**	**(53.9)**	**+49.2**	**+100.3**

(a) Net carrying amount on 100% basis.

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4.3. Securities available for sale

(in millions of euros)	12/31/2014	Acquisitions	Disposals	Impact of changes of value in equity	Net charges related to impairment in income statement [b]	Other [c]	12/31/2015
Non-current securities available for sale [a]	16.9	-	-	(1.2)	-	11.3	27.1
TOTAL SECURITIES AVAILABLE FOR SALE	**16.9**	**-**	**-**	**(1.2)**	**-**	**11.3**	**27.1**

(a) Item composed of shares and other securities in variable revenue.
(b) No new impairment has been noted during the financial year. Impairment stood at €0.6 million as at 12/31/2015.
(c) The other changes primarily concern the increase in capital of Boutiques Premium subscribed to by Icade SA.

(in millions of euros)	12/31/2013	Acquisitions	Disposals	Impact of changes of value in equity	Net charges related to impairment in income statement [b]	Other [c]	12/31/2014
Non-current securities available for sale [a]	7.1	-	-	(0.1)	-	9.9	16.9
TOTAL SECURITIES AVAILABLE FOR SALE	**7.1**	**-**	**-**	**(0.1)**	**-**	**9.9**	**16.9**

(a) Item composed of shares and other securities in variable revenue.
(b) No new impairment has been noted during the financial year. Impairment stood at €0.6 million as at 12/31/2014.
(c) The item Others concerns the effects of changes in scope of the securities of German and Dutch companies that no longer have any property activity.

4.4. Equity-accounted securities

Change in equity-accounted securities

(in millions of euros)	
Share in net assets of equity-accounted companies as at 12/31/2014	**137.0**
Share in profit/(loss) of the financial year	(8.4)
Dividends paid	(13.7)
Share in net assets of equity-accounted companies as at 12/31/2015	**114.9**

(in millions of euros)	
Share in net assets of equity-accounted companies as at 12/31/2013	**0.8**
Change in method after implementation of the IFRS 11 standard	142.1
Share in net assets of equity-accounted companies as at 01/01/2014	**142.9**
Share in profit/(loss) of the financial year	9.3
Dividends paid	(18.1)
Impact of changes in scope	1.5
Other movements	1.4
Share in net assets of equity-accounted companies as at 12/31/2014	**137.0**

Fair value of equity-accounted securities

	12/31/2015			12/31/2014		
(in millions of euros)	Commercial Property Investment	Property Development	Total	Commercial Property Investment	Property Development	Total
Equity-accounted securities (A)	105.2	9.7	114.9	115.9	21.1	137.0
Fair value (B)	126.1	68.4	194.5	120.3	14.7	135.1
UNREALISED CAPITAL GAINS ON EQUITY-ACCOUNTED SECURITIES (B) - (A)	**21.0**	**58.7**	**79.7**	**4.5**	**(6.4)**	**(1.9)**

Investments in joint ventures

The key joint-venture indicators are presented below in Group share.

Balance sheet

	12/31/2015			12/31/2014		
(in millions of euros)	Commercial Property Investment	Property Development	Total	Commercial Property Investment	Property Development	Total
Investment properties	158.2	-	158.2	179.8	-	179.8
Non-current financial assets	-	-	-	-	0.5	0.5
Other non-current financial assets	-	0.2	0.2	-	0.2	0.2
TOTAL NON-CURRENT ASSETS	**158.2**	**0.2**	**158.4**	**179.8**	**0.7**	**180.4**
Stocks and in-progress	-	87.8	87.8	-	55.6	55.6
Trade receivables	4.3	12.9	17.2	3.0	9.8	12.8
Amount due from customers	-	2.1	2.1	-	-	-
Current financial assets and cash	1.2	55.2	56.4	3.5	39.7	43.2
Other current assets	16.5	19.4	35.9	18.2	21.0	39.2
TOTAL CURRENT ASSETS	**22.0**	**177.3**	**199.3**	**24.7**	**126.1**	**150.8**
TOTAL ASSETS	**180.2**	**177.6**	**357.7**	**204.5**	**126.8**	**331.3**

	12/31/2015			12/31/2014		
(in millions of euros)	Commercial Property Investment	Property Development	Total	Commercial Property Investment	Property Development	Total
EQUITY	**105.2**	**9.7**	**114.9**	**115.9**	**18.1**	**133.9**
Other non-current liabilities	1.7	0.2	1.9	1.8	-	1.8
TOTAL NON-CURRENT LIABILITIES	**1.7**	**0.2**	**1.9**	**1.8**	**-**	**1.8**
Current financial debts	65.6	80.1	145.7	77.3	57.6	134.9
Trade payables	1.5	47.7	49.2	2.3	32.3	34.6
Other current liabilities	6.2	39.9	46.1	7.2	18.8	26.0
TOTAL CURRENT LIABILITIES	**73.3**	**167.7**	**241.0**	**86.8**	**108.7**	**195.5**
TOTAL LIABILITIES AND EQUITY	**180.2**	**177.6**	**357.7**	**204.5**	**126.8**	**331.3**

Income statement

(in millions of euros)	12/31/2015 Commercial Property Investment	12/31/2015 Property Development	12/31/2015 Total	12/31/2014 Property Investment	12/31/2014 Property Development	12/31/2014 Total
Revenues	9.7	70.1	79.7	10.5	79.6	90.2
Ebitda	6.2	8.8	15.0	7.4	5.9	13.4
OPERATING PROFIT/(LOSS)	**(16.5)**	**9.1**	**(7.3)**	**0.8**	**5.9**	**6.8**
FINANCIAL PROFIT/(LOSS)	**(1.5)**	**-**	**(1.5)**	**(2.3)**	**0.2**	**(2.1)**
Income tax expense	-	(0.2)	(0.2)	-	(0.1)	(0.1)
NET PROFIT/(LOSS)	**(18.0)**	**8.8**	**(9.2)**	**(1.4)**	**6.0**	**4.6**
including amortisation net of subsidies	(7.0)	-	(7.0)	(6.6)	-	(6.6)

Equity interests in related entities

The key indicators of related entities are presented below in Group share.

Balance sheet

(in millions of euros)	12/31/2015 Property Development	12/31/2014 Property Development
Trade receivables	1.1	15.1
Current financial assets and cash	3.9	9.2
Other current assets	0.5	3.5
TOTAL CURRENT ASSETS	**5.4**	**27.8**
TOTAL ASSETS	**5.4**	**27.8**

(in millions of euros)	12/31/2015 Property Development	12/31/2014 Property Development
EQUITY	**0.0**	**3.1**
Current financial debts	2.5	7.8
Trade payables	1.2	12.9
Other current liabilities	1.7	4.1
TOTAL CURRENT LIABILITIES	**5.4**	**24.8**
TOTAL LIABILITIES AND EQUITY	**5.4**	**27.8**

Income statement

(in millions of euros)	12/31/2015 Property Development	12/31/2014 Property Development
Revenues	18.8	22.2
Ebitda	0.9	1.6
OPERATING PROFIT/(LOSS)	**0.9**	**1.7**
Income tax expense	(0.1)	(0.1)
NET PROFIT/(LOSS)	**0.7**	**1.6**

4.5. Other financial assets and derivatives

(in millions of euros)	Notes	12/31/2014	Acquisitions	Disposals/ Redemptions	Effects of changes in fair value	Net charges related to impairment in income statement [(a)]	Impact of changes in scope and capital	Other	12/31/2015
Investment-related receivables and other related parties		39.6	36.1	(13.4)	-	-	3.3	-	65.5
Loans		0.3	-	(0.1)	-	-	-	-	0.2
Deposits and guarantees paid		2.4	1.0	-	-	-	-	(0.1)	3.3
Related current accounts		82.7	-	-	-	-	7.1	(19.6)	70.2
Other		0.4	-	(0.4)	-	-	-	-	-
TOTAL OTHER FINANCIAL ASSETS AT AMORTISED COST		**125.4**	**37.1**	**(13.9)**	**-**	**-**	**10.4**	**(19.7)**	**139.3**
Other financial assets at fair value through profit/(loss)		0.2	-	-	-	-	-	-	0.1
Derivatives	4.17	17.3	0.8	(0.3)	0.3	-	-	(3.1)	15.1
TOTAL FINANCIAL ASSETS IN FAIR VALUE BY PROFIT/(LOSS) AND DERIVATIVES		**17.5**	**0.8**	**(0.3)**	**0.3**	**-**	**-**	**(3.1)**	**15.3**
Total other non-current financial assets and derivatives		3.2	1.8	(0.7)	0.3	-	-	(0.1)	4.6
Total other current financial assets and derivatives		139.6	36.1	(13.5)	-	-	10.4	(22.7)	149.9

(a) No new impairment has been noted during the financial year. As at 12/31/2015, the impairment on other financial assets stood at €0.8 million in non-current and €0.3 million in current and concern the receivables associated with investments and other related parties.

(in millions of euros)	Notes	12/31/2013	Acquisitions	Disposals/ Redemptions	Effects of changes in fair value	Net charges related to impairment in income statement [(a)]	Impact of changes in scope and capital	Other	12/31/2014
Investment-related receivables and other related parties		20.0	13.5	(8.8)	-	(0.2)	(1.1)	16.1	39.6
Loans		0.3	-	-	-	-	-	-	0.3
Deposits and guarantees paid		2.4	0.1	(0.1)	-	-	-	-	2.4
Related current accounts		145.5	-	-	-	-	(13.8)	(48.9)	82.7
Other		0.4	-	(0.1)	-	-	-	-	0.4
TOTAL OTHER FINANCIAL ASSETS AT AMORTISED COST		**168.6**	**13.6**	**(9.0)**	**-**	**(0.2)**	**(14.9)**	**(32.8)**	**125.4**
Other financial assets at fair value by profit/(loss)		0.1	-	-	-	-	-	-	0.2
Derivatives	4.17	18.1	-	-	(3.7)	-	-	2.9	17.3
TOTAL FINANCIAL ASSETS IN FAIR VALUE BY PROFIT/(LOSS) AND DERIVATIVES		**18.3**	**-**	**-**	**(3.7)**	**-**	**-**	**2.9**	**17.5**
Total other non-current financial assets and derivatives		6.8	-	(0.1)	(3.7)	-	-	0.2	3.2
Total other current financial assets and derivatives		180.1	13.6	(8.9)	-	(0.2)	(14.9)	(30.1)	139.6

(a) Impairment for the year stood at €0.2 million as at 12/31/2014, the impairment on other financial assets stood at €0.8 million in non-current and €0.3 million in current and concern the receivables associated with investments and other related parties.

Financial assets at amortised cost by maturity

(in millions of euros)	12/31/2015	Share at less than one year (current)	Share between one and five years (non-current)	Share at more than five years (non-current)	Total non-current share
Investment-related receivables and other related parties	65.5	65.5	-	-	-
Loans	0.2	0.1	0.1	0.1	0.1
Deposits and guarantees paid	3.3	0.3	0.9	2.1	3.0
Related current accounts	70.2	70.2	-	-	-
TOTAL OTHER FINANCIAL ASSETS AT AMORTISED COST	**139.3**	**136.2**	**1.0**	**2.1**	**3.1**

(in millions of euros)	12/31/2014	Share at less than one year (current)	Share between one and five years (non-current)	Share at more than five years (non-current)	Total non-current share
Investment-related receivables and other related parties	39.6	39.6	-	-	-
Loans	0.3	0.1	0.1	0.1	0.2
Deposits and guarantees paid	2.4	0.3	0.9	1.1	2.1
Related current accounts	82.7	82.7	-	-	-
Other	0.4	-	-	0.4	0.4
TOTAL OTHER FINANCIAL ASSETS AT AMORTISED COST	**125.4**	**122.8**	**1.0**	**1.6**	**2.6**

4.6. Stocks and in-progress

Analysis of inventories and impairment

	12/31/2015						
	Commercial Property Investment			Property Development			Total
(in millions of euros)	Gross amount	Impairments	Net amount	Gross amount	Impairments	Net amount	Net amount
Analysis of inventory							
Land and property reserves	1.2	(0.2)	1.0	71.7	(7.9)	63.8	64.8
Work in progress	-	-	-	335.9	(11.2)	324.7	324.7
Finished but unsold plots	-	-	-	41.8	(0.9)	40.9	40.9
INVENTORY AND IN-PROGRESS AT CLOSE OF YEAR	**1.2**	**(0.2)**	**1.0**	**449.5**	**(20.0)**	**429.5**	**430.5**
IMPAIRMENT: OPENING BALANCE		**(0.2)**			**(20.7)**		**(21.0)**
IMPAIRMENT: CHANGES IN THE FINANCIAL YEAR		**-**			**0.8**		**0.8**
including provisions in the financial year		-			(2.0)		(2.0)
including reversals in the financial year		-			2.8		2.8
including other		-			-		-

	12/31/2014						
	Commercial Property Investment			Property Development			Total
(in millions of euros)	Gross amount	Impairments	Net amount	Gross amount	Impairments	Net amount	Net amount
Analysis of inventory							
Land and property reserves	1.7	(0.2)	1.4	78.6	(14.8)	63.8	65.3
Work in progress	-	-	-	371.7	(5.2)	366.5	366.5
Finished but unsold plots	-	-	-	19.7	(0.7)	19.0	19.0
INVENTORY AND IN-PROGRESS AT CLOSE OF YEAR	**1.7**	**(0.2)**	**1.4**	**470.1**	**(20.7)**	**449.4**	**450.8**
IMPAIRMENT: OPENING BALANCE		**(0.3)**			**(20.1)**		**(20.4)**
IMPAIRMENT: CHANGES IN THE FINANCIAL YEAR		**0.1**			**(0.6)**		**(0.5)**
including provisions in the financial year		-			(5.1)		(5.1)
including reversals in the financial year		0.1			4.5		4.6
including other		-			-		-

4.7. Trade receivables

Changes in trade receivables are as follows:

(in millions of euros)	12/31/2014	Changes in the financial year	Impact of changes in scope	Net charges related to impairment in income statement	Other	12/31/2015
Trade accounts and notes receivable	307.0	(48.7)	(0.1)		(15.5)	242.9
Financial accounts receivable	258.6	(6.7)	-		-	251.9
TRADE ACCOUNTS AND NOTES RECEIVABLE – GROSS VALUE	**565.6**	**(55.4)**	**(0.1)**		**(15.5)**	**494.8**
Impairment on trade accounts and notes receivable	(15.9)		-	(18.9)	0.7	(34.2)
Impairment on financial receivables	-		-	(11.3)	-	(11.3)
TRADE ACCOUNTS AND NOTES RECEIVABLE – IMPAIRMENT	**(15.9)**		**-**	**(30.3)**	**0.7**	**(45.5)**
TRADE RECEIVABLES – NET VALUE	**549.7**	**(55.4)**	**(0.1)**	**(30.3)**	**(14.8)**	**449.3**

The following is a breakdown of the repayment schedule of trade accounts and notes receivable as at 31 December:

(in millions of euros)	Total	Receivables not due	Receivables due				
			< 30 days	30 < X < 60 days	60 < X < 90 days	90 < X < 120 days	> 120 days
2015	**208.8**	179.2	5.0	4.7	3.6	1.1	15.2
2014	**291.1**	254.5	6.8	4.9	1.4	12.0	11.5

4.8. Building contracts and off-plan sales

	The buyer has the option to define the major structural elements in the construction of a property before and during the construction phase					
	12/31/2015			12/31/2014		
(in millions of euros)	Commercial	Intra-group inter-business eliminations	Total	Commercial	Intra-group inter-business eliminations	Total
Aggregate receivables, including tax, according to the progress method	303.5	-	303.5	219.6	-	219.6
Work in progress	17.4	-	17.4	28.9	-	28.9
Collected calls for funds	(297.7)	-	(297.7)	(228.3)	-	(228.3)
AMOUNT DUE FROM CUSTOMERS	**30.5**	**-**	**30.5**	**21.9**	**-**	**21.9**
AMOUNT DUE TO CUSTOMERS	**(7.2)**	**-**	**(7.2)**	**(1.6)**	**-**	**(1.6)**
INCOME FOR THE YEAR	**150.2**	**-**	**150.2**	**117.3**	**-**	**117.3**
Concerning ongoing contracts at the closing date and those completed during the period:						
Total amount of costs incurred and profits recognised (less losses recognised) until 31 December of the financial year	25.7	-	25.7	31.2	-	31.2
Amount of advances received relative to non-started contracts	1.0	-	1.0	-	-	-
Reciprocal off-balance-sheet commitments (notarised instruments including tax – collected calls for funds)	165.8	-	165.8	223.4	-	223.4

Limited option for the buyer to define the major structural elements in the construction of a property

(in millions of euros)	12/31/2015				12/31/2014			
	Commercial	Housing	Intra-group inter-business eliminations	Total	Commercial	Housing	Intra-group inter-business eliminations	Total
INCOME FOR THE YEAR	**67.7**	**623.2**	**-**	**691.0**	**228.6**	**782.2**	**(0.6)**	**1,010.2**
Concerning ongoing contracts at the closing date and those completed during the period:								
Total amount of costs incurred and profits recognised (less losses recognised) until 31 December of the financial year	38.9	0.9	-	39.8	58.8	1.1	-	59.9
Amount of advances received relative to non-started contracts	0.2	-	-	0.2	1.0	-	-	1.0
Reciprocal off-balance-sheet commitments (notarised instruments including tax – collected calls for funds)	80.4	-	-	80.4	125.4	494.1	-	619.5

4.9. Miscellaneous receivables

(in millions of euros)	12/31/2015			12/31/2014
	Gross	Impairments	Net	Net
Suppliers advances	7.5	-	7.5	8.6
Receivables from disposal of assets	0.3	-	0.3	0.5
Agency transactions [(a)]	59.6	-	59.6	165.6
Prepaid expenses	3.3	-	3.3	6.6
Social security and tax receivables	127.5	-	127.5	169.2
Other receivables	30.9	(0.3)	30.6	26.1
TOTAL MISCELLANEOUS RECEIVABLES	**229.0**	**(0.3)**	**228.7**	**376.5**

(a) The details of the Agency transactions are presented in the table below.

(in millions of euros)	12/31/2015	12/31/2014
Receivables	-	0.9
Cash and cash equivalents	59.6	164.7
TOTAL AGENCY TRANSACTIONS [(a)]	**59.6**	**165.6**

(a) As at 12/31/2015, concern only Property Development activity following the reclassification of the Services activity in accordance

4.10. Cash and cash equivalents

(in millions of euros)	12/31/2015	12/31/2014
Money-market UCITS	157.7	127.0
Cash assets (including bank interest receivable)	293.7	351.2
CASH AND CASH EQUIVALENTS	**451.4**	**478.2**

4.11. Investment properties and other assets held for sale

(in millions of euros)	12/31/2015	12/31/2014
Investment properties held for sale	-	-
Other assets held for sale	156.8	-
TOTAL ASSETS HELD FOR SALE	**156.8**	**-**

The assets held for sale concern the Services activity as indicated in note 6.

4.12. Equity

Capital

	12/31/2015		12/31/2014	
Shareholders	Number of shares	% of capital	Number of shares	% of capital
Public	34,874,248	47.05	34,759,738	46.96
HoldCo SIIC [(a)]	38,491,773	51.94	38,491,773	52.00
Employees	212,200	0.29	231,567	0.31
Treasury	532,965	0.72	539,308	0.73
TOTAL	**74,111,186**	**100**	**74,022,386**	**100**

(a) Company whose capital is held by the Caisse des Dépôts and Groupama, with stakes of 75.07% and 24.93% respectively.

Changes in number of shares in circulation

	Number	Capital *(in € million)*
SHARE CAPITAL AS AT 12/31/2013	**73,916,109**	**112.7**
Increase in capital related to the exercise of share subscription options	106,277	0.2
SHARE CAPITAL AS AT 12/31/2014	**74,022,386**	**112.8**
Increase in capital related to the exercise of share subscription options	88,800	0.2
SHARE CAPITAL AS AT 12/31/2015	**74,111,186**	**113.0**

Shares of parent company Icade SA held by third parties and that are pledged

As at December 31, 2015, no pure registered shares were pledged.

Dividends

(in millions of euros)	12/31/2015	12/31/2014
Payment to shareholders of Icade SA		
- dividends deducted from taxable income exempt from tax (applying the SIIC treatment)	275.1	270.9
- dividends deducted from the profit taxable at the ordinary rate	-	-
- interim dividends	-	-
TOTAL	**275.1**	**270.9**

Per-share dividends distributed in 2015 and 2014 in respect of the 2014 and 2013 financial years were €3.73 and €3.67 respectively.

The distribution of a dividend of €3.73 per share will be proposed to the Annual General Shareholders' Meeting for approving the financial statements, which will take place on December 31, 2015. Based on the shares entitled to dividends as at January 1, 2016, *i.e.* 73,578,221 shares, the dividend distribution amount proposed to the Shareholders' Meeting will be €274.4 million.

4.13. Non-controlling interests

In 2015, as in 2014, the main non-controlling investments concern:

- the business of the Healthcare Property Investment. As a reminder, Icade Santé is held at a level of 56.51% by Icade SA unchanged over the year, the increase in capital of €440 million having been subscribed by all of the shareholders in proportion to their share of interest in this company;
- the Property Development business.

Change in non-controlling interests

(in millions of euros)	12/31/2015	12/31/2014
NET POSITION AS AT 31/12 OF THE PRECEDING YEAR	**487.9**	**412.3**
Acquisitions of non-controlling interests	191.3	82.6
Other movements	0.5	(1.1)
Change in fair value of derivatives	0.9	(3.1)
Profit/(loss)	27.4	21.3
Dividends	(33.0)	(24.1)
NET POSITION AS AT 31/12 OF THE CURRENT YEAR	**675.0**	**487.9**

The changes in scope in the non-controlling interests are mainly composed of the subscription, by the institutional investors, to the increase of capital of Icade Santé carried out over the course of the financial year.

Financial information on the non-controlling interests

The main items on the balance sheet, from the income statement and the cash flow statement of the entities consolidated by overall integration in which the minorities have interest are presented below in the share of their holdings:

Balance sheet

	12/31/2015			12/31/2014		
(in millions of euros)	Healthcare	Property Development	Total	Healthcare	Property Development	Total
Investment properties	1,132.6	-	1,132.6	853.0	-	853.0
Non-current financial assets	0.6	-	0.6	0.3	-	0.3
Other non-current financial assets	1.1	0.1	1.2	-	0.1	0.1
TOTAL NON-CURRENT ASSETS	**1,134.3**	**0.1**	**1,134.3**	**853.3**	**0,1**	**853.4**
Stocks and in-progress	-	11.8	11.8	-	13.4	13.4
Trade receivables	1.8	3.0	4.9	2.5	2.2	4.7
Amount due from customers	-	0.9	0.9	-	-	-
Current financial assets and cash	34.5	7.3	41.8	1.5	11.8	13.3
Other current assets	3.2	3.7	6.9	0.9	4.3	5.2
TOTAL CURRENT ASSETS	**39.5**	**26.8**	**66.3**	**4.8**	**31.7**	**36.6**
TOTAL ASSETS	**1,173.8**	**26.9**	**1,200.7**	**858.1**	**31.8**	**889.9**

	12/31/2015			12/31/2014		
(in millions of euros)	Healthcare	Property Development	Total	Healthcare	Property Development	Total
EQUITY	**673.7**	**1.2**	**675.0**	**486.3**	**1.5**	**487.9**
Long-term financial debt	439.8	-	439.8	202.4	-	202.4
Other non-current liabilities	13.5	-	13.5	10.0	-	10.0
TOTAL NON-CURRENT LIABILITIES	**453.3**	**-**	**453.3**	**212.5**	**-**	**212.5**
Current financial debts	22.7	10.5	33.3	150.5	13.3	163.9
Trade payables	1.4	9.7	11.1	0.8	10.4	11.5
Amount due to customers	-	-	-	-	0.8	0.8
Other current liabilities	22.7	5.4	28.1	8.0	5.8	13.5
TOTAL CURRENT LIABILITIIES	**46.8**	**25.7**	**72.4**	**159.3**	**30.3**	**189.6**
TOTAL LIABILITIES AND EQUITY	**1,173.8**	**26.9**	**1,200.7**	**858.1**	**31.8**	**889.9**

Income statement

	12/31/2015			12/31/2014		
(in millions of euros)	Healthcare	Property Development	Total	Healthcare	Property Development	Total
Revenues	73.7	20.2	94.0	61.6	24.9	86.5
Ebitda	68.1	1.9	70.0	57.2	2.2	59.3
OPERATING PROFIT/(LOSS)	**37.2**	**1.9**	**39.1**	**29.6**	**2.1**	**31.7**
Cost of gross debt	(4.6)	-	(4.6)	(4.5)	-	(4.5)
Cost of net debt	(11.1)	-	(11.1)	(10.0)	-	(10.1)
FINANCIAL PROFIT/(LOSS)	**(11.5)**	**-**	**(11.5)**	**(10.4)**	**-**	**(10.4)**
Income tax expense	(0.1)	(0.1)	(0.2)	-	-	-
NET PROFIT/(LOSS)	**25.6**	**1.8**	**27.4**	**19.2**	**2.1**	**21.3**

Cash flow statement

(in millions of euros)	12/31/2015	12/31/2014
Net cash flow from operating activity	47.3	62.0
Net cash flow from investment activities	(257.2)	(171.3)
Net cash flow from financing activities	240.5	116.9
Change in net cash	**30.7**	**7.5**
Net cash position at the start of the year	7.9	0.6
Net cash position at the end of the year	38.6	8.1

4.14. Provisions

(in millions of euros)	01/01/2015	Allocations	Utilisations	Reversals	Changes in scope	Actuarial gains and losses	Reclassification [a]	12/31/2015
Pension payments and similar obligations	31.2	0.9	(0.7)	-	-	(2.0)	(6.0)	23.4
Losses on contracts	1.5	1.3	(0.2)	-	-	-	(0.7)	1.9
Tax risks	6.8	-	(2.7)	(0.7)	-	-	(3.2)	0.1
Risks and charges – Other	35.3	12.3	(6.2)	(1.6)	-	-	0.8	40.6
TOTAL	**74.8**	**14.5**	**(9.8)**	**(2.4)**	**-**	**(2.0)**	**(9.1)**	**66.0**
Non-current provisions	35.7	3.4	(2.3)	-	-	(2.0)	(6.0)	28.7
Current provisions	39.1	11.2	(7.5)	(2.4)	-	-	(3.1)	37.3
including: operating profit/(loss)		*14.3*	*(9.4)*	*(2.4)*				
including: financial profit/(loss)		*0.3*	-	-				
including: tax charges		-	*(0.5)*	-				

(a) Reclassification of the provisions of the Services activity in liabilities intended to be sold following application of IFRS 5.

(in millions of euros)	01/01/2014 restated [a]	Allocations	Utilisations	Reversals	Changes in scope	Actuarial gains/losses	Reclassification	12/31/2014
Pension payments and similar obligations	25.7	2.1	(1.5)	-	-	4.9	-	31.2
Losses on contracts	1.9	-	(0.4)	-	-	-	-	1.5
Tax risks	3.3	3.7	-	(0.2)	-	-	-	6.8
Risks and charges – Other	29.3	12.1	(3.8)	(4.1)	1.7	-	-	35.3
TOTAL	**60.1**	**18.0**	**(5.7)**	**(4.3)**	**1.7**	**4.9**	**-**	**74.8**
Non-current provisions	29.2	2.7	(3.3)	(2.1)	4.2	4.9	-	35.7
Current provisions	30.9	15.3	(2.4)	(2.2)	(2.5)	-	-	39.1
including: operating profit/(loss)		*17.2*	*(5.7)*	*(4.3)*				
including: financial profit/(loss)		-	-	-				
including: tax charges		*0.7*	-	-				

(a) Restated for the impact on changing the IFRS 11 method.

Icade identifies several types of provisions. In addition to pension payments and similar commitments, which are subject to specific explanations (see note 8.1), provisions are made whenever the risks identified are the result of past events creating a current obligation and it is probable that this obligation will cause an exit of resources.

The identified risks are:

- losses on service contracts and on off-plan contracts (note that losses on property development contracts appear under "amounts due from customers" and "amounts due to customers");
- tax risks: provisions cover estimated tax risks for which reassessment notices were received at December 31, 2015;

  When the accounts were audited during the 2010 financial year, in its proposed tax reassessment (December 8, 2010), the French Tax Authorities questioned the market values as at December 31, 2006, resulting from the property valuations that were used as the basis for calculating the exit tax (corporate tax at the rate of 16.50%) during the merger/absorption of Icade Patrimoine by Icade as at January 1, 2007. It resulted in an increase of the basis of the exit tax generating an additional tax of €204 million in principal. In another proposed correction dated April 26, 2012, the tax authorities increased the rate of taxation applicable to some of the revised amounts from 16.5% to 19%. The additional tax was then increased to €206 million.

  On July 16, 2012, Icade applied to consult the "Commission nationale des impôts directs et taxes sur le chiffre d'affaires" (National Commission for Direct Taxes and Turnover Taxes).

  At the end of the hearing on July 5, 2013, the Commission gave an opinion questioning the valuation method used by the tax authorities ("the comparison method would appear much less suitable than the DCF to the type of assets in question") while recording that some sales carried out in 2007 had been completed for higher prices than those used to estimate the exit tax.

  The tax authorities did not follow the commission's recommendation and maintained the increases initially notified, and informed Icade on December 3, 2013 of this decision at the same time as the Commission's opinion was sent.

  On December 11, 2013, in accordance with the applicable procedure, the tax authorities therefore sent a payment demand for all sums, *i.e.* €225,084,492, including late payment interest (or €206 million in principal).

  Maintaining its position, on December 23, 2013 Icade filed a claim asking for complete discharge of the sums demanded along with deferral of payment.

  This deferral was obtained after the submission of a bank guarantee covering the entire tax bill (excluding late-payment interest).

  In not replying to the Company's claim, the tax authorities implicitly rejected it.

  As a result, in consultation with its legal firms, Icade filed an action with the competent Administrative Court on December 17, 2014 challenging the entire amount of the proposed reassessment.

  In this context, Icade requested the court to transmit to the State Council, for the purposes of transmission to the Constitutional Council, a priority question of constitutionality ("QPC"), concerning the provisions of Article 208 C *ter* of the French General Tax Code, having an impact on the tax rate applicable to fractions of the exit tax paid for the financial years 2009 and 2010.

  Considering that this QPC is serious new and applicable to the dispute, the administrative Court of Montreuil ordered its transmission to the State Council by a ruling dated February 16, 2015, as well as a stay on the main petition.

  Likewise, the State Council decided to transmit this QPC to the Constitutional Council, by a judgement dated April 29, 2015.

  The Constitutional Council, after having heard the parties during its hearing on June 16, 2015, stated that the provisions of Article 208 C *ter* of the French General Tax Code are in keeping with the Constitution, by a decision dated June 26, 2015.

  This final decision, with no impact on the question of property valuation, led to recognition of the well-founded corrections concerning the exit tax rate application to fractions of taxation spontaneously settled for an amount of €16.8 million.

  Moreover, concerning the valuation of the properties, and in order to put an end to the contentious procedure in progress, Icade and the tax authorities arrived at an agreement on December 18, 2015 leading to the payment of an additional tax, late penalties and interest in an amount of €14.7 million.

  Thus, the financial consequences of this accounting verification, which stands at a total amount of €31.5 million, are now final and have been accounted for in the accounts for the year ended December 31, 2015 in the income statement in a tax charge account in a counterpart for a tax debt in the liabilities of the balance sheet (see note 4.16);
- the other provisions for risks and charges, amounting to €40.6 million, mainly cover Property Development and Commercial Property Investment for €25.7 million and €14.9 million respectively. This essentially relates to business risks, labour tribunal disputes and litigation.

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4.15. Financial debt

4.15.1. Net financial debt by category

(in millions of euros)	12/31/2015	12/31/2014
Bond issues	1,788.4	1,291.6
ORNANEs [(a)]	46.2	48.7
Loans with credit institutions [(b)]	1,668.8	2,028.3
Direct financing leases	183.1	209.4
Other loans and similar debts [(c)]	85.0	93.5
LONG AND MEDIUM TERM FINANCIAL DEBT	**3,771.5**	**3,671.5**
Bond issues	21.1	18.6
ORNANEs [(a)]	1.1	1.1
Loans with credit institutions [(b)]	513.7	415.9
Direct financing leases	23.3	23.1
Other loans and similar debts [(c)]	9.1	0.6
Debts associated with equity interests	6.1	7.8
Commercial paper	302.5	203.0
Bank overdrafts [(d)]	24.2	34.7
SHORT TERM FINANCIAL DEBT	**901.1**	**704.7**
GROSS FINANCIAL DEBT	**4,672.6**	**4,376.2**
Interest rate risk derivatives (assets and liabilities)	63.2	91.1
GROSS FINANCIAL DEBT AFTER ACCOUNTING FOR DERIVATIVES	**4,735.8**	**4,467.3**
Securities available for sale and other non-current financial assets (excluding interest rate risk derivatives and deposits paid)	(27.2)	(17.5)
Securities available for sale and other current financial assets (excluding interest rate risk derivatives and deposits paid)	(136.0)	(122.6)
Cash and cash equivalents	(451.4)	(478.2)
NET FINANCIAL DEBT	**4,121.2**	**3,849.1**

(a) *Following the entry of the Silic consolidation scope, this new category of debt (bonds redeemable in cash and shares, ORNANE) appeared.*
(b) *Including mortgage financing: €809.5 million.*
(c) *Private investments for the same amount.*
(d) *Including interest accrued not due.*

Gross financial debt totalled €4,672.6 million at December 31, 2015, up by €296.4 million compared with December 31, 2014. This change mainly reflects:

- setting up a €500.0 million bond financing at seven years, with a margin of 125 basis points above the reference rate (a coupon of 1.875%);
- a net increase in commercial paper outstanding of €99.5 million (including €302.5 million of increase and €203.0 million of decrease);
- setting up a club deal for €150.0 million at five years in favour of Icade Santé;
- a normal amortisation of borrowings from credit institutions and finance leases for €444.1 million;
- a decrease in bank overdrafts for €10.5 million;
- a decrease in the fair value of ORNANEs of €2.5 million.

4.15.2. Financial debt by rate category and by maturity

(in millions of euros)	12/31/2015	Share at less than one year	Share of one to two years	Share of two to three years	Share of three to four years	Share of four to five years	Share of more than five years	Fair value at 12/31/2015
FIXED RATE DEBT	**2,725.2**	**359.8**	**77.6**	**30.6**	**529.3**	**29.2**	**1,698.6**	**2,862.3**
Bond issues	1,809.5	21.1	-	-	500.0	-	1,288.4	1,866.2
ORNANEs	47.3	1.1	46.2	-	-	-	-	46.2
Loans with credit institutions	420.8	18.6	15.2	15.8	16.5	17.1	337.7	479.6
Direct financing leases	50.9	7.3	7.7	6.3	4.3	3.6	21.5	57.6
Other loans and similar debts	94.1	9.1	8.5	8.5	8.5	8.4	51.0	110.0
Debts associated with equity interests	0.1	0.1	-	-	-	-	-	0.1
Commercial paper	302.5	302.5	-	-	-	-	-	302.5
VARIABLE RATE DEBT	**1,947.4**	**541.2**	**515.4**	**350.9**	**51.0**	**239.7**	**249.1**	**1,968.1**
Loans with credit institutions	1,761.7	495.1	498.9	335.1	36.6	225.5	170.4	1,783.5
Direct financing leases	155.5	15.9	16.5	15.8	14.5	14.2	78.7	154.8
Debts associated with equity interests	6.0	6.0	-	-	-	-	-	5.6
Bank overdrafts	24.2	24.2						24.2
TOTAL GROSS FINANCIAL DEBT	**4,672.6**	**901.1**	**593.0**	**381.6**	**580.4**	**268.9**	**1,947.7**	**4,830.4**
Including non-current	3,771.5		593.0	381.6	580.4	268.9	1,947.7	
Including current	901.1	901.1						

(in millions of euros)	12/31/2014	Share at less than one year	Share of one to two years	Share of two to three years	Share of three to four years	Share of four to five years	Share of more than five years	Fair value at 12/31/2014
FIXED RATE DEBT	**2,148.6**	**245.6**	**29.7**	**84.4**	**29.8**	**522.1**	**1,236.9**	**2,281.2**
Bond issues	1,310.2	18.6	-	-	-	493.9	797.7	1,354.8
ORNANEs	49.9	1.1	-	48.7	-	-	-	48.7
Loans with credit institutions	438.0	15.8	14.6	20.3	15.9	16.5	354.9	501.0
Direct financing leases	53.5	6.5	6.5	6.9	5.4	3.3	24.9	68.7
Other loans and similar debts	94.1	0.6	8.5	8.5	8.5	8.4	59.5	104.9
Commercial paper	203.0	203.0	-	-	-	-	-	203.0
VARIABLE RATE DEBT	**2,227.7**	**459.1**	**517.7**	**510.7**	**352.4**	**50.2**	**337.4**	**2,236.6**
Loans with credit institutions	2,006.2	400.1	500.3	492.6	334.5	34.3	244.4	2,017.4
Direct financing leases	178.9	16.5	17.5	18.1	17.9	15.9	93.0	176.7
Debts associated with equity interests	7.8	7.8	-	-	-	-	-	7.7
Bank overdrafts	34.7	34.7						34.8
TOTAL GROSS FINANCIAL DEBT	**4,376.2**	**704.7**	**547.4**	**595.2**	**382.2**	**572.3**	**1,574.4**	**4,517.8**
Including non-current	3,671.5		547.4	595.2	382.2	572.3	1,574.4	
Including current	704.7	704.7						

The average life of debt works out at 4.5 years as at December 31, 2015 (excluding commercial paper). It stood at 4.7 years as at December 31, 2014. The funding raised in 2015 has therefore helped to keep the average maturity of Icade's debts at the same level.

The duration of the average life of variable rate debt is 2.6 years. That of associated hedging stood at 2.9 years, allowing adequate hedging.

Financial covenants

		Covenants	12/31/2015
LTV Covenant [(a)]	Maximum	<50% or <52%	39.5%
ICR	Minimum	> 2	2.52x
CDC Control	Minimum	34%	51.94%
Value of the Property Investment assets [(b)]	Minimum	> €1.7 billion > €4 billion > €5 billion > €7 billion	€10.4 billion
Debt of property development subsidiaries/consolidated gross debt	Maximum	< 20%	0.6%
Surety on assets	Maximum	< 20% of the property investment portfolio	9.7%

(a) Around 89% of the debt relating to the covenant on LTV has a limit of 52%, with a limit of 50% for the remaining 11%.
(b) Around 5% of the debt relating to the value of the Property Investment portfolio covenant has a limit of €1.7 billion, 15% of the debt has a limit of €3 billion, 12% of the debt has a limit of €5 billion, and the remaining 68% has a limit of €7 billion.

Loans taken out by Icade may be subject to covenants based on financial ratios (loan to value and interest charge hedging notions) and a control clause by the Caisse des Dépôts which may lead to an early repayment obligation. As at December 31, 2015, the ratios are observed (see note 7.1.6).

As at December 31, 2015, the company HoldCo SIIC, which is 75.07% controlled by the Caisse des Dépôts, held 52.31% of the voting rights and 51.94% of the capital of Icade.

4.16. Miscellaneous current payables

(in millions of euros)	12/31/2015	12/31/2014
Advance payments from customers	136.7	133.7
Debts on acquisition of assets	106.8	96.1
Agency transactions [(a)]	59.6	165.6
Prepaid income	30.6	35.2
Tax and social security payables excluding profit tax	93.3	152.9
Other debts	19.5	25.9
Employee profit sharing	-	0.1
TOTAL MISCELLANIOUS CURRENT PAYABLES	**446.6**	**609.4**

(a) The details of the Agency transactions are presented in the table below:

(in millions of euros)	12/31/2015	12/31/2014
Debts	59.6	164.7
Cash and cash equivalents	-	0.9
TOTAL AGENCY TRANSACTIONS [(a)]	**59.6**	**165.6**

(a) As at 12/31/2015, concern only Property Development activity following the reclassification of the Services activity in accordance with IFRS 5.

4.17. Other financial liabilities and derivatives

4.17.1. Presentation of other financial liabilities (excluding derivatives)

(in millions of euros)	12/31/2015	12/31/2014
Deposits and sureties received	60.7	66.0
Other	-	-
OTHER NON-CURRENT FINANCIAL LIABILITIES	**60.7**	**66.0**
Deposits and sureties received	1.6	1.6
Other	-	-
OTHER CURRENT FINANCIAL LIABILITIES	**1.6**	**1.6**

4.17.2. Derivatives: presentation in the balance sheet

(in millions of euros)		Notes	12/31/2015	12/31/2014
Assets:	non-current	4.5	1.5	0.6
	current	4.5	13.6	16.7
Liabilities:	non-current		(73.2)	(96.5)
	current		(5.2)	(11.9)
TOTAL DERIVATIVES – RATE RISK			**(63.2)**	**(91.1)**
TOTAL DERIVATIVES			**(63.2)**	**(91.1)**

4.17.3. Derivatives: analysis of notional amounts by maturity

	12/31/2015				
(in millions of euros)	Average rate	Total	Share at less than one year	Share between one and five years	Share more than five years
Portfolio of derivatives in force as at 12/31/2015					
Rate swaps – fixed payer	2.48%	1,236.3	35.6	932.5	268.2
Rate options – CAP	1.31%	485.0	160.0	325.0	-
Rate options – FLOOR	0.00%	300.0	-	300.0	-
TOTAL PORTFOLIO OF DERIVATIVES IN FORCE		**2,021.3**	**195.6**	**1,557.5**	**268.2**
Portfolio of deferred derivatives					
Rate swaps – fixed payer	0.92%	19.4	-	2.1	17.3
TOTAL PORTFOLIO OF DEFERRED DERIVATIVES IN FORCE		**19.4**	**-**	**2.1**	**17.3**
TOTAL DERIVATIVES – RATE RISK		**2,040.7**	**195.6**	**1,559.6**	**285.5**

(in millions of euros)	Average rate	Total	Share at less than one year	Share between one and five years	Share more than five years
	12/31/2014				
Portfolio of derivatives in force as at 12/31/2014					
Rate swaps – fixed payer	3.03%	1,306.3	270.0	896.4	139.9
Rate options – CAP	2.32%	535.9	50.9	485.0	-
Rate options – FLOOR	0.00%	300.0	-	300.0	-
TOTAL PORTFOLIO OF DERIVATIVES IN FORCE		**2,142.2**	**320.9**	**1,681.4**	**139.9**
Portfolio of deferred derivatives					
Rate options – CAP	1.67%	150.0	150.0	-	-
TOTAL PORTFOLIO OF DEFERRED DERIVATIVES IN FORCE		**150.0**	**150.0**	**-**	**-**
TOTAL DERIVATIVES – RATE RISK		**2,292.2**	**470.9**	**1,681.4**	**139.9**

4.17.4. Derivatives: changes in fair value

(in millions of euros)	Fair value 12/31/2014	Additions to the consolidation scope	Acquisitions	Disposals	Payment for guarantee	Fair value change in profit or loss	Change of fair value in equity	Fair value 12/31/2015
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8) = (1) to (7) inclusive
Swaps and rate options – fixed payer	(108.1)	-	0.8	(0.3)	-	0.2	29.4	(78.0)
- including change of ICNE	-	-	-	-	-	1.3	-	-
- including ineffective portion	-	-	-	-	-	(1.1)	-	-
Total future cash-flow hedges (1)	**(108.1)**	**-**	**0.8**	**(0.3)**	**-**	**0.2**	**29.4**	**(78.0)**
Interest rate swaps – fixed payer	-	-	-	-	-	-	-	-
Interest rate options	0.3	-	-	-	-	0.8	-	1.1
Total instruments ineligible as hedges (2)	**0.3**	**-**	**-**	**-**	**-**	**0.8**	**-**	**1.1**
Total interest rate risk instruments excluding margin calls (3) = (1) + (2)	**(107.8)**	**-**	**0.8**	**(0.3)**	**-**	**1.0**	**29.4**	**(76.8)**
Derivatives: margin calls (4)	16.7	-	-	-	(3.1)	-	-	13.6
TOTAL INTEREST RATE RISK INSTRUMENTS (5) = (3) + (4)	**(91.1)**	**-**	**0.8**	**(0.3)**	**(3.1)**	**1.0**	**29.4**	**(63.2)**

(in millions of euros)	Fair value 12/31/2013 (1)	Additions to the consolidation scope (2)	Acquisition (3)	Disposals (4)	Payment for guarantee (5)	Fair value change in profit or loss (6)	Change of fair value in equity (7)	Fair value 12/31/2014 (8) = (1) to (7) inclusive
Swaps and rate options – fixed payer	(110.3)	-	-	-	-	(0.7)	2.8	(108.1)
including change of ICNE	-	-	-	-	-	2.4	-	-
including ineffective portion	-	-	-	-	-	(3.1)	-	-
Total future cash-flow hedges (1)	**(110.3)**	**-**	**-**	**-**	**-**	**(0.7)**	**2.8**	**(108.1)**
Interest rate swaps – fixed payer	(1.1)	-	-	-	-	1.1	-	-
Interest rate options	0.5	-	-	-	-	(0.2)	-	0.3
Total instruments ineligible as hedges (2)	**(0.5)**	**-**	**-**	**-**	**-**	**0.8**	**-**	**0.3**
Total interest rate risk instruments excluding margin calls (3) = (1) + (2)	**(110.8)**	**-**	**-**	**-**	**-**	**0.2**	**2.8**	**(107.8)**
Derivatives: margin calls (4)	14.3	-	-	-	2.4	-	-	16.7
TOTAL INTEREST RATE RISK INSTRUMENTS (5) = (3) + (4)	**(96.5)**	**-**	**-**	**-**	**2.4**	**0.2**	**2.8**	**(91.1)**

NOTE 5. NOTES ON THE INCOME STATEMENT

5.1. Elements of operating profit/(loss)

5.1.1. Revenues

Revenues by category are detailed as follows:

(in millions of euros)	12/31/2015	12/31/2014 restated [(a)]
Rental income, including financial rent	552.8	551.9
Building contracts and off-plan sales	864.4	1,145.2
Provision of services	20.0	20.3
Other sales	2.6	0.9
TOTAL REVENUES	**1,439.7**	**1,718.3**

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

5.1.2. Profit/(loss) from disposals

(in millions of euros)	12/31/2015	12/31/2014 restated [(a)]
Profit/(loss) from disposals of investment properties	131.2	50.9
Profit/(loss) from disposals of other tangible and intangible assets	(0.1)	2.2
Profit/(loss) from disposals of consolidated securities	(2.0)	46.0
TOTAL PROFIT/(LOSS) ON DISPOSALS	**129.2**	**99.1**

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

Profit/(loss) from disposals of the period mainly concern two buildings located in the Parc du Millénaire for €138.0 million.

5.2. Financial profit/loss

(in millions of euros)	12/31/2015	12/31/2014 restated [(a)]
Interest charges on financial debts	(98.7)	(99.4)
Interest charges on derivatives	(36.1)	(47.9)
Recycling in income statement of rate-hedging derivatives with underlying conservation	1.7	(2.3)
COST OF GROSS DEBT	**(133.2)**	**(149.6)**
Income from interest on cash and cash equivalents	2.8	3.5
Revenues from receivables and loans	6.3	14.9
Change in fair value through profit/(loss) of cash equivalents	0.1	0.2
Net income from cash and cash equivalents, related loans and receivables	**9.2**	**18.6**
COST OF NET DEBT	**(123.9)**	**(131.0)**
Net income from holdings	1.5	1.4
Change in fair value through profit/(loss) of derivatives	(0.3)	(2.8)
Change in fair value of ORNANEs	2.5	(2.2)
Profit/(loss) from disposals of loans and receivables	-	0.1
Allocations to and reversals of impairments of loans and receivables	-	(0.2)
Other financial income	0.1	0.6
Other financial charges	(6.0)	(6.5)
Other financial income and charges	**(2.2)**	**(9.7)**
TOTAL FINANCIAL PROFIT/(LOSS)	**(126.1)**	**(140.7)**

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

5.3. Tax

5.3.1. Analysis of tax expense

(in millions of euros)	12/31/2015	12/31/2014 restated [(a)]
Current taxes	(64.6)	(39.8)
Deferred taxes	1.1	7.6
TOTAL TAX CHARGE RECOGNISED ON THE INCOME STATEMENT	**(63.5)**	**(32.3)**
TAX IN ITEMS RECOGNISED IN EQUITY	**(0.6)**	**0.3**

(a) Reclassification of the Services activity to the income statement of discontinued operations in accordance with IFRS 5.

The tax charge includes €31.5 million, putting an end to the tax disagreement (see note 4.14) and €8.7 million for the disposal of Millénaire 3 (after imputing the tax loss carry forwards) as well as the 3% contribution on a share of the dividends paid by Icade for €3.9 million and on the internal dividends paid by Icade Property Development for €3.0 million.

(in millions of euros)	12/31/2015
Pre-tax earnings	**(116.7)**
Profit/(loss) from discontinued operations	**(20.5)**
Profit/(loss) from continuing operations pre-tax	**(96.2)**
Theoretical tax rate	**34.43%**
Theoretical tax charge	**33.1**
Impact on the theoretical tax of:	
Permanent differences [(a)]	(175.0)
Sector exempt from the SIIC regime	115.6
Variation in unrecognised tax assets (including deficits that can be carried over)	7.9
Tax on distribution of dividends	(6.9)
Rate differentials (France and abroad)	(2.0)
Tax borne by non-controlling interests	0.6
Other impacts (includ*ing exit* tax, provision for tax, etc.)	(36.8)
Effective tax charge	**(63.5)**
Effective tax rate	**(66.01)%**

(a) The permanent differences are mainly composed of the differences between the consolidated profit/(loss) and the taxable income from the companies benefiting from the SIIC tax regime.

5.3.2. Breakdown of deferred tax

(in millions of euros)	12/31/2015	12/31/2014
Deferred tax related to temporary differences		
- Provisions for non-deductible assets	5.0	5.9
- Provisions for staff-related commitments	3.4	5.2
- Provisions for non-deductible liabilities	2.9	5.6
- Lease	(9.2)	(11.8)
- Other	(0.5)	(2.8)
Deferred tax assets related to loss carry forwards	5.4	3.8
NET DEFERRED TAX POSITION	**6.9**	**5.9**
Net deferred tax assets	17.6	17.8
Net deferred tax liabilities	10.7	11.9
NET DEFERRED TAX POSITION	**6.9**	**5.9**

As at December 31, 2015, inactivated tax loss carry forwards amounted to €21.9 million in base.

5.4. Earnings per share

(in millions of euros)	12/31/2015	12/31/2014
Net income attributable to owners of the Company	**(207.6)**	**151.5**
Net income attributable to owners of the Company from discontinued operations	(20.5)	0.6
Net income attributable to owners of the Company from continuing operations	*(187.0)*	*150.9*
Number of shares at the opening of the financial year	74,022,386	73,916,109
Increase in the average number of shares associated with the exercise of share subscription options	74,724	72,955
Average number of own shares outstanding	388,946	302,457
Average number of shares outstanding	73,708,164	73,686,607
NET INCOME ATTRIBUTABLE TO OWNERS OF THE COMPANY PER SHARE	**€(2.82)**	**€2.06**
Net income attributable to owners of the Company from discontinued operations per share	€(0.28)	€0.01
Net income attributable to owners of the Company from continuing operations per share	€(2.54)	€2.05

(in millions of euros)	12/31/2015	12/31/2014
Net income attributable to owners of the Company	(207.6)	151.5
Impact of dilutive instruments	-	-
Diluted net income attributable to owners of the Company	**(207.6)**	**151.5**
Diluted net income attributable to owners of the Company from discontinued operations	(20.5)	0.6
Diluted net income attributable to owners of the Company from continuing operations	(187.0)	150.9
Average number of shares outstanding	73,708,164	73,686,607
Impact of dilutive instruments (share subscription options and bonus shares)	29,360	48,705
Average number of shares outstanding	73,737,524	73,735,312
DILUTED NET INCOME ATTRIBUTABLE TO OWNERS OF THE COMPANY PER SHARE	**€(2.81)**	**€2.06**
Diluted net income attributable to owners of the Company from discontinued operations per share	€(0.28)	€0.01
Diluted net income attributable to owners of the Company from continuing operations per share	€(2.54)	€2.05

NOTE 6. ASSETS HELD FOR SALE AND DISCONTINUED OPERATIONS

On November 24, 2015, the Board of Directors approved the decision made by the Group to divest its Services activity. The communication of this decision as well as the advancement of the process of divestiture led the Group to accounting for the activities of the services business in discontinued operations in accordance with IFRS 5 and as mentioned in note 1.10:

- the assets held for sale and the corresponding liabilities are presented separately from the other assets and liabilities on the lines Assets and Liabilities held for sale on the balance sheet at December 31, 2015 and accounted for at the lower of their carrying amount and their decreased fair value of the estimated costs of sale, without reclassification on the comparative balance sheet of the preceding year;
- the net profit/(loss) from discontinued operations realised over the financial year is presented in a separate line of the income statement titled "Net profit/(loss) from discontinued operations". The same treatment has been applied to the preceding year for comparative information;
- the net cash flow related to the operation, in the investments and in the financings, attributable to the discontinued operations carried out over the year are presented in the cash flow statement of the Group comparatively with those realised over the preceding year;
- the profit/(loss) from discontinued operations of the period is impacted by the fair value of the services activity decreased by the costs related to the estimated sale as at December 31, 2015. These impacts will be finalised during the realisation of the transaction which should occur in the year 2016.

The impacts in 2014 on the Group's consolidated statement of financial position are:

(in millions of euros)	Published	IFRS 5	Restated
Income from operating activity	1,764.0	(42.1)	1,722.0
EBITDA	**522.7**	**(3.0)**	**519.7**
Share in profit/(loss) of equity-accounted companies	6.2	-	6.2
OPERATING PROFIT/(LOSS)	**347.5**	**(2.4)**	**345.2**
FINANCIAL PROFIT/(LOSS)	**(140.7)**	**-**	**(140.7)**
Profit/(loss) from discontinued operations	-	0.6	0.6
NET PROFIT/(LOSS)	**172.8**	**-**	**172.8**

Financial statements of discontinued operations

Income statement

(in millions of euros)	12/31/2015	12/31/2014
Revenues	42.0	41.5
Operating profit/(loss)	(19.2)	2.4
Income tax expense	(1.3)	(1.7)
PROFIT/(LOSS) FROM DISCONTINUED OPERATIONS	**(20.5)**	**0.6**
Profit/(loss) from discontinued operations: Group share	(20.5)	0.6

(in millions of euros)	12/31/2015	12/31/2014
PROFIT/(LOSS) FROM DISCONTINUED OPERATIONS	**(20.5)**	**0.6**
Other items of comprehensive income:		
Actuarial gains and losses and adjustments of the asset ceiling	0.7	(1.4)
Taxes on actuarial gains and losses and adjustments of the asset ceiling	(0.2)	0.4
Total comprehensive profit/(loss) recognised in equity	**0.5**	**(1.0)**
TOTAL COMPREHENSIVE PROFIT/(LOSS) FROM DISCONTINUED OPERATIONS FOR THE PERIOD	**(20.0)**	**(0.4)**
- Group share	(20.0)	(0.4)

Balance sheet

(in millions of euros)	12/31/2015
ASSETS	
Goodwill	13.5
Net intangible assets	0.4
Net tangible assets	1.0
Non-current securities available for sale	0.3
Other non-current and derivative financial assets	0.1
Deferred tax assets	1.7
TOTAL NON-CURRENT ASSETS	**16.9**
Trade receivables	15.2
Miscellaneous receivables	118.1
Cash and cash equivalents	6.6
TOTAL CURRENT ASSETS	**139.9**
TOTAL ASSETS HELD FOR SALE	**156.8**

(in millions of euros)	12/31/2015
LIABILITIES	
Non-current provisions	5.6
Other non-current and financial liabilities	1.2
TOTAL NON-CURRENT LIABILITIES	**6.9**
Current provisions	8.7
Current tax payable	0.9
Trade payables	11.2
Miscellaneous current payables	127.9
TOTAL CURRENT LIABILITIES	**148.6**
TOTAL LIABILITIES INTENDED TO BE SOLD	**155.5**

NOTE 7. EXPOSURE TO RISKS AND HEDGING STRATEGY

7.1. Management of financial risks

The monitoring and management of financial risks are centralised within the Financing and Treasury Division of the Financial Department.

The latter reports on a monthly basis to Icade's Risk, Rates, Treasury and Finance Committee on all matters related to finance, investment and interest rate risk management policies.

7.1.1. Liquidity risk

The Group has drawing capacity on short and medium-term credit lines of nearly €1,440.0 million, to be used entirely as it sees fit. This amount does not include drawing capacity on development transactions, set up and earmarked for specific programmes, if any.

During this year, Icade has continued to access liquidity under good conditions and has margin to manoeuvre in terms of the mobilisation of funds.

The residual contractual maturities of financial liabilities (excluding building contracts and off-plan sales) can be analysed as follows:

	12/31/2015								
	Share at less than one year		Share at more than one year and less than three years		Share at more than three years and less than five years		Share at more than five years		
(in millions of euros)	Redemptions	Interest	Redemptions	Interest	Redemptions	Interest	Redemptions	Interest	Total
Bond issues	-	42.0	-	84.0	500.0	72.8	1,300.0	60.4	2,059.1
ORNANEs	-	1.1	46.2	1.1	-	-	-	-	48.5
Loans with credit institutions	516.5	30.1	865.1	52.9	303.5	42.7	513.3	90.9	2,415.0
Direct financing leases	23.3	4.2	46.4	6.8	36.6	5.9	100.3	7.7	231.2
Other loans and similar debts	8.5	4.7	17.0	8.2	17.0	6.5	51.1	9.1	122.2
Hybrid instruments	-	-	-	-	-	-	-	-	-
Debts associated with equity interests	6.0	-	-	-	-	-	-	-	6.0
Commercial paper	302.5	-	-	-	-	-	-	-	302.5
Bank overdrafts	24.2	-	-	-	-	-	-	-	24.2
Accounts payable and tax debts	424.9	-	12.2	-	-	-	-	-	437.1
Financial derivatives		32.0		39.8		5.6		0.7	78.2
TOTAL	**1,305.9**	**114.1**	**987.0**	**192.9**	**857.1**	**133.4**	**1,964.7**	**168.8**	**5,724.1**

	12/31/2014								
	Share at less than one year		Share at more than one year and less than three years		Share at more than three years and less than five years		Share at more than five years		
(in millions of euros)	Redemptions	Interest	Redemptions	Interest	Redemptions	Interest	Redemptions	Interest	Total
Bond issues	-	32.6	-	65.3	500.0	65.3	800.0	63.0	1,526.1
ORNANEs	-	1.1	48.7	2.2	-	-	-	-	52.1
Loans with credit institutions	419.1	41.5	1,028.9	63.7	403.2	39.6	616.3	102.3	2,714.5
Direct financing leases	23.1	5.2	49.0	8.6	42.5	6.1	118.1	8.3	261.0
Other loans and similar debts	-	4.7	17.0	9.1	17.0	7.4	59.7	12.1	127.0
Hybrid instruments	-	-	-	-	-	-	-	-	-
Debts associated with equity interests	7.7	0.1	-	-	-	-	-	-	7.8
Commercial paper	203.0	0.1	-	-	-	-	-	-	203.1
Bank overdrafts	34.7	-	-	-	-	-	-	-	34.7
Accounts payable and tax debts	418.4	-	1.6	-	-	-	-	-	420.0
Financial derivatives		36.6		54.5		14.0		9.4	114.5
TOTAL	**1,106.1**	**122.0**	**1,145.3**	**203.3**	**962.7**	**132.2**	**1,594.1**	**195.1**	**5,460.9**

The maturities related to interest on loans and derivative instruments are determined based on the anticipated market rates.

7.1.2. Interest rate risk

	12/31/2015									
	Financial assets (a)		Financial liabilities (b)		Net exposure before hedging (c) = (b) - (a)		Rate hedging instrument (d)		Net exposure after hedging (e) = (d) - (c)	
(in millions of euros)	Fixed Rate	Floating Rate	Fixed Rate	Floating Rate	Fixed Rate	Floating Rate	Fixed Rate	Floating Rate	Fixed Rate	Floating Rate
Less than one year	3.1	584.3	359.8	541.2	356.7	(43.1)	-	195.6	(356.7)	238.7
One to two years	-	-	77.6	515.4	77.6	515.4	-	884.9	(77.6)	369.5
Two to three years	-	-	30.6	350.9	30.6	350.9	-	296.4	(30.6)	(54.5)
Three to four years	-	-	529.3	51.0	529.3	51.0	-	305.1	(529.3)	254.1
Four to five years	-	-	29.2	239.7	29.2	239.7	-	73.2	(29.2)	(166.5)
Over five years	26.7	0.3	1,698.6	249.1	1,671.9	248.8	-	285.5	(1,671.9)	36.7
TOTAL	**29.8**	**584.7**	**2,725.2**	**1,947.4**	**2,695.4**	**1,362.7**	**-**	**2,040.7**	**(2,695.4)**	**678.0**

The changes in the financial markets may lead to a change in the interest rates which can be conveyed by an increase in the cost of refinancing. To finance its investments, Icade also uses floating rate debt, which is then hedged, thus conserving its ability to prepay loans without penalties. This debt represents, before hedging, nearly 41% of its total debt as at December 31, 2015 (excluding debts associated with equity interests and bank overdrafts).

During the year 2015, Icade has continued a prudent management policy for its debt, maintaining a limited exposure to interest rate risks, while profiting from low rates, setting up appropriate hedging contracts covering future financing needs (vanilla swaps) and substituting historical caps, having high strike, with new caps having the same features with reduced strike.

The average life of variable debt was 2.6 years and it was 2.9 years for associated hedges.

Finally, Icade favours classifying its hedging instruments as "*cash flow hedges*" according to IFRS standards, thus the change in the fair value of these instruments is recognised directly in equity (for the effective portion) rather than as profit/(loss).

Considering the year's profile, and the change in interest rates, the change in fair value of hedging instruments has had a positive impact on recyclable reserves of €29.4 million.

	12/31/2015	
(in millions of euros)	Impact on pre-tax equity	Impact on pre-tax profit/loss
Impact of +1% change in interest rates	40.4	0.8
Impact of -1% change in interest rates	(42.9)	4.6

After taking derivatives into account,

- an instantaneous 1% increase in short-term interest rates applied to the financial liabilities would have a maximum positive impact of €40.4 million on equity and a positive impact of €0.8 million on the income statement;
- an instantaneous 1% decrease in short-term interest rates applied to the financial liabilities would have a maximum negative impact of €42.9 million on equity and a positive impact of €4.6 million on the income statement.

7.1.3. Foreign exchange risk

As the Group does not conduct any transactions in foreign currencies, it is not exposed to any foreign exchange risk.

7.1.4. Credit risk

In part, credit and counterparty risk concerns cash and cash equivalents, as well as the banks at which they are placed. The investment vehicles chosen have maturities of less than one year and a very low risk profile, and are monitored daily. A regular review of authorisations on those vehicles completes the control process. Additionally, in order to limit its counterparty risk, Icade only deals in rate derivatives with 1st rate banking institutions with which it has relations to finance its development. With both types of instruments, Icade applies a principle of dispersion of risk, avoiding any concentration of exposure to any single counterparty.

Credit and/or counterparty risk also applies in respect of tenants. The Group has introduced procedures to satisfy itself as to the credit quality of customers and third parties before dealing with them. In the property investment business, a customer solvency analysis is carried out and in the property development business, a check is made on the financing of insurance and the guarantee. These procedures are subject to regular monitoring.

Impairment of accounts receivable is estimated after analysing unpaid balances. Customer folders are analysed on an individual basis.

The Group's maximum exposure to credit risk corresponds to the carrying value of accounts receivable less deposits received from customers, *i.e.* €152.3 million on December 31, 2015, compared with €223.5 million on December 31, 2014.

The Group is not exposed to a credit concentration risk owing to the diversity of its business activities and customers.

7.1.5. Management of capital

The Group manages changes in its capital and makes the necessary adjustments in order to take into account changes in the economic environment. The capital is adjusted by taking into account the dividend payment policy which complies with the payment obligations related to the SIIC regime or by issuing new securities.

7.1.6. Covenants and financial ratios

The Group monitors the following elements:

Financial structure ratio

The ratio of LTV (net financial debt divided by the value of assets excluding duties increased by the value of the property development companies) comes out to 38.0% as at December 31, 2015 (compared with 36.9% as at December 31, 2014).

(in millions of euros)		12/31/2015	12/31/2014
Net financial debt	**(A)**	**4,121.2**	**3,849.1**
Fair value excluding duties of assets in comprehensive integration		10,318.4	9,967.1
Market value of the equity accounted property investments		126.1	120.3
VALUE OF RETAINED PROPERTY INVESTMENT ASSETS	**(B)**	**10,444.5**	**10,087.5**
Valuation of the property development companies [(a)]		387.5	342.1
VALUE OF RETAINED GROUP ASSETS	**(C)**	**10,832.0**	**10,429.6**
Benchmark LTV for the cove*nants*	**(A/B)**	**39.5%**	**38.2%**
LTV including property development companies	**(A/C)**	**38.0%**	**36.9%**

(a) In 2014, the valuation also concerned the Services activities, reclassified as discontinued operations in 2015.

This ratio remains well below the ceiling levels to be met under the financial covenants stipulated in the banking documentation (50% and 52% in the majority of cases where this ratio is mentioned as a covenant). These covenants do not include the value of property development companies in the calculation of the ratio, positioning it at 39.5% (compared with 38.2% as at December 31, 2014).

If the value of the portfolio used for its calculation was assessed including duties and if the fair value of interest rate derivatives was not included in net debt, the adjusted LTV ratio would be 35.5% at December 31, 2015.

Interest coverage ratio

The Interest Coverage ratio over the operating profit/(loss) (corrected for amortisation) was 2.52x over the year 2015. This ratio is down compared with preceding years (4.74x in 2014), considering primarily the impact of impairment for the year. Compared with Ebitda, this ratio works out as 4.05x (3.99x in 2014).

(in millions of euros)		12/31/2015	12/31/2014 [(a)]
Cost of net debt	**(A)**	**(123.9)**	**(131.0)**
Operating profit/(loss)		29.9	347.6
Amortisation		(281.8)	(274.0)
OPERATING PROFIT/(LOSS) CORRECTED FOR AMORTISATION	**(B)**	**311.8**	**621.6**
EBITDA	**(C)**	**501.5**	**522.8**
ICR based on the operating profit/(loss) corrected for amortisation	**-(B/A)**	**2.52x**	**4.74x**
ICR based on the EBO	**-(C/A)**	**4.05x**	**3.99x**

(a) Not restated for reclassification of the income from services business.

This ratio remains above the thresholds to be met in the financial covenants included in the bank documentation (2.00x).

7.2. Fair value of financial assets and liabilities

(in millions of euros)	Notes	12/31/2015				
		Carrying amount				Fair value
		Assets available for sale	Loans and receivables	Assets at fair value from the income statement	Total	Total
Financial assets						
Current and non-current securities available for sale	4.3	27.1			27.1	27.1
Other current and non-current financial assets and derivatives	4.5		139.3	15.3	154.5	154.5
Trade receivables			449.3		449.3	449.3
Other operating receivables [(a)]			38.3		38.3	38.3
Cash equivalents	4.10			157.7	157.7	157.7
TOTAL FINANCIAL ASSETS		**27.1**	**626.9**	**172.9**	**826.8**	**826.8**

(a) Excluding agency transactions, prepaid expenses and social security and tax receivables.

(in millions of euros)	Notes	12/31/2015				
		Carrying amount				Fair value
		Liabilities at amortised cost	Liabilities at fair value by shareholders' equity	Liabilities at fair value by income statement and held for trading	Total	Total
Financial liabilities						
Current and non-current financial debt	4.15	4,625.3		47.4	4,672.6	4,830.4
Other current and non-current financial liabilities and derivatives	4.17	62.3	73.5	4.8	140.6	140.6
Trade payables		359.8			359.8	359.8
Other operating debts [(a)]		263.3			263.3	263.3
TOTAL FINANCIAL LIABILITIES		**5,310.6**	**73.5**	**52.2**	**5,436.3**	**5,594.1**

(a) Excluding agency transactions, prepaid income and social security and tax debts.

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(in millions of euros)	Notes	12/31/2014 Carrying amount Assets available for sale	Loans and receivables	Assets at fair value from the income statement	Total	Fair value Total
Financial assets						
Current and non-current securities available for sale	4.3	16.9			16.9	16.9
Other current and non-current financial assets and derivatives	4.5		125.4	17.5	142.9	142.9
Trade receivables	4.7		549.7		549.7	549.7
Other operating receivables [(a)]	4.9		35.2		35.2	35.2
Cash and cash equivalents	4.10			127.0	127.0	127.0
TOTAL FINANCIAL ASSETS		**16.9**	**710.3**	**144.4**	**871.6**	**871.6**

(a) Excluding agency transactions, prepaid expenses and social security and tax receivables.

(in millions of euros)	Notes	12/31/2014 Carrying amount Liabilities at amortised cost	Liabilities at fair value by shareholders' equity	Liabilities at fair value by income statement and held for trading	Total	Fair value Total
Financial liabilities						
Current and non-current financial debt	4.15	4,326.4		49.9	4,376.2	4,517.8
Other current and non-current financial liabilities and derivatives	4.17	67.6	102.3	6.1	176.0	176.0
Trade payables		410.9			410.9	410.9
Other operating debts [(a)]	4.16	255.8			255.8	255.8
TOTAL FINANCIAL LIABILITIES		**5,060.7**	**102.3**	**56.0**	**5,218.9**	**5,360.5**

(a) Excluding agency transactions, prepaid income and social security and tax debts.

Fair value hierarchy of financial instruments

The table below presents the fair value hierarchy of financial assets and liabilities in the balance sheet by accounting category:

- level 1: the fair value of the financial instrument corresponds to prices (not adjusted) quoted in active markets for similar assets or liabilities;
- level 2: the fair value of the financial instrument is established on the basis of data observed either directly (*i.e.*, prices), or indirectly (*i.e.*, data derived from prices);
- level 3: the fair value of the financial instrument is determined using market data not observed directly.

(in millions of euros)	Notes	12/31/2015 Level 1: quoted price on an active market	Level 2: valuation technique based on observable data	Level 3: valuation technique based on non-observable data	Carrying amount as at 12/31/2015 (fair value)
ASSETS					
Derivatives excluding margin calls (assets)	4.5-4.17		1.5		1.5
Assets available for sale	4.3	-		27.1	27.1
Cash equivalents	4.10	157.7			157.7
LIABILITIES					
Financial liabilities designated at fair value through profit or loss	4.15			47.3	47.3
Derivatives (liabilities)	4.17		78.3		78.3

(in millions of euros)	Notes	12/31/2014 Level 1: quoted price on an active market	Level 2: valuation technique based on observable data	Level 3: valuation technique based on non-observable data	Carrying amount as at 12/31/2014 (fair value)
ASSETS					
Derivatives excluding margin calls (assets)	4.5-4.17		0.6		0.6
Assets available for sale	4.3	-		16.9	16.9
Cash equivalents	4.10	127.0			127.0
LIABILITIES					
Financial liabilities designated at fair value through profit or loss	4.15			49.9	49.9
Derivatives (liabilities)	4.17		108.4		108.4

Financial instruments whose fair value is determined using a valuation technique based on non-observable data correspond to non-consolidated unlisted securities and in ORNANE.

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NOTE 8. EMPLOYEE COMPENSATION AND BENEFITS

8.1. Commitments to personnel

8.1.1. Change to commitments to personnel

(in millions of euros)		12/31/2015	12/31/2014
ACTUARIAL DEBT AT OPENING	**(1)**	**26.3**	**21.1**
Impact of changes in scope and other movements	**(2)**	**-**	**-**
Cost of services rendered during the year	(a)	1.6	1.7
Financial cost for the year	(a)	0.4	0.6
Costs for the period	**Σ(a)**	**2.1**	**2.3**
Benefits paid out	(3)	(1.7)	(2.0)
Net loss posted through profit or loss	**b=Σ(a)+(3)**	**0.4**	**0.3**
Actuarial (gains) losses for the year	(4)	(2.0)	4.9
Reclassification of liabilities intended to be sold	(5)	(4.8)	-
NET LIABILITIES AT CLOSING	**(A)=(1)+(2)+(b)+(4)+(5)**	**19,8**	**26,3**

Commitments to personnel are valued at December 31, 2015 according to the terms of the Single Group Agreement signed on December 17, 2012.

The following actuarial assumptions were used:

- discount rate: 1.81% at December 31, 2015 and 1.66% at December 31, 2014:
- the discount rate used at year-end as at December 31, 2015 is defined in relation to the iBoxx € Corporates AA 10+ reference system. This explicitly represents the return from category 1 corporate bonds as at December 31, 2015;
- male/female mortality tables:
  - male/female Insee tables for 2011-2013 as at December 31, 2015,
  - male/female Insee tables for 2010-2012 as at December 31, 2014;
- retirement age starting in 2008: 62 for employed categories and employees, technicians and supervisors and 64 for managers.

Wage increases and staff turnover rates are defined by business, occupational category and age range. Social security and tax rates on salaries are defined by job and occupational category. Pension payments are valued according to retirement benefits.

The Group does not have an asset management policy to cover its commitments to personnel.

The Group also accounts for long-term commitments in the form of anniversary bonuses.

(in millions of euros)	12/31/2015	12/31/2014
Anniversary bonuses	3.6	4.9
TOTAL	**3.6**	**4.9**

8.1.2. Sensitivity of accounting values in respect of commitments to personnel

Impact on net carrying amounts *(in millions of euros)* **Change in discount rate**	End of career compensation and retirement benefits	Bonuses anniversary	Total
(1.00)%	2.5	0.3	2.8
(0.50)%	1.2	0.1	1.3
0.50%	(1.1)	(0.1)	(1.2)
1.00%	(2.1)	(0.3)	(2.3)

8.1.3. Projected flows

(in millions of euros)	End of career compensation and retirement benefits	Bonuses anniversary	Total
N+1	0.7	0.3	1.0
N+2	0.4	0.3	0.7
N+3	1.1	0.3	1.4
N+4	1.6	0.3	1.9
N+5	1.1	0.3	1.3
Beyond	19.8	2.5	22.2
TOTAL	**24.7**	**3.9**	**28.6**
Discount	(4.9)	(0.2)	(5.2)
Commitments as at 12/31/2015	19.8	3.6	23.4

8.1.4. Employee termination benefits

Finally, in the light of current decisions taken by management, end-of-employment-related benefits affecting the Group's employees (excluding related parties, see note 10.1) are not covered by any provision.

(in millions of euros)	12/31/2015	12/31/2014
Compensation for termination of employment contract, if any	1.4	1.7
TOTAL NOT POSTED	**1.4**	**1.7**

8.2. Workforce

	Managerial personnel Average workforce		Non-managerial personnel Average workforce		Total employees Average workforce	
	12/31/2015	12/31/2014	12/31/2015	12/31/2014	12/31/2015	12/31/2014
Commercial property investment	282.0	287.2	108.9	113.7	390.9	401.0
Healthcare property investment	11.0	9.0	2.4	1.8	13.4	10.8
Property development	388.0	408.3	277.7	291.1	665.7	699.4
Services [(a)]	210.9	222.6	152.6	152.5	363.5	375.1
TOTAL WORKFORCE	**891.9**	**927.1**	**541.6**	**559.2**	**1,433.5**	**1,486.3**

(a) Corresponds to discontinued operations.

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8.3. Description of stock option subscription and bonus share plans

8.3.1. Stock option plans

Description of the 2006, 2007, 2008 and 2011 stock option plans

The characteristics of the stock option plans current at December 31, 2015 and share price movements during fiscal 2015 are presented in the following table:

	2006 plan: completed (1) (b)	2007 plan: completed (b)	2008 plan: completed "1-2-2008" (a)	2011 plans completed "1-2011" (a)	Total of plans	Average exercise price per share *(in €)*
Allocation date	05/10/2006	05/10/2007	07/24/2008	03/03/2011	-	-
Acquisition period	4 yrs.	4 yrs.	4 yrs.	4 yrs.	-	-
Lifespan of plans	9 yrs.	9 yrs.	7 yrs.	8 yrs.	-	-
Number of options granted	**65,410**	**71,000**	**145,000**	**147,500**	**428,910**	
Exercise price *(in €)*	**87.00**	**126.98**	**66.61**	**80.86**	**-**	**-**
Number of options in circulation as at January 1, 2015	**51,000**	**71,000**	**39,600**	**141,000**	**302,600**	**82.53**
Number of options exercised during the period	48,000	-	28,800	-	76,800	68.63
Number of options cancelled during the period	-	2,000	8,000	107,143	117,143	80.33
Number of options cancelled (plan expired)	3,000	-	2,800	-	5,800	68.32
Number of options in circulation as at December 31, 2015	**-**	**69,000**	**-**	**33,857**	**102,857**	**95.74**
Including assigned to related parties	-	-	-	19,408	19,408	80.86
Which may be exercised at the end of the period	-	69,000	-	33,857	102,857	95.74
Fulfilment of performance conditions						
performance conditions related to the market			0.0%	0.0%		
performance conditions not related to the market			NA	acquired 8.125%		
Parity (2)	**1 option = 1.25 share**		**1 option = 1 share**			
Potential number of shares	**-**	**86,250**	**-**	**33,857**	**120,107**	**96.63**
Exercise price per share *(in €)*	**69.60**	**101.58**	**66.61**	**80.86**		
Average share price on the date of exercising options *(in €)*						**77.14**

(1) The 2006 and 2007 plans correspond to those granted by the Silic group's corporate governance. the number of options granted corresponds to the number of unexercised options as of the date of Silic's entry into the Icade group, on July 22, 2013
(2) For the 2006 and 2007 plans, the parity was the same as the parity for the public exchange offer, i.e. 4 Silic shares for 1 Icade share
(a) Stock-option plans with performance conditions related and not related to the market.
Plan 1-2-2008: the performance condition is based on the development of the price of Icade shares compared with the development of the IEIF index.
Plan 1-2011: the performance condition is based on the achievement of the rate of the net annual cash flow and the development of the price of Icade shares compared with the development of the IEIF index.
(b) Stock-option plans without performance conditions.

At December 31, 2015, 102,857 share subscription options representing 120,107 shares were exercisable for the "2007" and "1-2011" plans.

Valuation methodology: fair value of stock option subscription plans

	Plan 2006 completed	Plan 2007 completed	Plan 2008 completed	Plan 2011
	05/10/2006	05/10/2007	"1-2-2008"	"1-2011"
			Plan 2	Plan 1
Average weighted fair value of the option	€20.17	€32.32	€13.92	€19.33
Probability of service	100.00%	100.00%	100.00%	100.00%
Risk-free interest rate	3.98%	4.24%	4.75%	3.38%
Expected volatility	23.22%	25.74%	32.00%	33.00%
Expected dividend rate	4.93%	5.00%	4.73%	4.00%
Price of underlying stock	€92.70	€129.00	€71.90	€82.43
Exercise price	€87.00	€126.98	€66.61	€80.86
MODEL USED	**TRINOMIAL**	**TRINOMIAL**	**TRINOMIAL**	**TRINOMIAL**

8.3.2. Bonus share plans

The continued 2013 existing plans at Silic were acquired on February 22, 2015.

The "1-2014" bonus share allocation plan allows for the allocation of 15 bonus shares per employee or director.

The "2-2014" bonus share allocation plan is dedicated to members of the Executive Committee (excluding the Chairman & CEO) and to the members of the Coordination Committee. The vesting of bonus shares is conditional on satisfying performance conditions unrelated to share price performance.

The following table shows the characteristics of the bonus share plans current on December 31, 2015:

Original characteristics of the plans					Status of plans issued by Silic on July 22, 2013			Number of shares as at January 1, 2015			Movements over the period			Number of shares as at December 31, 2015		
Plans	Date of allocation	Term of acquisition	Term of life of the plans	Number of shares allocated in the origin of the plan	Number of Silic shares remaining during acquisition	Exchange parity [(a)]	Number of shares remaining during acquisition converted to share Icade	including number of shares acquired	including number of shares allocated	including subject to conditions	shares in circulation	Adjustment	shares cancelled	including number of shares allocated	including number of shares including	including subject to conditions
2011	03/03/2011	2 yrs.	4 yrs.	17,660	-	-	-	14,860	-	-	-	-	-	-	14,860	-
1-2012	03/02/2012	2 yrs.	4 yrs.	26,190	-	-	-	23,760	-	-	-	-	-	-	23,760	-
2-2012 [(b)]	03/02/2012	2 yrs.	4 yrs.	28,290	-	-	-	25,638	-	-	-	-	-	-	25,638	-
2012 [(c)]	03/12/2012	2 yrs.	4 yrs.	12,000	11,947	4/5	14,969	12,673	-		-	-	-	-	12,673	-
2013 [(c)]	02/22/2013	2 yrs.	4 yrs.	12,000	12,000	4/5	15,032	-	12,313	3,564	12,313	-	-	-	12,313	-
1-2014	03/03/2014	2 yrs.	4 yrs.	21,990	-	-	-	-	20,550	-	-	-	1,410	19,110	30	-
2-2014 [(d)]	03/03/2014	2 yrs.	4 yrs.	14,250	-	-	-	-	14,250	14,250	-	-	4,000	10,250	-	10,250
TOTAL								**76,931**	**47,113**	**17,814**	**12,313**	**-**	**5,410**	**29,360**	**89,274**	**10,250**

(a) After merger of Silic by Icade, decided at the General Meeting of December 27, 2013 applying the exchange parity used, i.e. 4 Silic Socomie shares for 5 Icade shares. This situation does not include 2014's fractional shares.
(b) 2-2012 plan: The vesting of bonus shares was, at the end of each vesting period, conditional on the attainment of a given net cash flow.
(c) Plans originally issued by Silic. The performance conditions for the 2013 plan, linked to Ebitda growth, were defined by Silic's Board of Directors on 11/15/2013.
(d) The vesting of bonus shares under plan 2-2014 is conditional partly (50%) on EPRA earnings per share as published in financial communications and partly (50%) on the ability of Icade's share price to outperform the FTSE EPRA Eurozone Index.

8.3.3. Impact of share subscription plans on profit/loss

Considering the acquisition conditions according to the length of service in the Group, the impact relating to the share subscription option plans and to the bonus share plans corresponds to income of €0.7 million for 2015 including €0.9 million for the related parties versus a charge of €1.7 million for the year 2014 including €0.7 million for the related parties.

NOTE 9. OFF-BALANCE-SHEET COMMITMENTS

9.1. Off-balance-sheet commitments

Commitments made

(in millions of euros)			12/31/2015	Share at less than one year	Share between one and five years	Share at more than five years
COMMITMENTS LINKED TO CONSOLIDATION SCOPE			**36.2**	**33.6**	**2.6**	**-**
Equity investment commitments		Promises to buy securities	24.9	24.9	-	-
Commitments given under securities sale agreements		Liability guarantees	11.4	8.8	2.6	-
FINANCING COMMITMENTS			**1,389.1**	**130.1**	**578.5**	**680.5**
Mortgage financing and preferential mortgages		Mortgages	374.5	21.6	90.1	262.7
		Preferential mortgages	399.2	10.4	296.7	92.1
Pledges of mortgage assets and sales of receivables		Pledges of mortgage assets and sales of receivables given as loan guarantees	337.6	35.0	99.0	203.7
Leases		Lease-related debts	206.3	23.2	82.9	100.2
Pledged securities		Consolidated securities pledged	35.0	35.0	-	-
		Non-consolidated securities pledged	0.8	-	-	0.8
Sureties and deposits given to guarantee financial debt		Sureties and deposits given to guarantee financing	35.7	4.8	9.8	21.0
COMMITMENTS RELATED TO OPERATING ACTIVITIES			**1,422.5**	**5345.7**	**887.5**	**0.2**
Commitments given relating to business development and arbitrage	Residual commitments in work contracts	Property Investment: Residual commitments in work contracts, property development contracts and off-plan leases – Buildings under construction or renovation	281.1	187.9	93.2	-
	Promises to purchase received	Promises to purchase – Property development – Land	189.6	34.0	155.6	-
	Property developer: reservations including tax	Property developer: reservations including tax	512.9	2.1	510.7	-
	Commercial property development – Offplan and property development promises signed with customers	Commercial property development – Offplan and property development promises signed with customers	210.0	103.7	106.2	-
Commitments given relating to the execution of operating contracts	Professional guarantees in management contracts and transactions	Professional guarantees in management contracts and transactions	0.1	-	-	0.1
	On-demand guarantees	On-demand guarantees	20.3	-	20.2	0.1
	Sureties and guarantees given in operating contracts	Sureties and guarantees given in operating contracts	0.1	0.1	-	-
	Other commitments given	Other commitments given [(a)]	208.5	206.9	1.6	-

(a) Included in the line "Other commitments given" is a guarantee of payment of tax under the financial years 2007 to 2010 (see note 4.14) of €205.9 million, whose release was obtained on January 21, 2016.

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Commitments received

(in millions of euros)			12/31/2015	Share at less than one year	Share between one and five years	Share at more than five years
COMMITMENTS LINKED TO CONSOLIDATION SCOPE			**45.1**	**25.6**	**19.6**	**-**
Equity investment commitments		Promises to buy securities	24.9	24.9	-	-
		Earn-out payments on sale	1.0	-	1.0	-
Commitments given under securities sale agreements		Liability guarantees received	19.3	0.7	18.6	-
FINANCING COMMITMENTS				**1,548.1**	**62.4**	**24.7**
Unused credit facilities		Unused credit facilities	1,514.9	60.0	14.9	1,440.0
Sureties and deposits given to guarantee financing		Sureties and deposits given to guarantee financing	33.2	2.3	9.8	21.0
COMMITMENTS RELATED TO OPERATING ACTIVITIES			**2,503.5**	**406.6**	**1,143.5**	**953.3**
Other contractual commitments received related to activity	Promises to buy received	Promises to buy received – Development – Land	189.6	34.0	155.6	-
	Preliminary contracts for off-plan and property development signed with customers	Commercial property development	210.0	103.7	106.2	-
	Residual commitments in work contracts	Bank guarantees received – work	1.3	1.3	-	-
	On-demand guarantees	On-demand guarantees received – Rent guarantees – Property Investment	70.9	10.8	16.1	44.0
		Independent on-demand guarantees received – Development	15.6	15.6	-	-
	Other commitments received	Other commitments received	0.1	11.3	-	-
		Security deposits received for rent – clinics	1,954.9	206.8	848.9	899.2
		Security deposits received for rent – other assets	34.4	7.5	16.7	10.1
		Security deposits received from suppliers of work	1.0	1.0	-	-
		Other sureties and guarantees received	25.7	25.7	-	-

9.2. Information on leases (from the perspective of lessor and lessee)

9.2.1. Operating leases (from lessor's perspective)

Lease typology

	Housing	Offices	Warehouses and business premises	Healthcare
Basis for determination of variable rents			Revenues from lessees	
Renewal or purchase option conditions	Tacit renewal or renewal offer with increase in rent	Proposal for six-month renewal before the end of the fixed period	Proposal for six-month renewal before the end of the fixed period	Proposal renewal before the deadline for a minimum term of nine years closes
Indexation clauses	Reference code of rents	Construction cost index or rent index of commercial property development (ILAT)	Construction cost index or index for commercial premises at the lessee's request	Construction cost index (ICC), index for commercial premises (ILC) and composite index (ICC/ILC)
Term	6 years renewable by tacit renewal	3/6/9/12.5 year lease maximum	3/6/9/12 year lease maximum	Triple net 12-year fixed term lease

9.2.2. Finance leases and operating leases (from lessor's perspective)

(in millions of euros)		12/31/2015	12/31/2014
Direct financing leases running at closing date			
Total gross initial investment in the operating lease	**A**	**582.8**	**582.8**
Rents due	**B**	**179.3**	**156.5**
Gross initial investment in the operating lease at less than one year		25.5	22.8
Gross initial investment in the operating lease at one to five years		95.6	94.8
Gross initial investment in the operating lease at more than five years		282.3	308.7
GROSS INVESTMENT IN THE OPERATING LEASE AT CLOSING DATE	**C=A-B**	**403.5**	**426.3**
Financial income acquired at closing date	**D**	**131.5**	**115.4**
Financial income not acquired at closing date	**E=C-I-D-F**	**151.7**	**167.7**
Impact of non-discounting	**F**	**(31.3)**	**(23.5)**
Non-guaranteed discounted residual values reverting to lessor	G	12.6	12.6
Discounted value of minimum payments receivable at less than one year		14.3	15.2
Discounted value of minimum payments receivable at one to five years		50.4	52.5
Discounted value of minimum payments receivable at more than five years		74.3	86.5
TOTAL DISCOUNTED VALUE OF MINIMUM PAYMENTS RECEIVABLE	**H=C-D-E-F-G**	**139.0**	**154.1**
Net investment in the operating lease	**I**	**151.6**	**166.7**
Non-guaranteed residual values reverting to lessor		**43.9**	**43.9**

(in millions of euros)	12/31/2015	12/31/2014
Ordinary and financial leases		
Rental income from ordinary leases	540.9	539.4
Rental income from financial leases	16.1	16.5
RENTAL INCOME	**557.0**	**556.0**
including conditional rent	0.1	0.3
Rental charges net of re-invoicing	(38.4)	(37.9)
NET RENT	**518.6**	**518.0**
At less than one year	529.0	476.1
From one to five years	1,669.4	1,316.0
At more than five years	1,304.4	843.4
MINIMUM RENTS TO BE RECEIVED UNDER THE NON-CANCELLABLE ORDINARY LEASES	**3,502.8**	**2,635.6**

Minimum rents to be received under leases shown in the previous table.

9.2.3. Finance leases and operating leases (from lessee's perspective)

(in millions of euros)	12/31/2015	12/31/2014
At less than one year	(28.5)	(29.3)
From one to five years	(97.4)	(107.8)
At more than five years	(91.3)	(111.0)
MINIMUM RENTS TO BE PAID UNDER DIRECT FINANCE LEASES	**(217.2)**	**(248.1)**
At less than one year	(23.2)	(23.1)
From one to five years	(82.9)	(91.5)
At more than five years	(100.2)	(117.9)
DISCOUNTED VALUE OF PAYMENTS UNDER DIRECT FINANCE LEASES	**(206.3)**	**(232.4)**

(in millions of euros)	12/31/2015	12/31/2014
Ordinary rentals		
Rental charges	**(9.2)**	**(11.0)**
Revenues from subletting	**0.7**	**1.2**
At less than one year	(6.6)	(6.5)
From one to five years	(13.8)	(15.1)
At more than five years	(36.8)	(38.8)
MINIMUM RENTS TO BE PAID UNDER THE NON-CANCELLABLE ORDINARY LEASES	**(57.3)**	**(60.4)**

NOTE 10. ADDITIONAL INFORMATION

10.1. Related parties

10.1.1. Remuneration of executives

(in millions of euros)	12/31/2015	12/31/2014
Short-term benefits (salaries, bonuses, etc.) [(a)]	5.0	4.3
Post-employment benefits [(a)]	0.4	0.1
Long-term benefits (a)	-	-
Share-based payments	(0.9)	0.7
BENEFITS POSTED	**5.0**	**5.0**
Compensation for termination of employment contract	1.5	3.2
TOTAL NOT POSTED	**1.5**	**3.2**
TOTAL	**6.5**	**8.2**

(a) Figures include employer's charges.

The executives were the persons during or at fiscal year-end who were directors or members of the Executive Committee of Icade SA.

On February 17, 2015, the Board of Directors acknowledged the resignation of Serge Grzybowski as Chairman and CEO of Icade to take effect immediately.

A deal was signed on the same day according to which Icade and Serge Grzybowski agreed on a gross compensation settlement of €450,000.

This disbursement will have an impact on the profit for the 2015 fiscal year.

The share subscription options granted to related parties are detailed in note 8.3.

10.1.2. Relations with related parties

	12/31/2015			12/31/2014		
(in millions of euros)	Parent company	Other	Total	Parent company	Other	Total
Related receivables	-	21.6	21.6	1.1	21.1	22.3
Related payables	0.2	-	0.2	2.6	4.8	7.3

Transactions with related parties are executed under normal market conditions.

On the income statement, the main transactions concern the property operations for a comprehensive price of €16.5 million, carried out by property Development.

10.2. Post-closing events

Proposed merger by acquisition of HoldCo SIIC by Icade

On December 21, 2015, Caisse des Dépôts (CDC) and Groupama announced a proposal to simplify the structure through which they hold their stakes in Icade, by way of a merger by acquisition of HoldCo SIIC by Icade. HoldCo SIIC holds a 52% stake in Icade and is owned 75% by CDC and 25% by Groupama through Groupama Gan Vie.

Since the only capital assets held by HoldCo SIIC are Icade shares, it is contemplated that for the purpose of calculating the exchange ratio to be used in the merger, the value of HoldCo SIIC shares will be determined based on that of Icade shares. This method will have no impact on the percentage of shares held by Icade's other shareholders.

Mrs Isabelle de Kerviler and Mr Didier Kling were appointed as independent auditors of the merger for the task of preparing a report on the value of the contributed securities and a report on the terms of the merger, including an assessment of the fairness of the proposed exchange ratio. Icade's Board of Directors has appointed an ad hoc committee to supervise the preliminary work being conducted on the proposed merger.

After the merger, CDC would hold a 39% stake in Icade, thereby becoming its largest shareholder and still controlling it under Article L.233-3 of French Commercial Code. As from the date the merger is completed, Icade would no longer be controlled by the public sector.

The merger would also involve the signing between CDC and Groupama of new shareholder agreement relating exclusively to the governance of Icade, and consequently these two shareholders would be acting in concert.

As from the date of completion of the merger, Icade's Board of Directors would consist of 15 members, including 7 appointed among candidates from CDC, 3 among candidates from Groupama and 5 independent directors. Within the Board, each committee would be chaired by an independent director.

Therefore, since it would result in a simplified shareholding structure and improved governance, it seems this merger would be beneficial to Icade.

The information and consultation of Icade's employee representative bodies have been initiated and the merger agreement will be concluded after this procedure is completed.

The merger proposal will be submitted to the approval of Icade's shareholders during a General Meeting, subject to the following conditions precedent being satisfied:

- authorisation of the transaction leading to Icade no longer being controlled by the public sector (subject to the approval of the French Commission of Holdings and Transfers (CPT));
- decision by the French Financial Market Authority (AMF) confirming that, in the context of the merger, no buyout offer with squeeze-out needs to be filed in relation to Icade shares (in application of Article 236-6 of the AMF General Regulation);
- decision by the AMF that the shareholders CDC and Groupama are exempted from filing a buyout offer in relation to Icade shares as a result of the merger or the signing of a new shareholder agreement between CDC and Groupama (in application of Article 234-9 of the AMF General Regulation);
- confirmation by the Tax Legislation Department (DLF) that the merger is eligible for the preferential treatment referred to in Article 210-A of the French General Tax Code;
- approval by the Extraordinary General Meeting of shareholders of HoldCo SIIC.

A document (Document E) describing the characteristics of the merger that must be submitted to a vote of the Extraordinary General Meetings of Icade and Holdco SIIC will be filed for registration with the AMF.

This transaction will have no significant impact on Icade's capital structure.

10.3. Consolidation scope

	Legal form	12/31/2015 % Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	2014 % Interest 2014
PROPERTY INVESTMENT						
ICADE	SA	100.00	100.00		IG	100.00
GIE ICADE MANAGEMENT	GIE	100.00	100.00		IG	100.00
Business parks						
BATI GAUTIER	SCI	100.00	100.00		IG	100.00
BASSIN NORD	SCI	50.00	50.00	Joint ventures	EM	50.00
PARC DU MILLÉNAIRE	SCI	100.00	100.00		IG	100.00
68 VICTOR HUGO	SCI	100.00	100.00		IG	100.00
PDM 1	SCI	100.00	100.00		IG	100.00
PDM 2	SCI	100.00	100.00		IG	100.00
Offices						
ICADE LÉO LAGRANGE (formerly VILLEJUIF)	SCI	100.00	100.00		IG	100.00
MESSINE PARTICIPATIONS	SCI	100.00	100.00		IG	100.00
69 BLD HAUSSMANN	SCI	100.00	100.00		IG	100.00
MORIZET	SCI	100.00	100.00		IG	100.00
CAMILLE DESMOULINS	SCI	100.00	100.00		IG	100.00
1 TERRASSE BELLINI	SCI	33.33	33.33	Joint ventures	EM	33.33
ICADE RUE DES MARTINETS	SCI	100.00	100.00		IG	100.00
ICADE TOUR EQHO	SAS	100.00	100.00		IG	100.00
LES TOVETS	SCI	100.00	100.00		IG	100.00
POLICE DE MEAUX (PCM)	SCI	100.00	100.00		IG	100.00
SCI SOUTHERN BUILDING IN PONTOISE HOSPITAL	SCI	100.00	100.00		IG	100.00
SCI BSM IN CHU AT NANCY	SCI	100.00	100.00		IG	100.00
LE TOLBIAC	SCI	100.00	100.00		IG	100.00
MONDOTTE			Merged		IG	100.00
SCI Gascogne	SCI	100.00	100.00		IG	100.00
ÉVRY MOZART	SCI	100.00	100.00		IG	100.00
ÉVRY EUROPEEN			Merged		IG	100.00
Housing						
PAYS DE LOIRE	SCI	100.00	100.00		IG	100.00
SARVILEP	SAS	100.00	100.00		IG	100.00
Discontinued operations						
Property management						
ICADE PROPERTY MANAGEMENT	SASU	100.00	100.00		IG	100.00
Consulting & solutions						
I PORTA	SAS	100.00	100.00		IG	100.00
ICADE CONSEIL	SAS	100.00	100.00		IG	100.00
ICADE EXPERTISE	SAS	100.00	100.00		IG	100.00
ICADE TRANSACTIONS	SASU	100.00	100.00		IG	100.00
ICADE ASSET MANAGEMENT	SAS	100.00	100.00		IG	100.00

	Legal form	12/31/2015 % Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	2014 % Interest 2014
HEALTHCARE						
ICADE SANTÉ	SAS	56.51	56.51		IG	56.51
VITALIA Expansion MCO Propco SAS	SAS	56.51	56.51		IG	
SCI MTS	SCI	56.51	56.51		IG	
SCI ST-LAZARE	SCI	56.51	56.51		IG	
VITALIA DEVELOPMENT MCO PROPCO SAS	SAS	56.51	56.51		IG	
SAS LA HAIE ST-CLAUDE	SAS	56.51	56.51		IG	
SCI DES PIPIERS	SCI	56.51	56.51		IG	
SCI DES ÉTATS-UNIS	SCI	56.51	56.51		IG	
CHP SAS	SAS	56.51	56.51		IG	
OCÉANE IMMOBILIÈRE SAS	SAS	56.51	56.51		IG	
VITALIA Santé MCO Propco SAS	SAS	56.51	56.51		IG	
SCI HONORE DE BALZAC	SCI	56.51	56.51		IG	
SASU GVM SANTE	SASU	56.51	56.51		IG	
PROPERTY DEVELOPMENT						
ICADE GROUP HOUSING DEVELOPMENT						
SNC du Castillet	SNC	100.00	100.00		IG	100.00
SARL B.A.T.I.R. ENTREPRISES	SARL	100.00	100.00		IG	100.00
SCI LONGCHAMP CENTRAL FAC	SCI	100.00	100.00		IG	100.00
ST CHARLES CHANCEL	SCI	100.00	100.00		IG	100.00
SARL FONCIÈRE ESPACE ST CHARLES	SARL	86.00	86.00		IG	86.00
MONTPELLIERAINE DE RENOVATION	SARL	86.00	86.00		IG	86.00
SCI ST CHARLES PARVIS SUD	SCI	58.00	58.00		IG	58.00
MSH	SARL	100.00	100.00		IG	100.00
SARL GRP ELLUL-PARA BRUGUIERE	SARL	100.00	100.00		IG	100.00
SNC LE CLOS DU MONESTIER	SNC	100.00	100.00		IG	100.00
SCI LES ANGLES 2	SCI	75.50	75.50		IG	75.50
SARL DOMAINE DE LA GRANGE	SARL	51.00	51.00		IG	51.00
SCI CASTEL D'UZEGES	SCI	62.50	62.50		IG	62.50
SNC MARINAS DEL SOL	SNC	100.00	100.00		IG	100.00
SCI LE BELEM	SCI	100.00	100.00		IG	100.00
SCI CŒUR MARINE	SCI	99.00	99.00		IG	99.00
SCI LES BASTIDES D'UZEGES	SCI	62.50	62.50		IG	62.50
SCI LES JARDINS D'HARMONY	SCI	100.00	100.00		IG	100.00
SCI CŒUR CATALUNA	SCI	100.00	100.00		IG	100.00
SNC MEDITERRANEE GRAND ARC	SNC	50.00	50.00	Joint ventures	EM	50.00
SCI ROYAL PALMERAIE	SCI	100.00	100.00		IG	100.00
SCI LA SEIGNEURIE	SCI	62.50	62.50		IG	62.50
ICADE HOUSING DEVELOPMENT	SAS	100.00	100.00		IG	100.00
CAPRI PIERRE	SARL	99.92	99.92		IG	99.92
SNC CHARLES	SNC	50.00	50.00	Joint ventures	EM	50.00
SCI TERRASSE GARONNE	SCI	49.00	49.00	Joint ventures	EM	49.00
SCI MONNAIE – GOUVERNEURS	SCI	70.00	70.00		IG	70.00

	Legal form	12/31/2015 % Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	2014 % Interest 2014
SCI ERSTEIN LA FILATURE 3	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI STIRING WENDEL	SCI	75.00	75.00		IG	75.00
STRASBOURG R. DE LA LISIERE	SCI	33.00	33.00	Joint ventures	EM	33.00
SCI KEMBS	SCI	50.00	50.00	Joint ventures	EM	50.00
SNC LES SYMPHONIES	SNC	66.70	66.70		IG	66.70
SCI LES PLEIADES	SCI	50.00	50.00	Joint ventures	EM	50.00
SNC LA POSEIDON	SNC	85.00	85.00		IG	85.00
SCI 225 CAILLOLS			Liquidation	Joint ventures	EM	50.00
JARDINS D ALMERIA	SCI	50.00	50.00	Joint ventures	EM	50.00
TERRASSES ALHAMBRA	SCI	50.00	50.00	Joint ventures	EM	50.00
MARSEILLE PARC	SCI	50.00	50.00	Joint ventures	EM	50.00
LE PRINTEMPS DES ROUGIERES	SARL	96.00	96.00		IG	96.00
LES ALPINES	SCI	90.00	90.00		IG	90.00
SCI PRADO ROUET	SCI	50.00	50.00	Joint ventures	EM	50.00
SNC MONTBRILLAND	SNC	87.00	87.00		IG	87.00
SNC STE FOY – VALLON DES PRES	SNC	50.00	50.00	Joint ventures	EM	50.00
SCI PIERRE AUDRY	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI BRENIER	SCI	95.00	95.00		IG	95.00
SCI GERLAND ILOT 3	SCI	40.00	40.00	Joint ventures	EM	40.00
SCI GERLAND ILOT 4	SCI	40.00	40.00	Joint ventures	EM	40.00
LES CHENES	SNC	100.00	100.00		IG	100.00
SCI 460 AVENUE DE PESSICART	SCI	50.00	50.00	Joint ventures	EM	50.00
PARC DU ROY D'Espagne	SNC	50.00	50.00	Joint ventures	EM	50.00
LE DOMAINE DU ROY	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI JEAN DE LA FONTAINE	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI 101 CHEMIN DE CREMAT	SCI	50.00	50.00	Joint ventures	EM	50.00
MARSEILLE PINATEL	SNC	50.00	50.00	Joint ventures	EM	50.00
SNC 164 PONT DE SEVRES	SNC	65.00	65.00		IG	65.00
SCI LILLE LE BOIS VERT	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI LES LYS DE MARGNY	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI GARCHES 82 GRANDE RUE	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI RUEIL CHARLES FLOQUET	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI VALENCIENNES RÉSIDENCE DE L'HIPPODROME	SCI	75.00	75.00		IG	75.00
SCI COLOMBES ESTIENNES D'ORVES	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI VILLA DES GARDES	SCI	75.00	75.00		IG	75.00
SCI BOULOGNE SEINE D2	SCI	17.33	17.33	Associated entities	EM	17.33
BOULOGNE VILLE A2C	SCI	17.53	17.53	Associated entities	EM	17.53
BOULOGNE VILLE A2D	SCI	16.94	16.94	Associated entities	EM	16.94
BOULOGNE VILLE A2E	SCI	16.94	16.94	Associated entities	EM	16.94
BOULOGNE VILLE A2F	SCI	16.94	16.94	Associated entities	EM	16.94
BOULOGNE PARC B1	SCI	18.23	18.23	Associated entities	EM	18.23
BOULOGNE 3-5 RUE DE LA FERME	SCI	13.21	13.21	Associated entities	EM	13.21
BOULOGNE PARC B2	SCI	17.30	17.30	Associated entities	EM	17.30

	Legal form	12/31/2015 % Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	2014 % Interest 2014
SCI Lieusant Rue de Paris	SCI	50.00	50.00	Joint ventures	EM	50.00
BOULOGNE PARC B3A	SCI	16.94	16.94	Associated entities	EM	16.94
BOULOGNE PARC B3F	SCI	16.94	16.94	Associated entities	EM	16.94
SCI ROTONDE DE PUTEAUX	SCI	33.33	33.33	Joint ventures	EM	33.33
SCI COURBEVOIE LES LILAS D'Espagne	SCI	50.00	50.00	Joint ventures	EM	50.00
SAS AD2B	SAS	100.00	100.00		IG	100.00
SCI CHATILLON AVENUE DE PARIS	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI FRANCONVILLE – 1 RUE DES MARAIS	SCI	49.90	49.90	Joint ventures	EM	49.90
SCI CHATOU RUE DES BEAUNES	SCI	50.10	50.10	Joint ventures	EM	50.10
LES TUILERIES	SCI	50.00	50.00	Joint ventures	EM	50.00
ESSEY LES NANCY	SCI	75.00	75.00		IG	75.00
SCI LE CERCE DES ARTS – Housing	SCI	37.50	37.50		IG	37.50
LE CLOS STANISLAS	SCI	75.00	75.00		IG	75.00
LES ARCHES D'ARS	SCI	75.00	75.00		IG	75.00
ZAC DE LA FILATURE	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI LA SUCRERIE – Housing	SCI	37.50	37.50		IG	37.50
SCI LA JARDINERIE – Housing	SCI	37.50	37.50		IG	37.50
LES COTEAUX DE LORRY	SARL	50.00	50.00	Joint ventures	EM	50.00
SCI LE PERREUX ZAC DU CANAL	SCI	72.50	72.50		IG	72.50
SCI Boulogne Ville A3 LA	SCI	17.40	17.40	Associated entities	EM	17.40
SNC Nanterre MH17	SNC	50.00	50.00	Joint ventures	EM	50.00
SNC SOISY Avenue KELLERMAN	SNC	50.00	50.00	Joint ventures	EM	50.00
SNC ST FARGEAU HENRI IV	SNC	60.00	60.00		IG	60.00
SCI ORLEANS St JEAN LES CEDRES	SCI	49.00	49.00	Joint ventures	EM	49.00
RUE DE LA VILLE	SNC	100.00	99.99		IG	99.99
BEAU RIVAGE	SCI	100.00	99.99		IG	99.99
33 RUE DE LA RÉPUBLIQUE	SCI	55.00	55.00		IG	55.00
JARDINS DE LA SEIGNEURERIE	SCI	60.00	60.00		IG	60.00
LES RIVES DE LA THUR		Liquidation			IG	100.00
RUE DES HEROS	SCI	100.00	100.00		IG	100.00
RUE DU 11 NOVEMBRE	SCI	100.00	100.00		IG	100.00
RUE DES FABRIQUES	SCI	100.00	100.00		IG	100.00
RUE GUSTAVE PETIT	SCI	100.00	100.00		IG	100.00
RUE DEBLORY	SCI	100.00	100.00		IG	100.00
RUE DU MOULIN	SCI	100.00	100.00		IG	100.00
IMPASSE DU FORT	SCI	100.00	100.00		IG	100.00
RUE CHATEAUBRIAND	SCI	100.00	100.00		IG	100.00
SCI AVENUE DEGUISE	SCI	100.00	100.00		IG	100.00
LE GAND CHENE	SCI	100.00	100.00		IG	100.00
DUGUESCLIN DEVELOPPEMENT	SAS	100.00	100.00		IG	100.00
DUGUESCLIN & ASSOCIÉS MONTAGNE	SAS	100.00	100.00		IG	100.00
CHALET DE LA VANNOISE	SCI	33.33	33.33	Joint ventures	EM	33.33
BALCONS DU SOLEIL	SCI	40.00	40.00	Joint ventures	EM	40.00
DU LIZE LE MAS DES OLIVIERS	SCI	50.00	50.00	Joint ventures	EM	50.00

		12/31/2015				2014
	Legal form	% Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	% Interest 2014
CDP THONON	SCI	33.33	33.33	Joint ventures	EM	33.33
SCI RESID. SERVICE DU PALAIS	SCI	100.00	100.00		IG	100.00
SCI RESID. HOTEL DU PALAIS	SCI	100.00	100.00		IG	100.00
SCI LE VERMONT	SCI	40.00	40.00	Joint ventures	EM	40.00
SCI HAGUENAU RUE DU FOULON	SCI	50.00	50.00	Joint ventures	EM	50.00
SNC URBAVIA	SNC	50.00	50.00	Joint ventures	EM	50.00
SCI GERTWILLER 1	SCI	50.00	50.00		IG	50.00
SCI ROUEN GRAMMONT	SCI	80.00	80.00		IG	80.00
SCCV LES VILLAS DU PARC	SCCV	100.00	100.00		IG	100.00
SCI RUE BARBUSSE	SCI	100.00	100.00		IG	100.00
SCCV NIMES ALIZES 2	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCI SOPHIA PARK	SCI	50.00	50.00	Joint ventures	EM	50.00
LES HAUTS DE L'ESTAQUE	SCI	51.00	51.00		IG	51.00
ROUBAIX RUE DE L'OUEST	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCV CHATILLON MERMOZ FINLANDE	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCI LES TERRASSES DES COSTIERES	SCI	60.00	60.00		IG	60.00
SARL LAS CLOSES	SARL	50.00	50.00	Joint ventures	EM	50.00
SCI CHAMPS S/MARNE RIVE GAUCHE	SCI	50.00	50.00	Joint ventures	EM	50.00
SCI BOULOGNE SEINE D3 PP	SCI	33.33	33.33	Associated entities	EM	33.33
SCI BOULOGNE SEINE D3 D1	SCI	16.94	16.94	Associated entities	EM	16.94
SCI BOULOGNE SEINE D3 E	SCI	16.94	16.94	Associated entities	EM	16.94
SCI BOULOGNE SEINE D3 DEF COMMERCES	SCI	27.82	27.82	Associated entities	EM	27.82
SCI BOULOGNE SEINE D3 ABC COMMERCES	SCI	27.82	27.82	Associated entities	EM	27.82
SCI BOULOGNE SEINE D3 F	SCI	16.94	16.94	Associated entities	EM	16.94
SCI BOULOGNE SEINE D3 C1	SCI	16.94	16.94	Associated entities	EM	16.94
LES COTEAUX DU VIGNOBLE	SAS	40.00	40.00	Joint ventures	EM	40.00
SCCV SAINTE MARGUERITE	SCCV	50.00	50.00	Joint ventures	EM	50.00
SNC ROBINI	SNC	50.00	50.00	Joint ventures	EM	50.00
SCI LES TERRASSES DU SABLASSOU	SCI	50.00	50.00	Joint ventures	EM	50.00
SCCV LES PATIOS D'OR – GRENOBLE	SCCV	80.00	80.00		IG	80.00
SCI DES AUBEPINES	SCI	60.00	60.00		IG	60.00
SCI LES BELLES DAMES	SCI	66.70	66.70		IG	66.70
SCI PLESSIS LEON BLUM	SCI	80.00	80.00		IG	80.00
SCCV RICHET	SCCV	100.00	100.00		IG	100.00
SCI BOULOGNE PARC B4B	SCI	20.00	20.00	Associated entities	EM	20.00
SCI ID	SCI	53.00	53.00		IG	53.00
SNC PARIS MACDONALD PROMOTION	SNC	100.00	100.00		IG	100.00
RESIDENCE LAKANAL	SCCV	50.00	50.00	Joint ventures	EM	50.00
COEUR DE VILLE	SARL	70.00	70.00		IG	70.00
SCI CLAUSE MESNIL	SCCV	50.00	50.00	Joint ventures	EM	50.00
ROUEN VIP	SCCV	100.00	100.00		IG	100.00
OVALIE 14	SCCV	80.00	80.00		IG	80.00
SCCV VILLA ALBERA	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCCV 811 Av. Gal de GAULLE	SCCV	100.00	100.00		IG	100.00

		12/31/2015				2014
	Legal form	% Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	% Interest 2014
SCI ARKADEA LA ROCHELLE	SCI	100.00	100.00		IG	100.00
SCCV FLEURY MEROGIS LOT1.1	SCCV	70.00	70.00		IG	70.00
SCCV FLEURY MEROGIS LOT1.2	SCCV	70.00	70.00		IG	70.00
SCCV FLEURY MEROGIS LOT3	SCCV	100.00	100.00		IG	100.00
SCI L'ENTREPÔT MALRAUX	SCI	65.00	65.00		IG	65.00
SCCV CERGY – LES PATIOS D'OR	SCCV	67.00	67.00		IG	67.00
MULHOUSE LES PATIOS D'OR	SCCV	40.00	40.00	Joint ventures	EM	40.00
SCCV CLERMONT-FERRAND LA MONTAGNE	SCCV	90.00	90.00		IG	90.00
SCCV NICE GARE SUD	SCCV	50.00	50.00	Joint ventures	EM	100.00
SCCV COLOMBES MARINE LOT A	SCCV	25.00	25.00	Joint ventures	EM	25.00
SCCV COLOMBES MARINE LOT B	SCCV	25.00	25.00	Joint ventures	EM	25.00
SCCV COLOMBES MARINE LOT D	SCCV	25.00	25.00	Joint ventures	EM	25.00
SCCV COLOMBES MARINE LOT H	SCCV	25.00	25.00	Joint ventures	EM	25.00
SEP COLOMBES MARINE	SEP	25.00	25.00	Joint ventures	EM	25.00
SCI CLAYE SOUILLY – L'ORÉE DU BOIS	SCI	80.00	80.00		IG	80.00
SCI BONDOUFLE – LES PORTES DE BONDOUFLE	SCI	80.00	80.00		IG	100.00
SCCV ECOPARK	SCCV	90.00	90.00		IG	90.00
SCCV LES PATIOS D'OR – CHAMPAGNE			Merged		IG	83.00
SCCV DUNKAN	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCI FI BAGNOLET	SCI	90.00	90.00		IG	90.00
LES PATIONS D'OR – THONON LES BAINS			Liquidation		IG	100.00
SCI ARKADEA TOULOUSE LARDENNE	SCI	100.00	100.00		IG	100.00
SCCV 25 BLD ARMEE DES ALPES	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCCV HORIZON PROVENCE	SCCV	58.00	58.00		IG	58.00
SARL DOMAINE DE FAHAM	SARL	51.00	51.00	Joint ventures	EM	51.00
SCI ARKADEA LYON CROIX ROUSSE	SCI	70.00	70.00	Joint ventures	EM	70.00
SCCV SETE – QUAI DE BOSC	SCCV	90.00	90.00		IG	90.00
SCI SAINT FARGEAU CENTRE	SCI	70.00	70.00		IG	70.00
SCCV RIVES DE SEINE – BOULOGNE YC2	SCCV	80.00	80.00		IG	80.00
SCI BLACK SWANS	SCI	85.00	85.00		IG	85.00
SCCV CANAL STREET	SCCV	100.00	100.00		IG	100.00
SCCV BLACK SWANS TOUR B	SCCV	85.00	85.00		IG	85.00
SCCV ORCHIDEES	SCCV	100.00	99.96		IG	99.96
SCCV MEDICADE	SCCV	80.00	80.00		IG	80.00
SCI PERPIGNAN LESAGE	SCI	50.00	50.00	Joint ventures	EM	50.00
SNC TRIGONES NIMES	SNC	50.00	50.00	Joint ventures	EM	50.00
SCCV BAILLY CENTRE VILLE	SCCV	50.00	50.00	Joint ventures	EM	
SCCV MONTLHERY LA CHAPELLE	SCCV	100.00	100.00		IG	
SCI ARKADEA MARSEILLE SAINT VICTOR	SCI	51.00	51.00	Joint ventures	EM	
SCCV SAINT FARGEAU 23 FONTAINEBLEAU	SCCV	70.00	70.00		IG	
SCCV CARENA	SCCV	51.00	51.00	Joint ventures	EM	
SCCV BLACK SWANS TOUR C	SCCV	99.99	99.99		IG	
SCCV TOURS RESIDENCE SENIOR MELIES	SCCV	99.96	99.96		IG	
SCI ARKADEA LYON GIRONDINS	SCI	65.00	65.00	Joint ventures	EM	

	Legal form	12/31/2015 % Direct holding	% Interest 2015	Joint Ventures/ Associated entities	Method of consolidation	2014 % Interest 2014
ICADE COMMERCIAL PROPERTY DEVELOPMENT						
PARIS BERTHELOT	SCI	50.00	50.00	Joint ventures	EM	50.00
ICADE G3A PROMOTION	SNC	100.00	100.00		IG	100.00
ICADLEO	SNC	66.67	66.67		IG	66.67
SORIF ICADE LES PORTES D'ESPAGNE	SNC	50.00	50.00	Joint ventures	EM	50.00
ICADE DOCKS DE PARIS	SNC	100.00	100.00		IG	100.00
PORTES DE CLICHY	SCI	50.00	50.00	Joint ventures	EM	50.00
MONTROUGE CAP SUD	SCI	50.00	50.00	Joint ventures	EM	50.00
SCCV SAINT DENIS LANDY 3	SCCV	50.00	50.00	Joint ventures	EM	50.00
SNC SAMICADE	SNC	50.00	50.00	Joint ventures	EM	50.00
SNC DU PLESSIS BOTANIQUE	SNC	100.00	100.00		IG	100.00
SNC GERLAND 1	SNC	50.00	50.00	Joint ventures	EM	50.00
SNC GERLAND 2	SNC	50.00	50.00	Joint ventures	EM	50.00
CITE SANITAIRE NAZARIENNE	SNC	60.00	60.00		IG	60.00
SNC DU CANAL ST LOUIS	SNC	100.00	100.00		IG	100.00
CAP EST LOISIR	SCI	50.00	50.00	Joint ventures	EM	50.00
ICAPROM	SNC	45.00	45.00	Joint ventures	EM	45.00
SCCV LE PERREUX CANAL	SCCV	72.50	72.50		IG	72.50
ARKADEA	SAS	50.00	50.00	Joint ventures	EM	50.00
SAMICADE GUADELOUPE	SNC	40.00	40.00	Joint ventures	EM	40.00
CHRYSALIS DEVELOPPEMENT	SAS	35.00	35.00	Joint ventures	EM	35.00
MACDONALD BUREAUX	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCI 15 AVENUE DU CENTRE	SCI	50.00	50.00	Joint ventures	EM	50.00
SAS CORNE OUEST VALORISATION	SAS	25.00	25.00	Associated entities	EM	25.00
SAS CORNE OUEST PROMOTION			Disposal	Associated entities	EM	25.00
SAS ICADE-FF-SANTÉ	SAS	65.00	65.00		IG	65.00
SCI BOURBON CORNEILLE	SCI	100.00	100.00		IG	100.00
SCI SEINE CONFLUENCES	SCI	50.00	50.00	Joint ventures	EM	50.00
SCCV IVRY SEINE	SCCV	60.00	30.00	Joint ventures	EM	30.00
SCI ARKADEA FORT DE France	SCI	51.00	51.00		IG	51.00
SCCV SKY 56	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCCV OCEAN COMMERCES	SCCV	100.00	99.99		IG	99.99
SCCV SILOPARK	SCCV	50.00	50.00	Joint ventures	EM	50.00
SCCV TECHNOFFICE	SCCV	50.00	50.00	Joint ventures	EM	50.00
SARL LE LEVANT DU JARDIN	SARL	50.67	50.67		IG	50.67
SAS OCEAN AMENAGEMENT	SAS	51.00	51.00		IG	51.00
SCI ARKADEA RENNES TRIGONNE	SCI	51.00	51.00	Joint ventures	EM	51.00
SCI ARKADEA LYON CREPET	SCI	65.00	65.00	Joint ventures	EM	
SCCV LE SIGNAL/LES AUXONS	SCCV	51.00	51.00	Joint ventures	EM	

10.4. Statutory Auditors' fees

	MAZARS				PRICEWATERHOUSE COOPERS AUDIT			
	(in € million before taxes)		*(in %)*		*(in € million before taxes)*		*(in %)*	
	2015	2014	2015	2014	2015	2014	2015	2014
Audit								
Auditing, certification, examination of individual and consolidated accounts								
- Issuer	0.6	0.5	48.1	42.2	0.6	0.5	49.6	42.3
- Fully consolidated subsidiaries	0.6	0.6	45.9	51.5	0.6	0.6	47.4	54.3
Other duties and services directly related to the Statutory Auditors' work								
- Issuer	0.0	0.1	3.8	4.5	0.0	-	2.7	2.5
- Fully consolidated subsidiaries	0.0	-	2.2	1.8	0.0	-	0.3	0.9
SUB-TOTAL	**1.2**	**1.1**	**100.0**	**100.0**	**1.2**	**1.1**	**100.0**	**100.0**
Other services provided by the networks to fully integrated subsidiaries	-	-	-	-	-	-	-	-
SUB-TOTAL	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
TOTAL	**1.2**	**1.1**	**100.0**	**100.0**	**1.2**	**1.1**	**100.0**	**100.0**

3. STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

This is a free translation into English of the Statutory Auditors' report on the consolidated financial statements issued in French and is provided solely for the convenience of English speaking users. The Statutory Auditors' report includes information specifically required by French law in such reports, whether modified or not. This information is presented below the audit opinion on the financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the consolidated financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the financial statements.
This report also includes information relating to the specific verification of information presented in the Group's management report.
This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the Shareholders,

In compliance with the assignment entrusted to us by your Shareholders' Annual General Meeting, we hereby report to you, for the year ended December 31, 2015, on:

- the audit of Icade's consolidated financial statements accompanying this report;
- the justification of our assessments;
- the specific verification required by law.

The consolidated financial statements have been approved by the Board of Directors. Our role is to express an opinion on these financial statements based on our audit.

I - Opinion on the consolidated financial statements

We conducted our audit in accordance with professional standards applicable in France. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit involves performing procedures using sampling techniques or others methods of selection, to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as the overall presentation of the consolidated financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the consolidated financial statements give a true and fair view of the assets and liabilities and of the financial position of the Group as at December 31, 2015 and of the results of its operations for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

II - Justification of our assessments

In accordance with the requirements of Article L. 823-9 of the French Commercial Code *(Code de commerce)* relating to the justification of our assessments, we bring to your attention the following matters:

- Notes 1.9 and 1.11 to the consolidated financial statements describe the accounting rules and methods for the valuation of investment property using the cost model and the procedures relating to impairment testing of these assets. The investments properties are subject to valuation procedures by independent appraisals in accordance with procedures described in the note 4.2.2 to the consolidated financial statements. We verified the appropriateness of accounting policies referred here above as well as the information provided in the notes thereto, and we ensured their correct application. We examined the assumptions, data and methods on which these estimates are based and we have ensured that the level of depreciation used by the management of the Company was sufficient regarding these external values;
- Notes 1.16 and 1.17 to the consolidated financial statements describe the accounting rules and methods relating to the recognition, by using the percentage-of-completion method, applied to the property development business and off-plan sales agreements. As indicated in these notes, the assessment of turnover and results of these construction activities depends on final estimates made by the management of the Company. Our work consisted in reviewing the assumptions on which these estimates are based, to verify the calculations made by your Company and appreciate the resulting valuations;
- as indicated in the note 1.24 to the consolidated financial statements, the Company is using derivative financial instruments recorded at fair value. In determining the fair value, the Company uses valuation techniques based on market parameters. We have examined the data and assumptions on which these estimates are based and verified the calculations made by the Company.

These assessments were made as part of our audit of the consolidated financial statements taken as a whole, and therefore contributed to the opinion we formed which is expressed in the 1st part of this report.

III -Specific verification

As required by law, we have also verified in accordance with professional standards applicable in France the information presented in the Group's management report.

We have no matters to report as to its fair presentation and its consistency with the consolidated financial statements.

Courbevoie and Neuilly-sur-Seine, February 22, 2016

The Statutory Auditors (French original signed by)

PricewaterhouseCoopers audit
Jean-Baptiste Deschryver

Mazars
Gilles Rainaut

ANNUAL SEPARATE FINANCIAL STATEMENTS

7

1. FINANCIAL STATEMENTS

Balance sheet

Assets *(in thousands of euros)*	Gross amount	Amortisation & impairment	Net value 12/31/2015	Net value 12/31/2014
Subscribed capital not called (I)	**-**	**-**	**-**	**-**
CAPITAL ASSETS				
Intangible assets				
Research and development expenses	-	-	-	-
Concessions, patents and similar rights	9	6	3	6
Goodwill	1,276,221	252,187	1,024,034	1,240,372
Other intangible assets	14	-	14	23
Advances and payments on account on intangible assets	-	-	-	-
TOTAL INTANGIBLE ASSETS	**1,276,244**	**252,193**	**1,024,051**	**1,240,401**
Property, plant and equipment				
Land	1,049,412	110,751	938,661	938,047
Buildings	3,369,978	1,255,492	2,114,486	2,042,849
Other property, plant and equipment	1,161	1,032	129	194
Assets under construction	79,091	7,061	72,030	216,383
Advances and payments on account on tangible assets	7,153	-	7,153	4,153
TOTAL TANGIBLE ASSETS	**4,506,795**	**1,374,336**	**3,132,459**	**3,201,626**
Long-term investments				
Equity interests	2,248,790	182,165	2,066,625	1,687,286
Receivables associated with equity ownership	1,044,269	3,890	1,040,379	521,652
Other fixed investments	-	-	-	-
Loans	199	-	199	291
Other long-term investments (including treasury shares)	19,030	4,113	14,917	16,099
Advances and payments on account on long-term investments	-	-	-	-
TOTAL LONG-TERM INVESTMENTS	**3,312,288**	**190,168**	**3,122,120**	**2 ,225,328**
TOTAL CAPITAL ASSETS (II)	**9,095,327**	**1,816,697**	**7,278,630**	**6,667,355**
CURRENT ASSETS				
Inventories				
Raw materials, supply	-	-	-	-
Land and property reserves	1,188	191	997	1,432
Advances and payments on account on orders	5,497	-	5,497	4,115
Receivables				
Trade debtors and related accounts	95,276	9,603	85,673	74,236
Other receivables	33,142	310	32,832	31,166
Group and associates	635,585	-	635,585	980,411
Subscribed capital not called, not paid	-	-	-	-
Miscellaneous				
Investment securities (including treasury shares)	35,297	2,389	32,908	28,930
Derivatives	80,944	788	80,156	116,954
Cash assets	294,044	-	294,044	287,733
Accruals and charges				
Prepaid expenses	165	-	165	4,473
TOTAL CURRENT ASSETS (III)	**1,181,138**	**13,281**	**1,167,857**	**1,529,450**
Charges to be spread over several years (IV)	23,344	-	23,344	31,994
Bond repayment premiums (V)	8,728	-	8,728	6,211
TOTAL ASSETS (I TO V)	**10,308,537**	**1,829,978**	**8,478,559**	**8,235,010**

Liabilities *(in thousands of euros)*	**12/31/2015**	**12/31/2014**
EQUITY		
Capital	112,967	112,831
Premiums from issue, merger, contribution, etc.	2,692,023	2,686,065
Revaluation differences	185,729	185,729
Legal reserve	11,290	7,926
Statutory or contractual reserves	-	-
Regulated reserves	-	-
Other reserves	-	-
Balance brought forward	614,512	797,836
Including interim dividends	-	-
PROFIT/(LOSS) FOR THE FINANCIAL YEAR	**113,713**	**95,095**
TOTAL	**3,730,234**	**3,885,482**
Investment grants	7,090	7,236
Regulated provisions	1,007	882
TOTAL CAPITAL AND RESERVES (I)	**3,738,331**	**3,893,600**
OTHER SHAREHOLDERS' EQUITY		
Bonded loans repayable in shares	-	-
Conditional advances	-	-
TOTAL OTHER SHAREHOLDERS' EQUITY (II)	**-**	**-**
PROVISIONS FOR CONTINGENCIES AND LIABILITIES		
Provisions for risks	10,999	8,845
Provisions for charges	3,177	3,324
TOTAL PROVISIONS FOR RISKS AND CHARGES (III)	**14,176**	**12,169**
DEBTS		
Financial debts		
Other bond loans	1,869,706	1,366,953
Loans and debts with credit institutions	1,835,198	2,245,578
Miscellaneous financial loans and debts	446,977	351,372
Group and associates	346,618	147,182
Operating debts		
Advances and payments received for orders in progress	40,671	33,704
Trade debtors and related accounts	34,381	43,504
Tax and social debts	50,826	21,094
Debts on capital assets and related accounts	38,343	52,124
Other debts	24,091	22,319
Miscellaneous		
Derivatives	4,084	5,284
Accruals and charges		
Prepaid income	35,157	40,127
TOTAL DEBTS (IV)	**4,726,052**	**4,329,241**
TOTAL LIABILITIES (I TO IV)	**8,478,559**	**8,235,010**

Income statement

(in thousands of euros)	12/31/2015	12/31/2014
Operating income		
Revenues	312,583	337,698
Capitalised production	-	11,950
Operating subsidies	(14)	10
Reversals from depreciation and provisions, transfer of charges	41,581	41,985
Other operating income	112,284	108,709
TOTAL OPERATING INCOME	**466,434**	**500,352**
Operating expenses		
Purchases and inventory changes	68,504	70,555
Outside services	66,052	80,755
Tax, duty and similar payments	53,021	48,117
Wages and salaries	4,606	19,404
Social security costs	1,620	6,393
Allocations for amortisation and impairment	410,353	200,310
Allocations for depreciation on current assets	6,450	2,094
Provisions for risks and charges	4,372	3,576
Other expenses	2,057	4,297
TOTAL OPERATING EXPENSES	**617,035**	**435,501**
OPERATING PROFIT/(LOSS)	**(150,601)**	**64,851**
Joint ventures		
Profit or loss borne	-	-
Financial income		
Financial income from shareholdings	276,637	141,488
Income from other securities and receivables for capital assets	-	-
Other interest and similar income	5,679	5,537
Reversals of provisions, depreciation and transfers of charges	152,571	17,898
Net income from sale of investment securities	1,084	2,287
TOTAL FINANCIAL INCOME	**435,971**	**167,210**
Financial charges		
Financial allocations to depreciation, impairment and provisions	20,949	20,498
Interest and similar expenses	135,284	155,894
Net charges from disposals of investment securities	979	4,597
TOTAL FINANCIAL CHARGES	**157,212**	**180,989**
FINANCIAL PROFIT/(LOSS)	**278,759**	**(13,779)**
INCOME FROM CONTINUING OPERATIONS BEFORE TAXES	**128,158**	**51,072**

Income statement (cont'd)

(in thousands of euros)	12/31/2015	12/31/2014
Non-recurring income		
Non-recurring income on management transactions	318	248
Non-recurring income on capital transactions	190,693	129,529
Reversals of provisions, depreciation and transfers of charges	463	18,462
TOTAL NON-RECURRING INCOME	**191,474**	**148,239**
Non-recurring expenses		
Non-recurring expenses on management transactions	816	18,379
Non-recurring expenses on capital transactions	155,834	79,744
Non-recurring allocations to depreciation, impairment and provisions	966	125
TOTAL NON-RECURRING EXPENSES	**157,616**	**98,248**
NON-RECURRING PROFIT/(LOSS)	**33,858**	**49,991**
Employee profit-sharing schemes	-	(27)
Tax on profit on ordinary activities	48,303	5,995
TOTAL INCOME	**1,093,879**	**815,801**
TOTAL EXPENSES	**980,166**	**720,706**
NET PROFIT/(LOSS)	**113,713**	**95,095**

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2. NOTES TO THE FINANCIAL STATEMENTS

NOTE 1. KEY EVENTS OF THE FINANCIAL YEAR

1.1. Proceedings related to the merger-absorption of Silic by Icade

In a notice published on November 28, 2013, the AMF decided that the draft terms of merger, which it had examined in accordance with the provisions of Article 236-6 of the AMF's General regulations, did not justify the buyout offer on Silic securities prior to the implementation of the merger.

In proceedings on December 6, 2013, SMA Vie BTP brought an application before the Paris Court of Appeal to annul the above-mentioned decision by the AMF.

On January 8, 2015, the Paris Court of Appeal rejected all claims of SMA Vie BTP.

1.2. Financing established during 2015

In 2015, Icade carried out:

- a bond issue for €500 million with a seven-year maturity, with a margin of 125 basis points spread over the benchmark, *i.e.* a coupon rate of 1.875%;
- the continuation of a treasury bill programme, support of short-term debt, which thus constituted an outstanding debt of €302.5 million as at December 31, 2015.

Moreover, in 2015, Icade proceeded with the final payment of loans and leasing contracts in the amount of €412.5 million.

1.3. Disposals of various property assets

Throughout the year 2015, Icade sold various property assets in business parks, warehouse and property investment bases for a total of €183,112,000. In addition, Icade continued its programme to dispose of housing by the unit, generating proceeds of €7,259,000.

1.4. Other legal restructuring

Icade's Board of Directors authorised the legal restructuring operations set out in the table below. These were carried out at book value.

Company	Decision by Icade's Board of Directors	Transaction type	Effective legal date	Effective accounting and tax date	Accounting impact
SCI MONDOTTE	03/19/2015	Transfer of all assets (Dissolution without liquidation decision on 03/23/2015)	04/30/2015	04/30/2015	-
SCI ÉVRY EUROPÉEN	07/22/2015	Transfer of all assets (Dissolution without liquidation decision on 07/23/2015)	08/31/2015	08/31/2015	-

1.5. Capital increase of the subsidiaries

Icade increased its capital through the creation of new assets on six companies for an overall total of €309,085,000, including €248,653,000 on Icade Santé for the financing of its investment programme.

NOTE 2. ACCOUNTING METHODS AND PRINCIPLES

2.1. Standards applied

The annual accounts of Icade ("the Company") were established on December 31, 2015 in accordance with the clauses of the French Commercial Code, the general chart of accounts and the other applicable regulations. They were approved by the Icade Board of Directors on February 22, 2016. The latest annual accounts published by Icade as at December 31, 2014 were approved according to the same principles and methods.

2.2. Basis of assessment, judgements and use of estimates

The financial statements were prepared according to the historical-cost convention.

The preparation of the financial statements requires the use of estimates and assumptions to determine the value of assets and liabilities, assess any positive or negative unanticipated unknowns on the closing date, and assess income and expenses for the year.

The significant estimates made by the Company for establishing the financial statements mainly relate to the recoverable value of tangible and intangible assets as specified in the "Procedures for carrying out tangible and intangible assets depreciation tests" paragraph, financial assets as specified in the "Equities, accounts receivable and other investment securities" paragraph and evaluation of employee benefits and provisions, as specified in the "Provisions" and "Employee benefits" paragraphs.

Due to the uncertainties inherent in any assessment process, the Company reviews its estimates on the basis of regularly updated information. It is possible that the future results of the activities concerned may differ from those estimates.

2.3. Revenues, other operating income

Revenues

The Company's revenues are made up of two types of income:

Rental income

Rental income from leases, including rent from offices, business premises, housing and warehouses.

Provision of services

Revenues from the provision of central services, administrative and financial management of subsidiaries, property management and asset management as posted when the service is provided.

Other operating income

Other operating income includes income that is not directly related to the operations described in the paragraph entitled "Revenues". Other operating income is mainly composed of the following three types of income:

- re-invoicing of rental charges;
- re-invoicing of expenses undertaken on behalf of subsidiaries;
- fees for the Icade brand.

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2.4. Intangible assets

An intangible asset is a non-monetary element with no physical substance, which must be both identifiable and controlled by the Company as a result of past events which may bring future economic benefits. An intangible asset is identifiable if it can be separated from the acquired entity or if it stems from legal or contractual rights.

Intangible assets whose useful lives can be determined are amortised by the straight line method over their forecast useful lives.

Intangible assets	Useful life	Depreciation method
Concessions, transfer taxes, patents, software, etc.	1 to 3 years	Straight line

2.5. Property, plant and equipment

Tangible assets consist mainly of properties held in order to earn rent, increase capital, or both, rather than to use them in the production and provision of goods and services or for administrative purposes or to sell them within the framework of ordinary business activities.

The other tangible assets primarily consist of IT equipment and office furniture, generally depreciated by the straight-line method over five years, and fixed assets under construction (essentially buildings under construction).

In accordance with French regulation ANC no. 2014-03, the buildings are recognised at cost, reduced by aggregate depreciation and any impairment as specified in the paragraph "Procedures for carrying out tangible and intangible assets depreciation tests".

Cost of buildings

The cost of buildings consists of:

- the purchase price stated on the deeds or the construction price, including non-recoverable taxes, after deducting any rebates, trade or payment discounts;
- the cost of refurbishment work;
- all directly attributable costs incurred in order to put the property in a condition to be leased in accordance with the use intended by management. Thus, conveyance charges, fees, commission and document costs related to the acquisition and commission related to leasing are included in the cost;
- costs relating to bringing the property in line with safety and environmental regulations;
- capitalised borrowing costs as specified in the paragraph "Capitalised borrowing costs".

Depreciation procedures

In accordance with French regulation ANC no. 2014-03, the gross value is split into separate components which have their own useful lives.

The properties are depreciated by the straight-line method over periods which correspond to their expected useful lives. Land is not depreciated. The depreciation periods used (in years) are as follows:

	Offices			
Components	Buildings Haussmann	Other properties	Housing	Warehouses and business premises
Roads, networks, distribution	100	40-60	50	15
Building shell, structure	100	60	50	30
External structures	30	30	25	20
General and technical installations	20-25	10-25	25	10-15
Internal fittings	10-15	10-15	15-25	10-15
Specific equipment	10-30	10-30	15-25	10

The useful lives are revised at the end of each year, particularly in respect of properties which are the subject of a restoration decision.

Where events, changes in the market environment or internal factors indicate a risk of impairment of investment properties, they are tested for impairment, as specified in the "Procedures for carrying out tangible and intangible assets depreciation tests" paragraph.

Buildings which, exceptionally, are rented with a purchase option, are not divided into components and are the subject of financial depreciation.

Eviction compensation

When a lease contract is terminated, the Company may have to pay eviction compensation to an ex-tenant. Three types of situations may arise:

- eviction compensation is paid in order to release premises due for reconstruction or renovation; these are then capitalised by including it in the cost of related tangible assets;
- eviction compensation is paid with a view to releasing the premises for a possible future tenant; it is then accounted for as a liability in the financial year in which it was incurred;
- eviction compensation is paid following advance negotiations for the signature of a lease with a new tenant; it is then capitalised and depreciated over the rental period on the same basis as rental income.

Investment grants

Investment grants received are booked to the liabilities side of the balance sheet. They are accounted for as income over the period of use of the asset subject to depreciation.

Procedures for conducting impairment tests for tangible and intangible assets

Regulation ANC no. 2014-03 requires that, at each accounts closure and at each intermediate situation, a check be made whether an index exists showing that the assets may have suffered impairment.

An indication of impairment may be:

- a substantial reduction in the market value of the asset;
- a change in the technological, economic or legal environment.

Impairment of an asset is accounted for where the recoverable value is less than the book debt.

Procedures for depreciation of properties

The current value of property corresponds to the highest value between the market value reduced by sale costs and the in-use value. The fair market value is the market value excluding transfer taxes, determined by independent surveyors. The in-use value is the present value of expected rental income from those assets.

If there is an indication of impairment, and where the estimated recoverable amount is less than the net book value, the difference between those two figures is accounted for as impairment. Accounting for impairment entails a review of the basis of depreciation and possibly the depreciation plans of the properties concerned.

Impairments relating to properties may subsequently be reversed if the recoverable value again becomes higher than the net book value. The value of the asset after reversal of the impairment is capped at the book value which would have been determined net of depreciation if no impairment had been accounted for in previous years.

Although carried out by independent surveyors, it should be remembered that valuing a property asset remains a complex estimation exercise, which is also subject from one half-year to the next to the changing economic climate and the volatility of some of the market factors used, particularly return and discount rates.

Therefore, to take account of the inherent difficulties of valuing a property asset and avoiding having to post losses in value likely to lead to a full or partial reversal in the next financial statements. Icade only posts a fall in value when property assets' unrealised capital loss is more than 5% of the net book value before loss of value. The threshold is assessed asset by asset, with the exception of the business parks for which the threshold is assessed park by park. Once this threshold is exceeded, the posted loss in value is the total amount of unrealised capital losses.

This loss in value is adjusted upwards or downwards in each set of financial statements to reflect changes in the value of the asset and its net book value, with it being understood that when the loss in value is less than 5% of the net book value before loss of value, the previously posted loss in value is reversed.

For buildings acquired less than three months before the closing date, and posted in the financial statements at their all-inclusive purchase price, the unrealised capital gain calculated, corresponding to registration fees and other acquisition costs, is not posted as a loss in value.

Procedures for depreciation of intangible assets and other tangible assets

These assets are tested individually or combined with other assets if they do not generate any cash flow independently of other assets. Where appropriate, technical loss payments are taken into account and applied pro rata to the unrealised capital gains on property assets contributed in order to test for depreciation.

Impairment relating to intangible and other tangible assets may subsequently be reversed if the recoverable value again becomes higher than the net book value.

Intangible asset impairment tests are carried out per cash-generating unit on the basis of future discounted cash flows and terminal value realised stemming from medium-term plans (four-year forecasts following that of closure).

The discount rates used are determined before tax.

2.6. Leasing and financial-leasing contracts

As part of its various businesses, the Company uses assets made available to it in accordance with leasing or financial-leasing contracts, or provides assets in accordance with leasing contracts.

From the lessee's point of view

Payments made for leasing and financial-leasing contracts are booked as expenses on a straight-line basis over the term of the contract.

From the lessor's point of view

In leases from the lessor's point of view, rental income is recorded on a straight-line basis over the firm terms of the leases. Consequently, any particular provisions and benefits specified in the leases (exemptions, payment holidays, key money) are spread over the fixed term of the lease, without taking indexing into account. The reference period used is the 1st firm term of the lease.

Any expenses directly incurred and paid to third parties for setting up a lease are recorded under the assets, under "tangible assets", and amortised over the fixed term of the lease.

2.7. Capitalised borrowing costs

The Company has elected to include borrowing costs directly attributable to construction or production in the cost of the corresponding asset.

Borrowing costs are deducted from financial charges and included in the cost of construction up to the completion date of the work.

The borrowing costs incorporated into the value of assets are determined as follows:

- where funds are borrowed in order to construct an individual building, the borrowing costs that can be incorporated are the actual costs incurred over the year less any financial income from investing the borrowed funds temporarily;
- where the borrowed funds are used to construct several buildings, the borrowing costs that can be incorporated into the cost of the building are determined by applying a capitalisation rate to the building costs. This capitalisation rate is equal to the weighted average of current borrowing costs for the year other than the costs of borrowings specifically taken out for the construction of specific buildings. The capitalised amount is limited to the amount of costs actually borne.

2.8. Participating interests, related receivables and other fixed investments

Equity interests and other fixed investments are booked to assets at their cost of purchase, contribution or subscription, excluding expenses. Receivables related to equity interests are booked at their nominal value.

When the inventory value is below the entry value, depreciation is recorded.

Equity interests

Subsequent to purchase, equity interests, whether listed or not, are valued at their going-concern value. This value was primarily determined in accordance with the following criteria: the corrected net assets and the profitability of the Company evaluated mainly by reference to the enterprise value net of financial debts. The enterprise value is based on the discounted cash flow method and, where appropriate, the comparable multiples method.

Investment-related receivables and other related parties

Cash advances subject to repayment schedule are classified under "Receivables related to equity interests". Other cash advances are classified under "Related advances". Advances are designed to cover the financing needs of subsidiaries' operations.

Associated receivables are only depreciated if the corresponding securities have previously been fully depreciated. The depreciation is equal to the inventory value of the securities reduced by their entry value, within the limit of the nominal value of the receivable.

Judgement of the recoverable character of associated receivables in general partnerships also takes into account the situation of other associates.

Other fixed investments

For securities in listed companies, the inventory value is the current value, determined on the basis of the average price over the last month of the financial year.

For securities in non-listed companies, the inventory value is the current value, assessed through recognised evaluation techniques (reference to recent transactions, discounted cash flow, quota share of net assets, etc.). Exceptionally certain securities, which do not have a price quoted on an active market and whose current value cannot be assessed reliably, are valued at the cost of acquisition.

2.9. Inventories

Inventory is booked at its acquisition or production cost. At each close, it is valued at its production cost or net realisation value, whichever is lower.

The net realisation value represents the estimated selling price in the normal course of business, less expected costs to complete or realise the sale.

2.10. Trade receivables

Trade and other receivables primarily consist of short-term receivables. Depreciation is established where the book value is higher than the amount recoverable. Trade receivables are depreciated on a case by case basis according to various criteria such as collection problems, litigation or the debtor's situation.

2.11. Investment securities

Investment securities are booked to assets at their acquisition price. Impairment is recorded when their realisable value is below their net book value.

2.12. Icade treasury shares

Treasury shares held under the liquidity contract are classified as "investment securities". Other treasury shares are classified under "Other financial assets". As these are listed shares, the inventory value is defined as the average share price of the last month of the period to determine potential impairment at year-end. Unrealised losses are subject to impairment.

2.13. Provisions

A provision is accounted for as soon as there is a probable company obligation, resulting from past events, the extinction of which should result in an outflow of resources for the Company without at least an equivalent counterpart, the value of which can be estimated reliably.

All kinds of identified risks, particularly operational and financial risks, are monitored on a regular basis, which enables the amount of provisions considered necessary to be decided.

2.14. Employee benefits

Pension and anniversary premium commitments

Pension schemes, similar payments and other social benefits, which are analysed as defined benefits schemes (scheme in which the Company undertakes to guarantee a defined amount or level of benefit), are accounted for on the balance sheet on the basis of an actuarial assessment of the liability on the closing date, less the fair value of the assets of the related scheme which are dedicated to them. Contributions paid under schemes which are analysed as defined contribution schemes, in other words where the Company has no obligation other than to pay the contributions, are accounted for under expenses for the year.

The provision appearing in the individual accounts is calculated according to the projected credit units method and takes the related social security charges into account.

Actuarial gains and losses are due to distortions between the assumptions used and reality or changes in the assumptions used to calculate commitments and the assets assigned to cover them:

- staff turnover rates;
- future salary and benefit levels;
- discount rate;
- mortality tables;
- expected rate of return on plan assets.

The actuarial discrepancies are accounted for in the income statement in the year in which they are noted.

As the accounting rules do not specify the accounts treatment in the case of legislative or regulatory reforms impacting pre-existing regimes, the option accepted by Icade consists of considering these impacts as a change of regime, in terms of the cost of past services spread over the residual duration of rights acquisition.

Anniversary bonuses are subject to a provision assessed taking into account the likelihood that the employees will reach the required length of service for each stage and is discounted at the end of each year.

Employee profit sharing

The provisions for profit sharing and share-incentive schemes are determined according to the terms of Icade group agreements in force.

2.15. Financial debts and rate hedging

Financial debt

Loans and other financial liabilities bearing interest are recorded at their nominal repayment value. Issue premiums and expenses are generally recorded to assets and spread out on a straight-line basis for the loan period.

Derivatives and hedge accounting

The Company uses financial derivatives (swaps, rates options and swaptions) to hedge its exposure to the market risk stemming from interest rate fluctuations. Derivatives are used within the framework of a Group rates risk management policy.

Unrealised capital gains and losses resulting from the difference between contracts' market value estimated at year-end and their nominal value are not recorded.

The fair value of the derivatives shown in the notes is evaluated by commonly accepted models (future discounted cash-flow method, Black and Scholes method, etc.), and based on market data.

Premiums paid when rates options are put in place are amortised according to the straight-line method over these instruments' life.

When an instrument eligible for hedge accounting is unwound or reaches maturity, two scenarios are possible:

- First case: the hedging instrument is unwound or reaches maturity while the covered item still exists.

  In this case, the hedge accounting continues to apply to the result obtained from the hedging instrument. The result obtained is then carried over in a pre-balance sheet suspense account provided the item itself has no impact on the income statement or is assigned to the income statement for the residual lifetime of the item covered to offset the income and expenses accounting method for this item;
- Second case: the hedging instrument is unwound or reaches maturity and so does the covered item.

In this case, the hedge accounting ceases to apply to the result obtained from the hedging instrument. The termination adjustment payments for the hedging instruments are then immediately posted in the income statement.

2.16. Hybrid financial instruments

Hybrid financial instruments issued by Icade are analysed according to the substance of the contractual agreements. They are presented in "other shareholders' equity".

2.17. Tax

Icade is eligible for the SIIC regime (specified by Article 208 C of the General Tax Code).

In return for tax exemption, the adoption of the SIIC regime entails specific obligations with regard to distribution of dividends, and the immediate recognition, as expenses, of an exit tax at a rate of 19% calculated on unrealised capital gains at the date of adoption of the regime relating to properties and partnerships not subject to corporate tax. This tax is payable per quarter.

The specific obligations concerning the distribution of dividends are as follows:

- 95% of profits from leasing activities;
- 60% of capital gains on disposals; and
- 100% of the dividends paid by subsidiaries that have opted to being subject to corporation tax.

The Company's taxable income is divided into two separate sectors:

- a SIIC sector exempt from tax on current earnings from leasing activities, capital gains on disposals and dividends received from subsidiaries subject to the SIIC regime;
- a sector taxable under common law in respect of other activities.

NOTE 3. NOTES ON THE BALANCE SHEET

3.1. Tangible and intangible assets

Fixed assets *(in thousands of euros)*	Gross amount 12/31/2014	Mergers and contributions	Increases acquisitions creations or asset contributions	Decreases disposals or discards	Other	Gross amount 12/31/2015
INTANGIBLE [a]	**1,276,328**	**-**	**(9)**	**(75)**	**-**	1,276,244
TANGIBLES						
Land	1,050,450	-	12,775	(13,813)	-	1,049,412
Buildings	3,187,796	-	30,025	(5,138)	157,295	3,369,978
OTHER PROPERTY, PLANT AND EQUIPMENT						
Transport equipment	-	-	-	-	-	-
Office equipment and tooling	799	-	-	-	-	799
Furnishings and IT equipment	428	-	-	(129)	19	318
Recoverable packaging and miscellaneous	44	-	-	-	-	44
ASSETS UNDER CONSTRUCTION	**220,536**	**-**	**159,040**	**(136,018)**	**(157,314)**	**86,244**
Including advances and deductions for assets under construction	***4,153***	***-***	***117***	***(117)***	***3,000***	***7,153***
SUB-TOTAL	**4,460,053**	**-**	**201,840**	**(155,098)**	**-**	**4,506,795**
GRAND TOTAL	**5,736,381**	**-**	**201,831**	**(155,173)**	**-**	**5,783,039**

(a) Including technical losses of €1,272,527,000 as at December 31, 2015.

Outside the accounts, the technical malus is linked to property assets contributed and to equity interests of companies with underlying property assets.

For the year 2015, the amount of borrowing costs together with the gross value of long term investments totalled €1,799,000.

3.2. Statement of depreciation and impairment of tangible and intangible assets

Depreciation *(in thousands of euros)*	12/31/2014	Mergers and contributions	Allocations to depreciation	Items exited from the assets	Other	12/31/2015
INTANGIBLE	**523**	**-**	**77**	**-**	**-**	**600**
TANGIBLES						
Land	-	-	-	-	-	-
Buildings	1,137,818	-	117,693	(3,163)	-	1,252,348
OTHER PROPERTY, PLANT AND EQUIPMENT						
Transport equipment	-	-	-	-	-	-
Office equipment and tooling	739	-	19	-	-	758
Furnishings and IT equipment	338	-	30	(94)	-	274
Assets under construction	-	-	-	-	-	-
SUB-TOTAL	**1,138,895**	**-**	**117,742**	**(3,257)**	**-**	**1,253,380**
TOTAL DEPRECIATION	**1,139,418**	**-**	**117,819**	**(3,257)**	**-**	**1,253,980**

Impairment *(in thousands of euros)*	12/31/2014	Mergers and contributions	Allocations to impairment	Reversals on impairment	Other	12/31/2015
INTANGIBLE	**35,403**	**-**	**228,929**	**(12,739)**	**-**	**251,593**
TANGIBLES						
Land	112,403	-	11,430	(13,082)	-	110,751
Buildings	7,128	-	79	(4,063)	-	3,144
OTHER PROPERTY, PLANT AND EQUIPMENT						
Transport equipment	-	-	-	-	-	-
Office equipment and tooling	-	-	-	-	-	-
Furnishings and IT equipment	-	-	-	-	-	-
Assets under construction	-	-	7,061	-	-	7,061
SUB-TOTAL	**119,531**	**-**	**18,570**	**(17,145)**	**-**	**120,956**
TOTAL IMPAIRMENT	**154,934**	**-**	**247,499**	**(29,884)**	**-**	**372,549**

Until December 31, 2014, the impairment tests of property assets were carried out by asset. Starting with the year 2015, the impairment tests of assets integrated in a business park are carried out on a per park basis.

This change of estimation has a positive impact on the profit/(loss) for the financial year totalling €15,868,000.

3.3. Long-term investments

Fixed assets *(in thousands of euros)*	**12/31/2014**	**Mergers and contributions**	**Increases Acquisitions creations**	**Decreases, disposals**	**12/31/2015**
Equity interests	2,011,443	(71,729)	309,085	(9)	2,248,790
Investment-related receivables and other related parties	525,192	-	596,198	(77,121)	1,044,269
Other fixed investments	-	-	-	-	-
Other financial assets					
- Loans	291	-	-	(92)	199
- Treasury shares	19,540	-		(1,209)	18,331
- Deposits & sureties	705	-	-	(6)	699
- Other property receivables	-	-	-	-	-
Advances and deductions other assets	-	-	-	-	-
GROSS	**2,557,171**	**(71,729)**	**905,283**	**(78,437)**	**3,312,288**
IMPAIRMENT	**331,843**	**(7,746)**	**17,074**	**(151,003)**	**190,168**
NET	**2,225,328**	**(63,983)**	**888,209**	**72,566**	**3,122,120**

Equity interests

The change in equity interests is due to the following transactions:

(in thousands of euros)	**Equity interests**
DECEMBER 31, 2014	**2,011,443**
Mergers for the year	(71,729)
Capital increases	309,085
Capital reduction	(5)
Disposals and liquidation of securities of companies	(5)
DECEMBER 31, 2015	**2,248,789**

Investment-related receivables and other related parties

Details of related receivables are as follows:

	Accounts receivable	
(in thousands of euros)	**12/31/2015**	**12/31/2014**
Gross amounts	1,037,574	521,321
Interest accrued	6,695	3,871
TOTAL	**1,044,269**	**525,192**
IMPAIRMENT	**(3,890)**	**(3,540)**
NET	**1,040,379**	**521,652**

Changes in receivables related to equity interests and other associated parties during the financial year can be detailed as follows:

(in thousands of euros)	Accounts receivable (excluding accrued interest not yet due)
DECEMBER 31, 2014	**521,321**
Financing set up for SASU Icade Santé	447,400
Financing set up for SCI PDM1	29,000
Financing set up for SCI Le Tolbiac	16,941
Dividends to be received Icade Promotion	100,033
Icade Léo Lagrange repayment	(9,801)
Icade Reit repayment	(4,000)
Icade Santé repayment	(46,514)
Other repayments during the financial year	(16,806)
DECEMBER 31, 2015	**1,037,574**

Impairment

The main impairment changes are as follows:

(in thousands of euros)	Depreciation of participating interests	Depreciation of accounts receivable	Depreciation of other financial assets	Total
DECEMBER 31, 2014	**324,157**	**3,540**	**4,146**	**331,843**
Mergers	(7,746)	-	-	(7,746)
Impairment allocations	16,355	350	-	16,705
Impairment reversals	(150,601)	-	-	(150,601)
Allocation for impairment of treasury shares	-	-	369	369
Reversal of impairment of treasury shares	-	-	(402)	(402)
DECEMBER 31, 2015	**182,165**	**3,890**	**4,113**	**190,168**

3.4. Maturity of receivables

(in thousands of euros)	Gross value 12/31/2015	-1 year	Between 1 and 5 years	+5 years or instalment not set
CAPITAL ASSETS				
Receivables associated with equity ownership	1,044,269	166,890	249,882	627,497
Loans	199	58	83	58
Deposits and sureties and other receivables	19,030	18,348	137	545
CURRENT ASSETS				
Advances and payments made and credit notes to be received	5,497	5,497	-	-
Trade receivables	95,276	95,276	-	-
Personnel and related accounts	11	11	-	-
Social security and other social bodies	114	114	-	-
Corporate tax	10	10	-	-
Corporate tax on added value	14,222	14,222	-	-
Other corporate taxes other than on income	3,624	3,624	-	-
Group and associates	635,585	635,585	-	-
Miscellaneous debtors	15,161	15,161	-	-
PREPAID EXPENSES	**165**	**165**	**-**	**-**
CHARGES TO BE SPREAD	**88,917**	**34,841**	**52,323**	**1,753**
TOTAL	**1,922,080**	**989,802**	**302,425**	**629,853**

Accrued income totalled €93,035,000.

3.5. Derivatives

(in thousands of euros)	12/31/2015	12/31/2014
Premiums paid on rate options	1,759	3,583
Margin calls paid on hedged assets	13,600	16,700
Interest paid on rate options	12	-
Adjustments on derivatives	65,573	96,671
GROSS	**80,944**	**116,954**
DEPRECIATION	**(788)**	**-**
NET	**80,156**	**116,954**

The adjustments on derivatives correspond primarily to a cancellation transaction of hedging instruments with conservation of the underlying covered debt, initiated by the Silic company, prior to the merger transaction of the Icade company, which took place on December 31, 2013. The spread of adjustments was carried out according to accounting principles set forth in the paragraph "Financial debt and rate hedging".

3.6. Securities available

(in thousands of euros)	Gross value 12/31/2015	Amortisation and impairment 12/31/2015	Net value 12/31/2015	Net value 12/31/2014
Investment securities (excluding accrued interest not yet due)	35,297	(2,389)	32,907	28,930
Interest accrued on investment securities	-	-	-	-
Bank balances and other liquid assets	292,922	-	292,922	286,414
Interest accrued on term accounts or deposits	1,122	-	1,122	1,319
TOTAL	**329,340**	**(2,389)**	**326,951**	**316,663**

The investment securities (excluding accrued interest not yet due) are broken down as follows (in thousands of euros):

- treasury shares-liquidity contract: 21,621;
- money-market UCITS: 12,173;
- UCITS liquidity contract: 1,503.

(in thousands of euros)	12/31/2015	12/31/2014
Securities available (gross assets) excluding accrued interest not yet due	328,218	316,256
Investment securities (excluding accrued interest not yet due)	(435)	(612)
NET CASH AVAILABLE	**327,783**	**315,644**

3.7. Share capital

Changes in number of shares in circulation

	Number	Capital *(in k€)*
SHARE CAPITAL AS AT 12/31/2013	**73,916,109**	**112,669**
Increases in capital related to the exercise of share subscription options	106,277	162
SHARE CAPITAL AS AT 12/31/2014	**74,022,386**	**112,831**
Increase in capital related to the exercise of stock options	88,800	136
SHARE CAPITAL AS AT 12/31/2015	**74,111,186**	**112,967**

Capital holding

	12/31/2015		12/31/2014	
Shareholders	Number of shares	% of capital	Number of shares	% of capital
Public	34,874,248	47.05	34,759,738	46.96
HoldCo SIIC [(a)]	38,491,773	51.94	38,491,773	52.00
Employees	212,200	0.29	231,567	0.31
Treasury	532,965	0.72	539,308	0.73
TOTAL	**74,111,186**	**100**	**74,022,386**	**100**

(a) Company whose capital is held by the Caisse des Dépôts and Groupama, with stakes of 75.07% and 24.93% respectively.

The shares issued are fully paid-up.

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3.8. Equity

(in thousands of euros)	12/31/2014	Appropriation of income		Other movements	12/31/2015
		Reserves	Dividends		
Capital	112,831	-	-	135	112,966
Premium issues	1,448,090	-	-	5,959	1,454,049
Merger premiums	1,031,473	-	-	-	1,031,473
including merger proceeds	*68,723*	-	-	-	*68,723*
Premium contributions	143,359	-	-	-	143,359
Premiums for share bond conversions	63,143	-	-	-	63,143
Special reserve for revaluation	12,734	-	-	-	12,734
SIIC 2003 re-evaluation differences	172,995	-	-	-	172,995
Legal reserve	7,926	-	3,364	-	11,290
Other reserves	-	-	-	-	-
Balance brought forward	797,836	-	(183,324)	-	614,512
Net income for the preceding period	95,095	-	(95,095)	-	-
Profit/(loss) for the financial year	-	-	-	113,928	113,928
SUB-TOTAL	**3,885,482**	**-**	**(275,055)**	**120,022**	**3,730,449**
Investment grants	7,236	-	-	(146)	7,090
Regulated provisions	882	-	-	125	1,007
TOTAL	**3,893,600**	**-**	**(275,055)**	**120,001**	**3,738,546**

3.9. Provisions for contingencies and liabilities

(in thousands of euros)	Nature	12/31/2014	Contribution	Allocations	Reversals for use	Reversals with no purpose	12/31/2015
Provisions for risks							
Subsidiary risks	financial	235	-	1,190	-	-	1,425
Tax risks	non-recurring	2,944	-	-	(2,944)	-	-
Litigation & Other provisions for risks	extraordinary/ operations	5,666	-	5,195	(40)	(1,248)	9,573
SUB-TOTAL		**8,845**	**-**	**6,385**	**(2,984)**	**(1,248)**	**10,998.**
Provisions for charges							
Pension payments	operational	1,536	-	17	(116)	-	1,437
Pensions and similar obligations	operational	592	-	-	(47)	-	545
Anniversary bonuses	operational	43	-	-	-	-	43
Other provisions for charges	operational	1,153	-	-	-	-	1,153
SUB-TOTAL		**3,324**	**-**	**17**	**(163)**	**-**	**3,178**
TOTAL		**12,169**	**-**	**6,402**	**(3,147)**	**(1,248)**	**14,176**

Icade identifies several types of provisions. In addition to pension payments and similar commitments, which are subject to specific explanations (see paragraph 3.10), provisions are made whenever the contingencies and liabilities identified are the result of past events creating a probable obligation to disburse resources.

The identified contingencies and liabilities are as follows:

- tax risks: provisions cover estimated tax risks for which reassessment notices were received at December 31, 2015.

  When the accounts were audited during the 2010 financial year, in its proposed tax reassessment (December 8, 2010), the French Tax Authorities questioned the market values as at December 31, 2006, resulting from the property valuations that were used as the basis for calculating the exit tax (corporate tax at the rate of 16.50%) during the merger/absorption of Icade Patrimoine (Assets) by Icade as at January 1, 2007. It resulted in an increase of the basis of the exit tax generating an additional tax of €204 million in principal. In another proposed correction dated April 26, 2012, the tax authorities increased the rate of taxation applicable to some of the revised amounts from 16.5% to 19%. The additional tax was then increased to €206 million.

  On July 16, 2012, Icade applied to consult the Commission nationale des impôts directs et taxes sur le chiffre d'affaires (National Commission for Direct Taxes and Turnover Taxes).

  At the end of the hearing on July 5, 2013, the Commission gave an opinion questioning the valuation method used by the tax authorities ("[the comparison method] would appear much less suitable than the DCF to the type of assets in question") while recording that some sales carried out in 2007 had been completed for higher prices than those used to estimate the exit tax.

  The tax authorities did not follow the commission's recommendation and maintained the increases initially notified, and informed Icade on December 3, 2013 of this decision at the same time as the Commission's opinion was sent.

  On December 11, 2013, in accordance with the applicable procedure, the tax authorities therefore sent a payment demand for all sums, *i.e.* €225,084,492, including late payment interest (or €206 million in principal).

  Maintaining its position, on December 23, 2013, Icade filed a claim asking for complete discharge of the sums demanded along with deferral of payment.

  This deferral was obtained after the submission of a bank guarantee covering the entire tax bill (excluding late-payment interest).

  In not replying to the Company's claim, the tax authorities implicitly rejected it.

  As a result, in consultation with its legal firms, Icade filed an action with the competent Administrative Court on December 17, 2014 challenging the entire amount of the proposed reassessment.

  In this context, Icade requested the court to transmit to the State Council, for the purposes of transmission to the Constitutional Council, a priority question of constitutionality ("QPC"), concerning the provisions of Article 208 C *ter* of the French General Tax Code, having an impact on the tax rate applicable to fractions of the exit tax paid for the financial years 2009 and 2010.

  Considering this serious new QPC, applicable to the dispute, the administrative Court of Montreuil ordered its transmission to the State Council by a ruling dated February 16, 2015, as well as a stay on the main petition.

  Likewise, the State Council decided to transmit this QPC to the Constitutional Council, by a judgement dated April 29, 2015.

  The Constitutional Council, after having heard the parties during its hearing on June 16, 2015, stated that the provisions of Article 208 C *ter* of the French General Tax Code are in keeping with the Constitution, by a decision dated June 26, 2015.

  This final decision, with no impact on the question of property valuation, led to recognition of the well founded corrections concerning the exit tax rate that applies to fractions of taxation spontaneously settled for an amount of €16.8 million.

  Moreover, concerning the valuation of the properties, and in order to pit an end to the contentious procedure in progress, Icade and the tax authorities arrived at an agreement on December 18, 2015 leading to the payment of an additional tax, late penalties and interest in an amount of €14.7 million.

  Thus, the financial consequences of this accounting verification, which stands at a total amount of €31.5 million, are now final and have been accounted for in the accounts for the year ended December 31, 2015 in the income statement in a tax charge account in a counterpart for a tax debt in the liabilities of the balance sheet;
- in the framework of its business activity, Icade is faced with disputes. On the basis of a risk analysis established by management and its legal advisers, the provisions made are considered adequate at the close of the year and the Company also considers that it possesses all the information enabling it to support its position. Provisions that are individually significant as at December 31, 2015 primarily concern tenant disputes, labour tribunals and contractual commitments made in the course of its normal business.

3.10. Commitments to personnel

(in thousands of euros)		12/31/2015	12/31/2014
ACTUARIAL DEBT AT OPENING	**a**	**2,128**	**6,623**
Past service cost not recognised at opening	b	-	492
OPENING NET LIABILITIES	**c**	**2,128**	**7,115**
Impact of changes in scope and other movements	d	-	(6,082)
Cost of services rendered during the year	e	92	261
Financial cost for the year	f	35	113
Cost for the period	**g = e + f**	**127**	**374**
Services paid for during the year	h	(513)	(1,142)
Spread of past service costs recognised	i	-	(492)
Actuarial (gains) losses for the year	j	239	2,355
Net loss posted through profit or loss	**k = g + h + i + j**	**(147)**	**1,095**
NET LIABILITIES AT CLOSING	**l = c + d + k**	**1,981**	**2,128**
Change of regime		-	-
Past service cost not recognised at closing	m = b + i	-	-
ACTUARIAL DEBT AT CLOSING	**n = a + d + g + h + j**	**1,981**	**2,128**

Commitments to personnel are valued at December 31, 2015 according to the terms of the Icade Single Group Agreement signed on December 17, 2012.

The following actuarial assumptions were used:

- discount rate: 1.81% as at December 31, 2015 and 1.66% as at December 31, 2014; The discount rate applied is defined in relation to the iBoxx € Corporates AA 10+ benchmark. This explicitly represents the return from category 1 corporate bonds;
- male/female mortality tables:
  - Male/Female Insee tables for 2011-2013 as at December 31, 2015,
  - Male/Female Insee tables for 2010-2012 as at December 31, 2014;
- retirement age from 2008: 62 years for employed categories and employees, technicians and supervisors and 64 years for managers.

The turnover rate is defined for all of the entities of the Property Investment Division of the Icade group, by professional category and by age groups of 10 years. It takes into account the exit modes for resignations. Departures of employees aged 55 and over are not considered in the calculation of the turnover rate.

The rates of increase of employees retained are defined and applied to all companies of the UES Icade, by professional category and age group (less than 50; 50 and over). The rates retained for the calculation of the assumptions of employee development correspond to the overall percentage of increase of employees noted over the four previous years (2011, 2012, 2013 and 2014).

The rates of social and tax charges on employees are defined for all of the entities of the Property Investment Division of the Icade group, and by professional category.

Pension payments are valued on the basis of retirement payments.

Possible compensation for termination of employment contracts, and other deferred remuneration for senior executives

(in thousands of euros)	12/31/2015
Icade Executive Committee	1,537
Icade other employees	1,448
TOTAL NOT POSTED	**2,985**

In the light of current decisions made by management, employment-related benefits affecting Icade employees are not covered by any provision.

3.11. Stock option subscription and bonus stock plans

Following Silic's merger into Icade, decided by the EGM on December 27, 2013, the 2005, 2006 and 2007 stock option subscription plans granted by Silic were taken over by Icade.

The following stock option subscription plans are current as at December 31, 2015:

Description of the 2005, 2006, 2007, 2008 and 2011 stock option plans

The characteristics of the stock option plans current at December 31, 2015 and share price movements during fiscal 2015 are presented in the following table:

	2006 plan: completed (1) (b)	2007 plan: completed (1) (b)	2008 plan: completed 1.2-2008 (a)	2011 plans completed 1-2011 (a)	Total of plans	Average exercise price per share *(in €)*
Allocation date	05/10/2006	05/10/2007	07/24/2008	03/03/2011	-	-
Acquisition period	4 yrs	4 yrs	4 yrs	4 yrs	-	-
Lifespan of plans	9 yrs	9 yrs	7 yrs	8 yrs	-	-
Number of options granted	**65,410**	**71,000**	**145,000**	**147,500**	**428,910**	
Exercise price ***(in €)***	**87.00**	**126.98**	**66.61**	**80.86**	**-**	**-**
Number of options in circulation as at January 1, 2015	**51,000**	**71,000**	**39,600**	**141,000**	**302,600**	**82.53**
Number of options exercised during the period	48,000	-	28,800	-	76,800	68.63
Number of options cancelled during the period	-	2,000	8,000	107,143	117,143	80.33
Number of options cancelled (plan expired)	3,000	-	2,800	-	5,800	68.32
Number of options in circulation at December 31, 2015	**-**	**69,000**	**-**	**33,857**	**102,857**	**95.74**
Of which assigned to related parties	-	-	-	*19,408*	*19,408*	*80.86*
Of which may be exercised at the end of the period	-	*69,000*	-	*33,857*	*102,857*	*95.74*
Fulfilment of performance conditions						
performance conditions related to the market			0.0%	0.0%		
performance conditions not related to the market			NA	Acquired 8.125%		
Parity (2)	**1 option = 1.25 share**		1 option = 1 share			
Potential number of shares	**-**	**86,250**	**-**	**33,857**	**120,107**	**96.63**
Exercise price per share *(in €)*	**69.60**	**101.58**	**66.61**	**80.86**		
AVERAGE SHARE PRICE ON THE DATE OF EXERCISING OPTIONS *(in €)*						**77.14**

(1) The 2006 to 2007 plans correspond to those granted by the Silic group's corporate governance; the number of options granted corresponds to the number of unexercised options as of the date of Silic's entry into the Icade group, on July 22, 2013.
(2) For the 2006 to 2007 plans, the parity was the same as the parity for the public exchange offer, i.e. 4 Silic shares for 1 Icade share
(a) Stock option plans with performance conditions related and not related to the market.
Plan 1.2-2008: the performance condition is based on the development of the price of Icade shares compared with the development of the IEIF index.
Plan 1-2011: the performance condition is based on the achievement of the rate of the net annual cash flow and the development of the price of Icade shares compared with the development of the IEIF index.
(b) Stock option plans without performance conditions.

At December 31, 2015, 102,857 share subscription options representing 120,107 shares were exercisable for the 2006, 2007 and "1.2-2008" plans.

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Valuation methodology: fair value of stock option subscription plans

	Plan 2006 completed	Plan 2007 completed	Plan 2008 completed	Plan 2011
			1.2-2008	1-2011
	05/10/2006	05/10/2007	Plan 2	Plan 1
Average weighted fair value of the option	€20.17	€32.32	€13.92	€19.33
Probability of service	100.00%	100.00%	100.00%	100.00%
Risk-free interest rate	3.98%	4.24%	4.75%	3.38%
Expected volatility	23.22%	25.74%	32.00%	33.00%
Expected dividend rate	4.93%	5.00%	4.73%	4.00%
Price of underlying stock	€92.70	€129.00	€71.90	€82.43
Exercise price	€87.00	€126.98	€66.61	€80.86
MODEL USED	**TRINOMIAL**	**TRINOMIAL**	**TRINOMIAL**	**TRINOMIAL**

Bonus share plans

The "1-2012" and "2-2012" bonus share allocation plans allow for the allocation of 15 bonus shares per employee or director.

The "2-2012" bonus share allocation plan, dedicated to members of the Executive Committee and members of the Coordination Committee, includes 100% of free shares conditional on the achievement of a non-market-related performance condition.

Following the Silic merger with deferred effect in Icade's accounts, the bonus share plans granted in 2014 and 2015 were taken over by Icade and converted according to the parity defined in the merger agreement.

The following table shows the characteristics of the bonus share plans current on December 31, 2015:

Original characteristics of the plans					Status of plans issued by Silic on July 22, 2013			Number of shares as at January 1, 2015			Movements over the period			Number of shares as at December 31, 2015		
Plans	Date of allocation	Term of acquisition	Term of life of the plans	Number of shares allocated at the start of the plan	Number of Silic shares remaining during acquisition	Exchange parity [(a)]	Number of shares remaining during acquisition converted Icade share	of which number of shares acquired	Including number of shares allocated	including subject to conditions	shares in circulation	Adjustment	shares cancelled	including number of shares allocated	including number of shares acquired	including subject to conditions
2011	03/03/2011	2 yrs	4 yrs	17,660	-	-	-	14,860	-	-	-	-	-	-	14,860	-
1-2012	03/02/2012	2 yrs	4 yrs	26,190	-	-	-	23,760	-	-	-	-	-	-	23,760	-
2-2012 [(b)]	03/02/2012	2 yrs	4 yrs	28,290	-	-	-	25,638	-	-	-	-	-	-	25,638	-
2012 [(c)]	03/12/2012	2 yrs	4 yrs	12,000	11,947	4/5	14,969	12,673	-		-	-	-	-	12,673	-
2013 [(c)]	02/22/2013	2 yrs	4 yrs	12,000	12,000	4/5	15,032	-	12,313	3,564	12,313	-	-	-	12,313	-
1-2014	03/03/2014	2 yrs	4 yrs	21,990	-	-	-	-	20,550	-	-	-	1,410	19,110	30	-
2-2014 [(d)]	03/03/2014	2 yrs	4 yrs	14,250	-	-	-	-	14,250	14,250	-	-	4,000	10,250	-	10,250
TOTAL								**76,931**	**47,113**	**17,814**	**12,313**	**-**	**5,410**	**29,360**	**89,274**	**10,250**

(a) After merger-absorption of Silic by Icade decided at the General Meeting of December 27, 2013 applying the exchange parity used, i.e. 4 Silic Socomie shares for 5 Icade shares. This situation does not include 2014's fractional shares.

(b) 2-2012 plan: The vesting of bonus shares was, at the end of each vesting period, conditional on the attainment of a given net cash flow.

(c) Plans originally issued by Silic: The performance conditions for the 2013 plan, linked to EBITDA growth, were defined by Silic's Board of Directors on 11/15/2013.

(d) The vesting of bonus shares under plan 2-2014 is conditional partly (50%) on EPRA earnings per share as published in financial communications and partly (50%) on the ability of Icade's share price to outperform the FTSE EPRA Eurozone Index.

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3.12. Financial debt

(in thousands of euros)	12/31/2015	12/31/2014
Other bond loans		
Other bond loans	1,844,845	1,344,845
Interest accrued on bond issues	24,861	22,108
SUB-TOTAL	**1,869,706**	**1,366,953**
Loans and debts with credit institutions		
Loans with credit institutions [(a)]	1,829,792	2,238,710
Interest accrued on loans with credit institutions	4,971	6,256
Bank credit balances	435	612
Interest accrued on bank credit balances	-	-
Bank loans and overdrafts	-	-
Interest accrued on bank loans and overdrafts	-	-
SUB-TOTAL	**1,835,198**	**2,245,578**
Miscellaneous financial loans and debts		
Other loans	396,255	296,777
Interest accrued on other loans	581	581
Deposits and sureties received	50,141	54,014
Debts associated with equity interests	-	-
SUB-TOTAL	**446,977**	**351,372**
Group and associates		
Group current accounts	322,254	136,169
Other Group debts	24,599	11,013
SUB-TOTAL	**346,853**	**147,182**
TOTAL	**4,498,734**	**4,111,085**

(a) These loans are hedged and are further guaranteed through:
- mortgages or privileges of lenders totalling €649,967,000;
- pledged securities up to €35,837,000.

3.13. Statement of financial debt instalments

(in thousands of euros)	Gross amount as at 12/31/2015	-1 year	Between 1 and 5 years	+5 years
Other bond loans				
Other bond loans	1,844,845	-	544,845	1,300,000
Interest accrued on bond issues	24,861	24,861	-	-
SUB-TOTAL	**1,869,706**	**24,861**	**544,845**	**1,300,000**
Loans and debts with credit institutions				
Loans with credit institutions	1,829,792	504,978	971,228	353,586
Interest accrued on loans with credit institutions	4,971	4,971	-	-
Bank credit balances	435	435	-	-
Interest accrued on bank credit balances	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Interest accrued on bank loans and overdrafts	-	-	-	-
SUB-TOTAL	**1,835,198**	**510,384**	**971,228**	**353,586**
Miscellaneous financial loans and debts				
Other loans	396,255	311,022	34,096	51,137
Interest accrued on other loans	581	581	-	-
Deposits and sureties received	50,141	626	208	49,307
Debts associated with equity interests	-	-	-	-
SUB-TOTAL	**446,977**	**312,229**	**34,304**	**100,444**
Group and associates				
Group current accounts	322,254	322,254	-	-
Other Group debts	24,599	24,599	-	-
SUB-TOTAL	**346,853**	**346,853**	**-**	**-**
TOTAL	**4,498,734**	**1,194,327**	**1,550,377**	**1,754,030**

3.14. Statement of operating debt instalments and prepaid income

(in thousands of euros)	Gross amount as at 12/31/2015	-1 year	Between 1 and 5 years	+5 years
Advances and payments received on orders	40,671	40,671	-	-
Suppliers and related accounts	34,381	34,381	-	-
Personnel and related accounts	2,656	2,656	-	-
Social security and other social bodies	1,945	1,945	-	-
Employee profit-sharing and social contribution	-	-	-	-
Corporate income tax	32,181	32,181	-	-
Other taxes and similar	14,044	14,044	-	-
Suppliers of fixed assets	38,343	38,343	-	-
Other debts	24,091	24,091	-	-
Prepaid income [(a)]	35,157	963	1,512	32,682
TOTALS	**223,469**	**189,275**	**1,512**	**32,682**

(a) Including the building lease relating to the Bassin Nord transaction in the amount of €34,572,000.

The expenses to be paid total €80,888,000.

3.15. Information on affiliated companies and shareholdings

(in thousands of euros)	12/31/2015 Affiliated companies	12/31/2015 Enterprises with which the Company has an investment relationship
ASSETS (gross)		
Advances and deductions on assets	-	-
Investments	2,117,672	109,941
Investment-related receivables and other related parties	1,035,152	-
Loans	-	-
Advances and payments on account on orders	-	-
Trade accounts and notes receivable	2,343	40
Other receivables	566,824	65,623
LIABILITIES		
Loans and debts with credit institutions	-	-
Miscellaneous financial loans and debts	326,114	19,033
Advances and payments received for orders in progress	-	-
Trade debtors and related accounts	5,373	-
Debts on capital assets and related accounts	-	-
Other debts	8,301	-
INCOME STATEMENT		
Participating interests	277,446	2,338
Other financial income	3,559	-
Financial charges	5,147	19,153

For the year 2015, no income from the sale of assets has been created with the affiliated companies or the investments.

Transactions with related parties are executed under normal market conditions.

NOTE 4. NOTES ON THE INCOME STATEMENT

4.1. Revenues

(in thousands of euros)	12/31/2015	12/31/2014
Rental income	299,016	315,658
Sale of goods	1,800	393
Provision of services	11,767	21,648
including provision of central services	-	*10,551*
including other services	*11,767*	*11,096*
TOTAL	**312,583**	**337,699**

All revenues are earned in France.

4.2. Other operating income

(in thousands of euros)	12/31/2015	12/31/2014
Re-invoicing of rental charges	96,699	94,468
Re-invoicing of expenses undertaken on behalf of subsidiaries	(35)	938
Fees for the Icade brand	9,132	11,640
Miscellaneous income	6,488	1,663
TOTAL	**112,284**	**108,709**

4.3. Operating expenses

(in thousands of euros)	12/31/2015	12/31/2014
Purchases and inventory changes	68,504	25,258
Outside services	66,052	126,051
Tax, duty and similar payments	53,021	48,118
Wages and salaries	4,606	19,404
Social security costs	1,620	6,393
Allocations for amortisation and impairment	410,353	200,310
Allocations for depreciation on current assets	6,450	2,094
Provisions for risks and charges	4,372	3,576
Other expenses	2,057	4,297
TOTAL	**617,035**	**435,501**

4.4. Financial profit/(loss)

(in thousands of euros)	12/31/2015	12/31/2014
Dividends	141,200	51,467
Share of profits from tax-transparent companies	100,092	46,058
Other income related to shareholding	35,345	43,963
Other financial income	6,763	7,824
Reversal of financial impairment [a]	150,772	17,898
Transfer of financial charges	1,799	-
Interest charges on derivatives	(31,670)	(43,041)
Interest charges on financing	(78,521)	(89,563)
Share of loss on tax-transparent companies	(24,299)	(10,219)
Other interest charges related to investments	(3)	(70)
Net charges from disposals of investment securities	(979)	(4,597)
Other financial charges	(792)	(13,002)
Financial provisions	(20,949)	(20,497)
TOTAL	**278,759**	**(13,779)**

(a) Including reversal of impairment on Icade Tour EQHO on shares for €125,950,000.

The dividends for the year totalled €141.2 million compared with €51.467 million in 2014. The 2015 dividends include €100.033 million from the company Icade Promotion.

4.5. Non-recurring profit/(loss)

(in thousands of euros)	Income	Expenses	Net impact
Sale of long term assets and equity interests	190,376	155,731	34,645
Share of grants	146	-	146
Other	951	1,884	(933)
TOTAL	**191,474**	**157,615**	**33,858**

4.6. Income tax

Pursuant to the rules governing SIIC, Icade's taxable income represented a profit of €23,765,000, after allocation of tax loss carryforwards.

As at December 31, 2015, the residual amount of tax loss carryforwards stood at €9,807,000.

The tax charge on the profit/(loss) for the financial year totalled €9,004,000, including €8,742,000 for the sale of the PDM3 building.

The taxes item on the profit/(loss) also includes:

- the financial consequences related to the tax dispute mentioned in note 3.9 relating to the provisions for risks and charges for €31,569,000;
- the financial consequences related to the 2009-2011 tax audit for €3,837,000;
- the additional contribution on dividends for €3,899,000.

NOTE 5. OFF-BALANCE-SHEET COMMITMENTS

Commitments made

(in thousands of euros)	12/31/2015	Maturity: Less than 1 year	Maturity: 1 to 5 years	Maturity: More than 5 years
Commitments linked to consolidation scope	**8,402**	**8,402**	**-**	**-**
Equity investment commitments:				
Promise to buy securities	-	-	-	-
Earn-out payments	-	-	-	-
Securities put options	-	-	-	-
Securities call options	-	-	-	-
Commitments given under securities sale agreements:				
Liability guarantees	8,402	8,402	-	-
Financing commitments	**1,061,699**	**253,515**	**410,715**	**397,469**
Unused advances granted to subsidiaries	168,757	168,757	-	-
Mortgages	250,787	13,115	52,672	185,000
Preferential mortgages	399,180	10,424	296,698	92,058
Pledges of mortgage assets and sales of receivables given as loan guarantees	110,134	16,983	31,055	62,096
Direct financing leases: Minimum rents to be paid	61,296	4,360	20,452	36,484
Pledged securities	35,837	35,035	-	802
Sureties and deposits given to guarantee financing	35,708	4,841	9,838	21,029
Commitments related to operating activities	**307,367**	**223,014**	**8,299**	**76,054**
Commitments given related to business development and arbitrage:				
Property Investment: Residual commitments in work contracts, property development contracts and off-plan leases – Buildings under construction or renovation	14,171	14,171	-	-
BEFA – Property Investment – commitments given	-	-	-	-
Eviction guarantees given – Property Investment	-	-	-	-
Promises to sell given – Property Investment – Tangible assets	-	-	-	-
Purchase option on construction in loc fi PPP given	41,593	-	-	41,593
Promises to buy given – Property Investment – Tangible assets	-	-	-	-
Guarantees given on asset sales	-	-	-	-
Commitments given relating to the execution of operating contracts				
Ordinary rentals: Minimum rents to be paid	42,929	1,848	6,699	34,382
Professional guarantees in management contracts and transactions	-	-	-	-
On-demand guarantees	79	-	-	79
Sureties and guarantees given in operating contracts	-	-	-	-
Other commitments given [(a)]	208,595	206,995	1,600	-

(a) Included in the item "other commitments given" is the payment guarantee of tax receivables for the years 2007 to 2010 (see paragraph 3.9) of €205,905,000 whose withdrawal was obtained on January 21, 2016.

Commitments received

(in thousands of euros)	12/31/2015	Maturity Less than 1 year	 1 to 5 years	 More than 5 years
Commitments linked to consolidation scope	**-**	**-**	**-**	**-**
Equity investment commitments				
Promises to buy securities	-	-	-	-
Earn-out payments	-	-	-	-
Securities put options received	-	-	-	-
Securities call options received	-	-	-	-
Commitments given under securities sale agreements				
Liability guarantees	-	-	-	-
Financing commitments	**1,630,488**	**15,654**	**65,810**	**1,549,024**
Unused credit facilities	1,440,000	-	-	1,440,000
Finance leases – Lessor (Social)	190,488	15,654	65,810	109,024
Sureties and deposits given to guarantee financing	-	-	-	-
Commitments related to operating activities	**1,013,112**	**255,063**	**586,097**	**171,952**
Other contractual commitments received related to activity:				
Ordinary rentals – Minimum rents to be received	976,797	239,015	575,359	162,423
Promises to sell received – Property Investment – Tangible assets	-	-	-	-
Promises to buy received – Property Investment – Tangible assets	-	-	-	-
BEFA – commitments received	-	-	-	-
Property Investment: Residual commitments in work contracts, CPI and BEFA – Buildings under construction or renovation	869	440	429	-
Bank guarantees received – work	1,347	1,306	41	-
Bank guarantees received as rent guarantees	-	-	-	-
Bank guarantees received – other	-	-	-	-
On-demand guarantees received – Rent guarantees – Property Investment	7,018	7,000	-	18
Independent on-demand guarantees received – Development	-	-	-	-
Statutory professional guarantees received (Hoguet law)	-	-	-	-
Other commitments received	91	20	25	46
Assets received in security, mortgage or by pledge, as well as deposits received:				
Pledges received	-	-	-	-
Security deposits received for rent – other assets	26,990	7,282	10,243	9,465
Security deposits received from suppliers of work	-	-	-	-
Other sureties and guarantees received	-	-	-	-

Leasing contract commitments

	Long-term investments in leasing contracts			
		Allocations to depreciation and amortization		
Balance sheet posts	Entry cost	Of the year	Accumulated	Net amount
Land	4,089	-	-	4,089
Construction	70,686	2,438	12,809	58,877
TOTAL	**74,775**	**2,438**	**12,809**	**62,966**

	Leasing contract commitments							
	Dues paid		Remaining dues to be paid					
Balance sheet posts	Of the year	Accumulated	Up to one year	1 to 5 years	+5 years	Total to be paid	Residual purchase price	Total
Axe Seine transaction	4,256	24,073	4,360	20,452	7,484	32,296	29,000	61,296
TOTAL	**4,256**	**24,073**	**4,360**	**20,452**	**7,484**	**32,296**	**29,000**	**61,296**

NOTE 6 OTHER INFORMATION

6.1. Post-closing events

Proposed merger by acquisition of HoldCo SIIC by Icade

On December 21, 2015, Caisse des Dépôts (CDC) and Groupama announced a proposal to simplify the structure through which they hold their stakes in Icade, by way of a merger by acquisition of HoldCo SIIC by Icade. HoldCo SIIC holds a 52% stake in Icade and is owned 75% by CDC and 25% by Groupama through Groupama Gan Vie.

Since the only capital assets held by HoldCo SIIC are Icade shares, it is contemplated that for the purpose of calculating the exchange ratio to be used in the merger, the value of HoldCo SIIC shares will be determined based on that of Icade shares. This method will have no impact on the percentage of shares held by Icade's other shareholders.

Mrs Isabelle de Kerviler and Mr Didier Kling were appointed as independent auditors of the merger for the task of preparing a report on the value of the contributed securities and a report on the terms of the merger, including an assessment of the fairness of the proposed exchange ratio. Icade's Board of Directors has appointed an ad hoc committee to supervise the preliminary work being conducted on the proposed merger.

After the merger, CDC would hold a 39% stake in Icade, thereby becoming its largest shareholder and still controlling it under Article L.233-3 of French Commercial Code. As from the date the merger is completed, Icade would no longer be controlled by the public sector.

The merger would also involve the signing between CDC and Groupama of new shareholder agreement relating exclusively to the governance of Icade, and consequently these two shareholders would be acting in concert.

As from the date of completion of the merger, Icade's Board of Directors would consist of fifteen members, including seven appointed among candidates from CDC, three among candidates from Groupama and five independent directors. Within the Board, each committee would be chaired by an independent director.

Therefore, since it would result in a simplified shareholding structure and improved governance, it seems this merger would be beneficial to Icade.

The information and consultation of Icade's employee representative bodies have been initiated and the merger agreement will be concluded after this procedure is completed.

The merger proposal will be submitted to the approval of Icade's shareholders during a General Meeting, subject to the following conditions precedent being satisfied:

- authorisation of the transaction leading to Icade no longer being controlled by the public sector (subject to the approval of the French Commission of Holdings and Transfers (CPT));
- decision by the French Financial Market Authority (AMF) confirming that, in the context of the merger, no buyout offer with squeeze-out needs to be filed in relation to Icade shares (in application of Article 236-6 of the AMF General Regulation);
- decision by the AMF that the shareholders CDC and Groupama are exempted from filing a buyout offer in relation to Icade shares as a result of the merger or the signing of a new shareholder agreement between CDC and Groupama (in application of Article 234-9 of the AMF General Regulation);
- confirmation by the Tax Legislation Department (DLF) that the merger is eligible for the preferential treatment referred to in Article 210-A of the French General Tax Code;
- approval by the Extraordinary General Meeting of shareholders of HoldCo SIIC.

A document (Document E) describing the characteristics of the merger that must be submitted to a vote of the Extraordinary General Meetings of Icade and Holdco SIIC will be filed for registration with the AMF.

This transaction will have no significant impact on Icade's capital structure.

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6.2. Commitments for loan hedging instruments

	12/31/2015					12/31/2014
	Notional contract value					Notional contract value
(in millions of euros)	Average rate	Total	Share at less than one year	Share between one and five years	Share more than five years	Total
Swaps	2.45%	1,114	28	880	206	1,139
Interest rate options Caps	1.31%	485	160	325	-	536
Rate options Floors	0.00%	300	-	300	-	300
TOTAL SWAPS AND RATE OPTIONS		**1,899**	**188**	**1,505**	**206**	**1,975**

The fair value of all of the derivatives as at December 31, 2015 (excluding ICNE) breaks down as follows, excluding the impact related to counterparty risks of €52,000:

- swaps: €(58,973,000);
- interest rates options: €1,343,000.

The variable-rate debt was hedged to 90.7% by swaps and rate options qualified for hedging.

6.3. Consolidation

Icade's consolidated accounts are consolidated into those of the Caisse des Dépôts according to the full-consolidation method.

6.4. Remuneration and benefits allocated for the financial year to administrators and members of the Executive Committee

(in thousands of euros)	12/31/2015
Compensation paid	3,587
Director's fees paid	111
TOTAL	**3,698**

On February 17, 2015, the Board of Directors acknowledged the resignation of Serge Grzybowski as Chairman and CEO of Icade to take effect immediately.

A deal was signed on the same day according to which Icade and Serge Grzybowski agreed on a gross compensation settlement of €450,000.

This disbursement had an impact on the profit for the 2015 fiscal year.

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6.5. Workforce

The average number of full-time equivalent paid employees as at December 31, 2015 is as follows:

Categories	Employees of the Company not made available	Employees made available	12/31/2015
Managerial/executive staff (and similar)	9	4	13
Employees	-	-	-
TOTAL	**9**	**4**	**13**

6.6. Table of subsidiaries and shareholdings

(in thousands of euros)		Capital	Equity excluding capital	Share of capital held in %	Book value of shares held		Loans & Advances	Guarantees given to subsidiaries	Turn-over	Profit/(loss) from the last financial year closed (+ or -)	Dividends collected	Obs. (date of the last balance sheet)
					Gross	Net						
SUBSIDIARIES (HELD AT MORE THAN 50%)												
SAS	Icade Tour EQHO	305,842	40,262	100	405,842	346,104	299,616	-	14,555	125,950	-	2015
SAS	Sarvilep	1,000	67,043	100	156,500	68,043	-	-	-	(4,524)	-	2015
SASU	Icade Promotion	29,683	371,930	100	135,089	135,089	-	-	619,343	42,846	-	2014
SCI	Icade-Léo Lagrange	121,911	2,845	100	121,911	121,911	107,691	-	17,535	2,845	-	2015
SCI	68 Avenue Victor Hugo	105,994	(924)	100	105,994	105,994	103,224	-	5,797	(887)	-	2015
SCI	Icade-Rue Des Martinets	99,177	(9,376)	100	99,177	99,177	40,246	-	7,320	6,375	-	2015
SCI	PDM 2	42,702	90,764	100	42,702	42,702	90,764	-	6,928	90,764	-	2015
SCI	PDM 1	39,652	5,040	100	39,652	39,652	34,040	-	10,088	5,040	-	2015
SCI	Messine Participations	24,967	12,273	100	34,388	34,388	33,160	-	5,996	3,517	-	2015
SCI	Gascogne	25,871	(11,743)	100	25,871	15,092	-	-	269	(964)	-	2015
SCI	Icade 69 Bd Haussman	28,984	2,525	100	24,834	24,834	28,518	-	4,348	2,525	-	2015
GIE	Icade Management	10,000	9,368	100	23,240	19,368	-	-	35,657	-	-	2015
SCI	Le Tolbiac	22,938	690	100	22,938	22,938	17,631	-	2,682	690	-	2015
SCI	Icade Camille des Moulins	15,862	(782)	100	17,869	17,869	21,849	-	481	(782)	-	2015
SAS	Icade Conseil	650	1,108	100	13,209	2,384	448	-	6,619	1,719	-	2015
SCI	Évry Mozart	7,257	(2,192)	100	12,268	5,065	-	-	718	(1,280)	-	2015
SCI	Bati Gautier	1,530	2,952	100	11,497	11,497	2,511	-	3,220	2,511	-	2015
SCI	Icade Morizet	9,100	1,102	100	10,234	10,234	11,509	-	2,118	1,102	-	2015
SAS	Iporta	920	(177)	100	3,120	2,421	-	-	3,009	152	-	2015
SAS	Icade Property Management	3,450	1,381	100	2,406	2,406	-	-	32,026	1,379	-	2015
SCI	BSM du CHU de Nancy	1,400	(8,512)	100	1,400	1,400	830	-	4,122	(1,339)	-	2015
SCI	Des Pays de Loire	637	(516)	100	576	121	-	-	-	(1)	-	2015
SCI	2C Marseille	480	59	100	479	479	739	-	1,742	59	64	2015
SCI	PCM	145	986	100	145	145	93	-	1,823	(47)	-	2015
SAS	Icade Transactions	524	(1,949)	100	131	-	1,039	-	1,275	(1.190)	-	2015
GMBH	Icade Reim Deutschland [(a)]	25	299	100	25	25	-	-	966	(107)	-	2014
SCI	Les Tovets	10	280	100	10	10	-	-	315	129	90	2015
BV	Icade Reit [(a)]	18	17,434	100	4	-	9,117	-	-	7,847	-	2014
SNC	SNC Capri Danton	1	-	100	1	1	-	-	-	-	-	2014
SCI	BSP	10	(474)	99	10	10	-	-	1,178	(327)	-	2015
SCI	La Sucriere	5	42	99	4	4	40	-	-	(1)	-	2014
SCIA	Le Parc du Millénaire	5	(2,934)	86	5	5	57,277	-	-	(2,934)	-	2015
SAS	Icade Asset Management	494	1,509	75	371	371	-	-	6,709	882	-	2015
SASU	Icade Santé	497,208	1,019,853	57	806,286	806,286	641,121	-	165,610	50,581	40,246	2015
SCI	Fam de Lomme	900	821	51	459	459	230	-	743	151	-	2015

(a) Equity, revenues and profit/(loss) are the data established in the IFRS standards.

(in thousands of euros)		Capital	Equity excluding capital	Share of capital held in %	Book value of shares held		Loans & Advances	Guarantees given to subsidiaries	Turn-over	Profit/ (loss) from the last financial year closed (+ or -)	Dividends collected	Obs. (date of the last balance sheet)
					Gross	Net						
SUBSIDIARIES (HELD AT 10-50%)												
SCI	Du bassin nord	103,889	3,567	50	72,762	72,762	56,509	-	18,542	(38,067)	-	2015
SCI	CNM	420	1,392	50	210	210	39	-	1,033	(13)	-	2015
SPPICAV	BOUTIQUES PREMIUM	38,845	-	47	18,105	18,105	-	-	6	(61)	-	2014
SCI	Terrasse Bellini	91,469	1,251	33	37,179	37,179	8,805	-	10,535	1,251	799	2015
SCI	De La Vision	1,065	3,565	22	330	330	-	-	3,298	231	68	2015
SCI	Centre des Archives Diplomatiques	1,440	2,691	22	317	317	58	-	3,509	263	47	2015
SCI	Hôtel de Police Strasbourg	76	2,681	19	14	14	-	-	4,392	2,601	477	2015
SAS	Chrysalis	3,685	29,303	16	590	590	1,181	-	13,084	337	51	2014
SAS	Guyane Lycees	1,650	34,181	16	264	264	32	-	3,626	347	48	2014
SAS	La Cité	1,618	265	16	259	259	2,275	-	18,264	251	-	2015
SAS	UMAG	898	9,236	10	90	90	-	-	1,077	123	23	2014

3. STATUTORY AUDITORS' REPORT ON THE ANNUAL FINANCIAL STATEMENTS

This is a free translation into English of the Statutory Auditors' report on the financial statements issued in French and is provided solely for the convenience of English speaking users. The Statutory Auditors' report includes information specifically required by French law in such reports, whether modified or not. This information is presented below the audit opinion on the financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the financial statements. This report also includes information relative to the specific verification of information given in the management report and in the document addressed to the shareholders.
This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the Shareholders,

In compliance with the assignment entrusted to us by your Shareholders' Annual General Meeting, we hereby report to you, for the year ended December 31, 2015, on:

- the audit of the annual financial statements of Icade;
- the justification of our assessments;
- the specific verifications and information required by law.

These annual financial statements have been approved by the Board of Directors. Our role is to express an opinion on these financial statements based on our audit.

1. Opinion on the financial statements

We conducted our audit in accordance with the auditing standards applicable in France. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit involves performing procedures, using sampling techniques or others methods of selection, to obtain audit evidence about the amounts and disclosures in the financial statements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the financial statements give a true and fair view of the financial position and assets and liabilities of Icade, at December 31, 2015, and of the results of its operations for the year then ended in accordance with the accounting rules and principles applicable in France.

2. Justification of our assessments

In accordance with the requirements of Article L. 823-9 of the French Commercial Code *(Code de commerce)* relating to the justification of our assessments, we bring to your attention the following matters:

- the notes 2.2, 2.4, 2.5 and 2.8 to the financial statements describe the accounting rules and methods for the assessment of tangible and intangible fixed assets, equities and accounts receivables, as well as significant estimates made by the Company in connection with the implementation of impairment testing of these assets.

We assessed the adequacy of the data and assumptions used by Management and the resulting valuations. We also verified that the related to the financial statements provide the appropriate information.

The assessments were thus made in the context of the performance of our audit of the financial statements, taken as a whole, and therefore contributed to the formation of our audit opinion expressed in the first part of this report.

3. Specific verifications and information

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by law.

We have no matters to report regarding the fair presentation and the conformity with the financial statements of the information given in the management report of the Board of Directors, and in the documents addressed to the shareholders with respect to the financial position and the financial statements.

Concerning the information given in accordance with the requirements of Article L. 225-102-1 of the French Commercial Code relating to compensation and benefits received by the directors and any other commitments made in their favor, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by your Company from companies controlling your Company or controlled by it. Based on this work, we attest the accuracy and fair presentation of this information.

In accordance with French law, we have ensured that the required information concerning the purchase of investments and controlling interests and the identity of the shareholders and holders of the voting rights has been properly disclosed in the management report.

Courbevoie and Neuilly-sur-Seine, February 22, 2016

The Statutory Auditors (French original signed by)

Mazars	**PricewaterhouseCoopers audit**
Gilles Rainaut	Jean-Baptiste Deschryver

CAPITAL, SHARES AND DISTRIBUTION POLICY

8

1. INFORMATION ON THE ISSUER AND ITS CAPITAL

1.1. Legal information on the issuer

1.1.1. Company name

The Company name is "Icade" following the change of name from Icade Emgp decided by its shareholders at the Combined Ordinary and Extraordinary General Meeting of November 30, 2007.

1.1.2. *Registre du commerce et des sociétés*

The Company is registered under number 582 074 944 RCS Paris. The Company's SIRET number (company registration number) is 582 074 944 00650. Its NAF code (classification of activities for statistical purposes) is 6820 B.

1.1.3. Date of incorporation and life of the Company

The Company was registered in the Paris *Registre du commerce et des sociétés* on 27 October 1955. It shall terminate on December 31, 2098, unless it is extended or dissolved early as provided for by law and the Articles of Association.

1.1.4. Registered office, legal form and applicable legislation

The Company's registered office is situated at:

35, rue de la Gare

75019 Paris, France

Tel: +33 1 41 57 70 00

Fax: +33 1 41 57 80 32

Website: www.icade.fr

The Company is a "French public limited company" *(société anonyme)* with a Board of Directors governed by all current legal and regulatory provisions applicable to corporate entities as well as the provisions of its Articles of Association.

1.2. Articles of Association

The provisions of the Articles of Association as described in this paragraph are those which have been applicable since they were adopted by the Company's Combined Ordinary and Extraordinary General Meeting held on November 30, 2007.

1.2.1. Object of the Company (Article 2 of the Articles of Association)

The object of the Company is:

- to acquire, build and operate, in any form whatsoever, any property, land and property rights or buildings located in France or abroad and in particular any business premises, offices, shops, dwellings, warehouses or public salesrooms, restaurants, drinks outlets, any means of communication, any securities, corporate rights and any assets that may be attached to the said assets;
- to carry out all types of research relating to those business activities, both for its own account and on behalf of its subsidiaries or third parties;
- to carry out any transport, transit and handling operations, forwarding agency, auxiliary transport and related activities;
- to assist with and provide any administrative, accounting, financial and management services to all subsidiaries and partly-owned companies as well as to contribute to the companies in its Group with all material or financial resources, particularly for treasury management operations, in order to secure or promote their expansion as well as to carry out or assist with any economic, technical, legal, financial or other research without any restriction other than compliance with current legislation;
- to carry out business as an estate agency company, or as an intermediary for movable, immovable or commercial assets.

To that end, the creation, acquisition, leasing, installation and operation of any establishments relating to the estate agency business:

- to perform all types of property management agreements and in particular collection of rents and tenant charges;
- to perform any activities related to the operation of the properties or provide services to the occupants;
- to take a direct or indirect interest or holding in any existing or future industrial, commercial or financial activities or operations, or in activities or operations related to movable or immovable property, of any kind, in any form whatsoever, in France or abroad, provided those activities or operations directly or indirectly relate to the object of the Company or to similar, related or complementary objects;
- and more generally speaking, to perform operations of any kind whatsoever, whether economic or legal, financial, civil or commercial, which may directly or indirectly relate to the object of the Company or to similar, related or complementary objects.

1.2.2. Rights and obligations attached to the shares (Articles 6 to 8 of the Articles of Association)

1.2.2.1. Types of shares and identities of shareholders

Fully paid-up shares are in registered or bearer form, at the shareholder's option, within the framework of and subject to legal provisions in force.

The shares give rise to an account entry under the conditions and in accordance with the procedures provided for by current legislation and are transferred by inter-account transfer.

The Company may at any time request information on the composition of its shareholders in accordance with the provisions of Article L. 228-2 of the French Commercial Code and/or any other law which may supplement or supersede it.

1.2.2.2. Rights attached to each share

The ownership of one share automatically entails the acknowledgment and approval of the Articles of Association and decisions of the General Meeting. Whenever it is necessary to own a certain number of shares in order to exercise a right, it shall be up to owners who do not own the required number to make suitable pooling arrangements to reach the required share number.

All shares which make up or will make up the share capital of the Company and that are of the same share category, nominal value and that are fully paid up at the same price, shall have the same characteristics as existing shares as long as they bear the same dividend rights.

In addition to the non-pecuniary rights provided for by current legislation or by these Articles of Association, each share shall entitle its holder to a portion of the profits or liquidation dividend in proportion to the number of existing shares.

1.2.2.3. Payment for shares

The value of shares issued as part of a capital increase and to be paid for in cash is payable under the conditions laid down by the applicable legal and regulatory provisions.

Calls for funds shall be brought to the attention of subscribers and shareholders at least 15 days before the date set for each payment by means of a notice published in a legal announcements newspaper where the registered office is located or by personal registered letter.

Any delay in paying any sums due on the unpaid value of the shares shall, automatically and without the need for any formalities, entail payment of interest calculated *prorata temporis* at the legal interest rate plus two hundred (200) basis points, without prejudice to any personal action that the Company may initiate against the defaulting shareholder and to any forced execution measures provided for by current regulations.

1.2.3. General Meetings (Article 15 of the Articles of Association)

1.2.3.1. Notice of meeting

Shareholders' meetings shall be called and held and deliberations shall take place under the conditions provided for by current regulations.

1.2.3.2. Access to meetings

General Meetings shall include all shareholders whose shares, in accordance with the provisions of Article R. 225-85 of the French Commercial Code, are fully paid up (meaning that any amounts owing have been paid), and registered either in the name of the shareholder or, if the shareholder is not domiciled on French territory, in the name of the intermediary registered on their behalf, at midnight (Paris time) on the third working day preceding the meeting.

Shares must be registered either in the registered securities accounts held by the Company or in the bearer securities accounts held by the authorised intermediary, within the time limit mentioned in the preceding paragraph.

Access to the General Meeting is open to its members on production of proof of their statuses and identities. If it sees fit, the Board of Directors may give shareholders individual, personal admission cards and require these to be produced.

Subject to legal requirements, any shareholder may vote by post or may appoint his/her spouse or any other shareholder as proxy in order to be represented at a General Meeting.

In accordance with legal and regulatory requirements, shareholders may send their postal ballots or proxies, as well as a share ownership certificate, in paper form at least three days before the date of the General Meeting. The procedures for sending these documents shall be specified by the Board of Directors in the notice of meeting. The Board of Directors may shorten or remove this three-day period.

A shareholder who has already voted by postal ballot, submitted a proxy, or requested their admission card or a share ownership certificate may sell all or part of their shares at any time.

However, if the sale is made before midnight, Paris time, on the third working day preceding the meeting, the Company shall invalidate or amend accordingly, as appropriate, the postal vote, the proxy, the admission card or share ownership certificate. To this end, the authorised intermediary-account keeper shall notify the Company or its representative of the sale and forward the necessary information to the Company.

No sale or any other transaction carried out after midnight, Paris time, on the third working day preceding the meeting, regardless of the method used, shall be notified by the authorised intermediary or taken into consideration by the Company, notwithstanding any agreement to the contrary.

1.2.3.3. Voting rights

Each member of the meeting, whether Ordinary or Extraordinary, holds the same number of voting rights as the number of shares they own or represent.

1.2.3.4. Composition, attendance sheet and minutes

Meetings shall be chaired by the Chairman of the Board of Directors or, in his/her absence, by the Vice-Chairman or a director specially appointed by the Board. Otherwise, the meeting shall elect its Chairman itself.

Minutes shall be drawn up and copies shall be certified and distributed in accordance with current regulations.

In accordance with Article L. 2323-62 of the French Labour Code, three members of the Employee Representative Committee appointed by that committee shall attend all meetings of the Board of Directors in an advisory capacity. One of these three members shall be a manager, one shall be a supervisory staff member and one shall belong to the category of employees and labourers.

1.3. Information on the capital

1.3.1. General information

1.3.1.1. Value of the share capital

Icade's share capital stands at €112,966,652.03 and is divided into 74,111,186 fully paid-up shares, all of the same category. As far as the Company is aware and as of the date of this annual report, none of the Company's 74,111,186 shares have been pledged.

1.3.1.2. Capital authorised but not issued

Statement of authorisations granted by the General Meetings of April 12, 2013, April 29, 2014 and April 29, 2015

Securities concerned	Period of authorisation and expiry	Maximum nominal value of capital increases	Use of authorisations in 2015
Distribution of share subscription or purchase options (17th resolution of the Combined Ordinary and Extraordinary General Meeting of April 12, 2013)	Term: 38 months from the Combined Ordinary and Extraordinary General Meeting of April 12, 2013 Expiry: June 11, 2016	1% of the total number of shares making up the diluted capital on the day on which the Board of Directors decided to use this authorisation [c]	Unused to date
Issue of shares with preferential right of subscription (13th resolution of the Combined Ordinary and Extraordinary General Meeting of April 29, 2014)	Term: 26 months from the Combined Ordinary and Extraordinary General Meeting of April 29, 2014 Expiry: June 28, 2016	Maximum nominal value of immediate or future capital increases: €38 million [a]	Deduction of the nominal value of the capital increase resulting from the public exchange offer on Silic (*i.e.* €31,182,481.17) from the maximum authorised nominal value of €38 million [c]
Issue of shares or other securities of the Company, or instruments providing access to up to 10% of the Company's capital to be used for contributions in kind and made up of capital securities or instruments giving access to capital (14th resolution of the Combined Ordinary and Extraordinary General Meeting of April 29, 2014)	Term: 26 months from the Combined Ordinary and Extraordinary General Meeting of April 29, 2014 Expiry: June 28, 2016	10% of the share capital as it stands on the date of use of this delegation by the Board of Directors [a] [d]	Unused to date
Capital increase without preferential right of subscription for employees of the Company and its associates (15th resolution of the Combined Ordinary and Extraordinary General Meeting of April 29, 2014)	Term: 26 months from the Combined Ordinary and Extraordinary General Meeting of April 29, 2014 Expiry: June 28, 2016	1% of the diluted capital as of the Combined Ordinary and Extraordinary General Meeting of April 29, 2014 [a] [c]	Unused to date
Capital increase by incorporation of reserves, profits, share premiums, merger premiums, contributed surpluses or any other sums that may be incorporated into the capital (24th resolution of the Combined Ordinary and Extraordinary General Meeting of April 29, 2015) Renewal of the 16th resolution of the Combined Ordinary and Extraordinary General Meeting of April 12, 2013	Term: 26 months from the Combined Ordinary and Extraordinary General Meeting of April 29, 2015 Expiry: June 28, 2017	Maximum nominal value of capital increases: €15 million [a] [b]	Unused to date
Capital reduction through the repurchase of treasury shares held by the Company (20th resolution the Combined Ordinary and Extraordinary General Meeting of April 29, 2015) Renewal of the 11th resolution of the Combined Ordinary and Extraordinary General Meeting of April 29, 2014	Term: 18 months from the Combined Ordinary and Extraordinary General Meeting of April 29, 2015 Expiry: October 28, 2016	Maximum number of shares: 10% of the shares making up the share capital of the Company	Unused to date

(a) Where appropriate, the additional amount of the nominal value of the shares or other capital securities to be issued for the purpose of protecting the rights of holders of transferable securities or other rights providing access to the Company's capital, shall be added to this maximum amount.

(b) The maximum amount for this authorisation is separate from the €38 million maximum amount stated in the 1st resolution of the Combined Ordinary and Extraordinary General Meeting of March 26, 2012.

(c) The nominal amount of the capital increases which may carried out pursuant to the (i) delegations specified in the 13th and 14th resolutions of the Combined Ordinary and Extraordinary General Meeting (CGM) of April 29, 2014, (ii) the delegations specified in the 1st and 2nd resolutions of the CGM of March 26, 2012, as well as (iii) the delegations specified in the 13th, 14th and 17th resolutions of the CGM of April 12, 2013 shall be deducted from the maximum amount of €38 million specified in the 13th resolution of the CGM of April 29, 2014.

(d) Where appropriate, the additional amount of the nominal value of the shares to be issued for the purpose of protecting the rights of bonus share recipients shall be added to this maximum amount.

1.3.2. Non-equity shares

There are no shares not representing Icade's equity capital.

1.3.3. Securities held by Icade or for its own account

The Company's Combined Ordinary and Extraordinary General Meeting of April 29, 2015 renewed a resolution authorising the Board of Directors, for a period of 18 months, to have the Company buy its own shares in application of the provisions of Article L. 225-209 *et seq.* of the French Commercial Code. The Combined Ordinary and Extraordinary General Meeting renewed this authorisation under the following conditions:

- the number of shares that the Company can buy during the repurchase programme shall not exceed 10% of the shares making up the capital of the Company (that percentage applies at all times to the value of capital adjusted for the transactions affecting it after the meeting of April 29, 2015) on the understanding that a maximum of 5% of the shares making up the capital of the Company may be set aside to be kept and subsequently delivered in payment or exchange within the framework of a merger, demerger or contribution operation; and
- the number of shares that the Company may hold at any given time shall not exceed 10% of the shares making up the capital of the Company.

Under the terms and conditions of this authorisation, the Company's shares may at any time be purchased, sold, transferred or exchanged in accordance with current regulations on the exchange or over the counter, specifically by means of transactions in blocks of shares (which may be as large as the entire program), through the use of financial derivatives (traded on a regulated or over the counter market) or through certificates or securities entitling their holders to the Company's shares, or by setting up option-based strategies, or issuing instruments that may, through their conversion, exchange or redemption, or through the exercise of a certificate, or through any other action, entitle their holders to shares in the Company held by the latter as own shares at such times as the Board of Directors or the person representing the Board of Directors shall determine.

The maximum value of the funds to be used to implement this share repurchase programme is €735 million. The maximum purchase price is set at €130, excluding acquisition fees.

This authorisation is intended to enable the Company (i) to retain the shares and subsequently use them for payment or exchange as part of potential external growth transactions, in compliance with market practices accepted by the *Autorité des marchés financiers* (AMF); (ii) to enhance the liquidity of transactions and consistency of prices of the Company's securities and to avoid share prices that do not appropriately reflect market trends through the conclusion of a liquidity contract with an independent investment services provider, in accordance with market practices accepted by the AMF and the AMAFI (formerly the AFEI) Code of Ethics dated March 8, 2011 regarding liquidity contracts; (iii) to grant them to the corporate officers or employees of the Company and/or companies in its Group under the conditions and in accordance with the procedures provided for by legal and regulatory provisions applicable as part of the sharing of benefits of the Company's expansion, as part of the share purchase option scheme provided for by Articles L. 225-179 *et seq.* of the French Commercial Code, as part of the bonus share scheme provided for by Articles L. 225-197-1 *et seq.* of the French Commercial Code, and as part of a Company savings plan, and to carry out any hedging transactions relating to those operations under the conditions laid down by the market authorities and at such times as the Board of Directors or person representing the Board of Directors shall determine; (iv) to deliver them on exercise of rights attached to securities providing immediate or future entitlement to the grant of shares in the Company, as well as to carry out any hedging transactions in connection with the issue of such securities, under the conditions laid down by the market authorities and at such times as the Board of Directors or person representing the Board of Directors shall determine; or (v) to cancel them totally or partially by means of a capital reduction (particularly in order to improve cash management, return on equity or earnings per share).

This authorisation is also intended to enable the Company to trade in its own shares for any other authorised purpose or some purpose which may be authorised by applicable legal and regulatory provisions or which may become recognised as a market practice by the AMF.

The Board of Directors meeting of April 29, 2015 decided to implement the share repurchase program in respect of all the objectives set out by the Ordinary and Extraordinary General Meeting of April 29, 2015.

In this respect, a liquidity contract compliant with the AMAFI Code of Ethics approved by the order of the AMF on October 1, 2008 was signed on December 31, 2010 with Rothschild & Cie Banque, an investment service provider, and became effective on January 1, 2011. A part of the shares was acquired by the Company in the context of the liquidity contract. On January 1, 2011, the sum of €5 million and 231,803 Icade shares were transferred to the liquidity account to implement said contract.

Situation at December 31, 2015

Of the 532,965 treasury shares representing 0.72% of the capital at December 31, 2015, 306,000 are allocated to the liquidity contract.

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2015 information (cumulative data)	Shares	% of capital
Total number of outstanding shares as of the start of the program (January 1, 2011)	51,802,133	100.00%
Directly- and indirectly-held treasury shares as of the start of the program	€705,205	
Number of shares held at December 31, 2015	532,965	0.72%
Number of shares repurchased during the year	540,688	0.73%
Number of shares sold during the year	547,031	0.74%
Average price of repurchases	€73.71	
Average price of sales	€72.85	
Transaction costs excluding tax	€75,000	
Portfolio book value	€39,449,324.50	
Portfolio nominal value	€812,469.12	

1.3.4. Complex securities

1.3.4.1. ORNANE bonds

On the date of the merger by acquisition of Silic by Icade (the Merger), Icade automatically takes over all of Silic's obligations resulting from commitments made by Silic pursuant to the Offering Circular of November 3, 2010 approved by the AMF under number 10386 (the Offering Circular) to the owners of the 940,641 bonds redeemable in cash and/or in new and/or existing shares (ORNANE bonds) outstanding on the date the Merger is completed (excluding those held by Icade).

The ORNANE bonds were issued on November 16, 2010 at a unit nominal value of €124.59. They have a 2.50% annual coupon. In accordance with the issue contract, the ORNANE bonds shall be fully redeemable on January 1, 2017, except for cases of early amortisation or early redemption and if the bondholder does not exercise the share allotment right. As from January 1, 2015 (inclusive), bondholders may exercise their share allotment right according to the procedure described in the Offering Circular.

ORNANE bonds are admitted to trading on Euronext Paris.

Adjustment of the ORNANE conversion rate

Since the effective date of the Merger, the allotment right to new and/or existing shares for the ORNANE bonds has been transferred to the Icade shares, and the conversion rate of these bonds has been adjusted according to the exchange ratio of five (5) Icade shares for four (4) Silic shares kept under the Merger. The other terms of the Offering Circular relating to the issue of the ORNANE bonds remain unchanged.

The number of Icade shares to which each ORNANE bondholder would be entitled, pursuant to the Offering Circular, thus corresponds to the number of Silic shares to which the holder is entitled by virtue of the prevailing conversion rate on the date of the Merger multiplied by the 1.25 exchange ratio of the Merger.

Since the dividend distribution of May 7, 2015, the conversion rate was changed from 1.57 to 1.65 Icade shares for each ORNANE bond. At December 31, 2015, the number of outstanding ORNANE bonds stood at 359,942.

1.3.4.2. Stock options

The information and history of stock options granted are described in chapter 2 of the Company's 2015 registration document.

1.3.4.3. Bonus shares granted

The information and history of bonus shares granted are described in chapter 2 of the Company's 2015 registration document.

1.3.5. Option or agreement relating to the capital of Icade or companies in its Group

As of the date of this registration document, there are no commitments to purchase or sell (i) all or part of the capital of Icade or (ii) all or part of the capital of a direct subsidiary of Icade.

1.3.6. Changes in Icade's capital over the last three years

Date	Transaction	Number of shares issued/ cancelled	Nominal value of the variation in capital *(in €)*	Share premiums, merger premiums, or contributed surpluses *(in €)*	Total capital *(in €)*	Total number of shares
Between 1 May and May 31, 2013	Capital increase due to the exercise of Icade stock options (noted by the Board of Directors on June 24, 2013)	6,800	10,365.15	442,582.85	79,274,031.35	52,007,317
On July 19, 2013	Capital increase due to the issue of new Icade shares to be delivered in exchange for the Silic shares contributed to the offer	19,295,355	29,411,641.77	1,301,967,856.23	108,685,673.12	71,302,672
On August 9, 2013	Capital increase due to the issue of new Icade shares to be delivered in exchange for the Silic shares contributed to the re-opened Offer	1,161,750	1,770,839.40	76,484,640.60	110,456,512.52	72,464,422
On December 31, 2013 at midnight	Capital increase due to the issue of new Icade shares to be delivered in exchange for the Silic shares contributed during the merger	1,451,687	2,212,786.34	8,855,692.66	112,669,298.86	73,916,109
Between 1 March and March 31, 2014	Capital increase due to the exercise of Icade stock options (noted by the Board of Directors on April 29, 2014)	16,782	25,580.57	914,547.07	112,694,879.43	73,932,891
Between 1 April and April 30, 2014	Capital increase due to the exercise of Icade stock options (noted by the Board of Directors on June 26, 2014)	59,482	90,667.59	3,796,430.05	112,785,547.02	73,992,373
Between 1 June and June 30, 2014	Capital increase due to the exercise of Icade stock options (noted by the Board of Directors on July 23, 2014)	30,013	45,748.4	2,007,276.40	112,831,295.42	74,022,386
Between 1 January and January 31, 2015	Capital increase due to the exercise of Icade stock options (noted by the Board of Directors on February 17, 2015)	8,000	12,194.29	520,685.71	112,843,489.71	74,030,386
Between 1 February and February 28, 2015	Capital increase due to the exercise of Icade stock options and stock options formerly issued by Silic (noted by the Board of Directors on March 19, 2015)	38,900	59,294.73	2,599,109.27	112,902,784.44	74,069,286
Between 1 March and March 31, 2015	Capital increase due to the exercise of Icade stock options and stock options formerly issued by Silic (noted by the Board of Directors on March 19, 2015)	41,900	63,867.59	2,839,216.41	112,966,652.03	74,111,186

1.3.7. Changes in the Icade's shareholding structure over the last three years

	31/12/2015		12/31/2014		12/31/2013	
Shareholders	Number of shares	% of capital	Number of shares	% of capital	Number of shares	% of capital
HoldCo SIIC [(a)]	38,491,773	51.94	38,491,773	52.00	38,491,773	52.07
Crédit Agricole group [(b)]	4,144,304	5.59	4,147,160	5.6	N/A	N/A
Employees	212,200	0.29	231,567	0.31	177,166	0.24
Treasury	532,965	0.72	539,308	0.73	320,305	0.43
Public	30,729,944	41.46	30,612,548	41.36	34,926,865	47.25
TOTAL	**74,111,186**	**100**	**74,022,386**	**100**	**73,916,109**	**100**

(a) Company whose capital is held by Caisse des Dépôts and Groupama, with stakes of 75.07% and 24.93% respectively.

(b) Crédit Agricole S.A. (12, place des États-Unis, 92127 Montrouge) notified the French financial authority (AMF) that on March 14, 2014 it exceeded indirectly (through the companies Predica, Spirica, Pacifica, Caci Life, Caci Life Greece, Caci Non Life, Cali Europe, Care, Ca Vita, La Médicale de France, Dolcéa Vie, Crédit Agricole Assurances, Assurance Mutuelle Fédérale and CA CIB, in which it has controlling interests), and in concert with the company Assurance Mutuelle Fédérale SA, the thresholds of 5% of Icade's capital and voting rights, and that it indirectly holds 4,298,194 Icade shares and the same number of voting rights, i.e. 5.81% of capital and voting rights. Assurance Mutuelle Fédérale participated in the decision to invest in Icade implemented by Crédit Agricole Assurances, which is controlled by Crédit Agricole S.A., and implemented by its subsidiaries Predica, Spirica, Pacifica, Caci Life, Caci Life Greece, Caci Non Life, Cali Europe, Care, Ca Vita, La Médicale de France, Dolcéa Vie. Consequently, it is considered that Assurance Mutuelle Fédérale acts in concern with Crédit Agricole S.A. and its subsidiaries Crédit Agricole Assurances, Predica, Spirica, Pacifica, Caci Life, Caci Life Greece, Caci Non Life, Cali Europe, Care, Ca Vita, La Médicale de France and Dolcéa Vie in relation to Icade.

More than 10% of capital was paid for using assets other than cash during the period covered by the historical financial information.

As far as the Company is aware, there is no other shareholder who holds more than 5% of the capital or voting rights.

1.3.8. Crossing of shareholding thresholds (Article 6 III of the Articles of Association)

In addition to the thresholds provided for by applicable law, any natural/legal person who, acting alone or in concert, exceeds or falls below a threshold of 0.5% or more of the Company's capital or voting rights, or any whole multiple of that percentage below 5%, must, within the time limits and in accordance with the provisions set out in Article L. 233-7 of the French Commercial Code (or any other article which may replace it), inform the Company, by registered letter with acknowledgement of receipt, of the total number of shares and voting rights they (it) hold(s) as well as the total number of securities providing future access to the capital of the Company and associated voting rights.

Beyond 5% and up to a threshold of 50% (without prejudice to any additional legal requirement), the disclosure obligation provided for in the previous paragraph shall apply when a threshold of 1% or more, or any whole multiple of that percentage, of the Company's capital or voting rights is crossed, upwards or downwards.

For the purposes of this article, the holding of the person concerned shall be calculated in the same way as for legal thresholds. In respect of thresholds being crossed as a result of a purchase or sale on the regulated market, the time limit referred to in Article L. 233-7 of the French Commercial Code shall begin to run from the date on which the securities are traded and not the date of their delivery.

In the event of non-compliance with the disclosure obligation provided for herein, the sanctions provided for in Article L. 233-14 of the French Commercial Code shall apply; in particular, shareholders holding at least 5% of the share capital may issue a request, which shall be included in the minutes of the General Meeting, that the voting rights attached to the shares exceeding the fraction which should have been declared be suspended in respect of any Shareholders Meeting to be held in the two years following the date of the regularisation declaration.

1.4. Shareholding structure

1.4.1. Majority shareholder

The following table shows the number of shares, percentage of capital and corresponding percentage of voting rights held by the Company's shareholders at December 31, 2015.

Shareholders (at 12/31/2015)	Number of shares	Percentage of capital	Number of voting rights	Percentage of voting rights
HoldCo SIIC [(a)]	38,491,773	51.94	38,491,773	52.31
Crédit Agricole group	4,144,304	5.59	4,144,304	5.63
Employees (FCPE Icade)	212,200	0.29	212,200	0.29
Treasury	532,965	0.72	0	0.00
Public	30,729,944	41.46	30,729,944	41.77
TOTAL	**74,111,186**	**100.00**	**73,578,221**	**100.00**

(a) Company whose capital is held by Caisse des Dépôts and Groupama, with stakes of 75.07% and 24.93% respectively.

In accordance with Icade's Articles of Association, no shareholder holds any differentiated voting rights.

As far as the Company is aware, there has not been any significant change in the shareholding structure since December 31, 2015.

1.4.2. Disclosures in respect of crossings of shareholding thresholds provided for the Articles of Association

		Crossing of threshold		
Declaring party	Transaction date	% of total number of shares	% of total number of votes	
Aberdeen Asset Managers Limited	01/09/2015	0.50	0.49	Downward
BNP PARIBAS Investment Partners	01/09/2015	2.4916	1.7443	Downward
BNP PARIBAS Investment Partners	01/19/2015	2.5001	1.7528	Upward
AXA Investment Managers	02/26/2015	1.50	1.50	Upward
Sumitomo Mitsui Trust Holdings	04/02/2015	1.00	1.00	Downward
Sumitomo Mitsui Trust Holdings	04/10/2015	0.50	0.50	Downward
Aviva Investors France SA & Aviva Investors Global Services Limited	04/17/2015	0.50	0.50	
Aberdeen Asset Managers Limited	05/12/2015	0.49	0.48	Downward
Citigroup Global Markets Limited	05/18/2015	0.0621	0.1234	
BNP PARIBAS Investment Partners	05/19/2015	2.2734	1.5095	Upward
BNP PARIBAS Investment Partners	06/26/2015	2.2064	1.4425	Downward
BNP PARIBAS Investment Partners	08/27/2015	1.9979	1.3190	Downward
BNP PARIBAS Investment Partners SA	09/30/2015	1.5822	1.5811	Upward

1.4.3. Declaration relating to the majority shareholder's control of the Company

In the interests of good corporate governance, Icade has taken a number of actions to prevent conflicts of interest and has five independent directors on its Board of Directors.

Icade is indirectly controlled (through HoldCo SIIC) by Caisse des Dépôts within the meaning of Article L 233-3, I-1 of the French Commercial Code.

1.4.4. Agreement relating to the control of the Company

As far as the Company is aware, there is no agreement which could entail a change of control of Icade.

At December 31, 2015, Icade has in place a set of measures intended to prevent conflicts of interest, amongst which:

- the presence of five independent directors on the Board of Directors made up of thirteen members. The proportion of independent directors on the Board of Directors is in compliance with Article 8.2 of the AFEP-MEDEF Corporate Governance Code;
- the existence of three committees on which independent directors sit: Appointments and Remunerations Committee (2/3 independent directors); Audit, Risks and Sustainable Development Committee (2/3 independent directors); and the Strategy and Investment Committee (1/5 independent directors);

- the capital relationship between Caisse des Dépôts and Icade is described in this document. Two regulated related-party transactions within the meaning of Article L. 225-38 of the French Commercial Code were entered into over the financial year ended December 31, 2015 and no regulated related-party transaction entered into during a prior financial year was still ongoing during this financial year (see the Auditors' special report on regulated related-party transactions).

1.5. Items that could have a bearing on a takeover bid

It should be remembered that Caisse des Dépôts indirectly exercises control over Icade via its subsidiary HoldCo SIIC. Caisse des Dépôts is the majority shareholder (with a 75.07% stake) of HoldCo SIIC, which holds 52% of the capital and 52.38% of the voting rights in the Company at December 31, 2015.

- Shareholding structure

  These elements are described in chapter 2 of the Company's 2015 registration document.

- Restrictions to the exercise of voting rights and to share transfers provided for by the Company's Articles of Association, or terms of agreements that were notified to the Company

  None.

- Significant holdings and treasury shares

  These elements are described in chapter 2 of the Company's 2015 registration document.

- List of holders of securities with special control rights and description of these securities (preference shares)

  None.

- If an employee shareholding scheme is in place, control mechanisms applying when the control rights attached to employee-owned shares are not exercised by employees

  The Company has not implemented any employee shareholding scheme where control rights are not exercised by the employees with the exception of the FCPE Icade Actionnariat, which is invested in Icade shares, includes the "Icade Actions" sub-fund, and is offered to employees in connection with the Group savings plan as described in chapter 2 of the Company's 2015 registration document.

- Shareholder agreements that could restrict share transfers and the exercise of voting rights and of which the Company is aware (Shareholders' Agreement)

  None.

- Rules governing the appointment and replacement of Board members and amendments to the Company's Articles of Association

  These rules are consistent with applicable law and regulations.

- Authorisations granted to the Board of Directors, especially in respect of the issue or repurchase of shares

  See authorisations granted to the Board of Directors in chapter 2 of the Company's 2015 registration document. Pursuant to applicable regulations, such authorisations shall be suspended during public offers, unless the reciprocity exception provided for by applicable regulations is invoked.

- Agreements that will change or terminate if there is a change of control of the Company, unless disclosure of such agreements would severely damage its interests and is not required by law

  Some external funding conditions were obtained by the Company as a result of Caisse des Dépôts's majority stake in the Company.

- Agreements on severance payments for Icade Board members or employee corporate officers if they resign or are dismissed without just cause, or if their position is terminated because of a public offering

  During its meeting held on April 29, 2015, Icade's Board of Directors committed to make a severance payment to Olivier Wigniolle in the event that his office as Chairman and CEO should be terminated.

  In accordance with the recommendations of the Code of Corporate Governance for listed companies by the AFEP and the MEDEF revised in November 2015, in the event of a forced departure linked to (i) a change of control (as defined by Article L. 233-3 of the French Commercial Code) or (ii) a strategic disagreement with the Board of Directors ("Forced Departure"), the CEO will be granted severance payments by the Board of Directors as described below.

1.5.1. Items that could have a bearing on a takeover bid

After Serge Grzybowski resigned from his offices as director and Chairman and CEO of the Company on February 17, 2015, a transactional agreement was signed on that same day between the Company and Serge Grzybowski. The Severance Payment as provided for by the Board of Directors in its decision on April 7, 2011 has not been granted.

In application of the decision of the Board of Directors of April 29, 2015 and in accordance with the recommendations of the Reference Code, the terms and conditions of office applicable to Olivier Wigniolle establish a severance payment in the event that his office as CEO should terminate:

The amount of the Severance Payment will be equal to the total gross overall remuneration (including fixed and variable remuneration) received by the CEO over the 12 months preceding the date of the Forced Departure.

1.5.2. Conditions for Severance Payment

In accordance with Article L. 225-42-1 of the French Commercial Code, the Severance Payment will be contingent upon fulfilment of the performance condition described below.

In the event of Forced Departure, Icade will pay the CEO the Severance Payment if the most recent NPAG is greater than or equal to the NPAG during the reference period.

For the purposes of assessing the performance condition:

- ***NPAG*** is the Net profit/(loss) attributable to the Group as reported by a company in its consolidated financial statements and after adjustment for capital gains from disposals;
- the ***most recent NPAG*** means Icade's most recent NPAG known for the financial year preceding the date of the Forced Departure;
- the NPAG for the reference period means the arithmetic mean of Icade's NPAGs over the two financial years immediately preceding the most recent NPAG.

2. THE COMPANY'S SHARES

At December 31, 2015, Icade's share capital stood at €112,966,652.03, divided into 74,111,186 shares. At December 31, 2015, the Company's market capitalisation was €4,587 million.

The shares have been listed on the A compartment of the "Euronext Paris" regulated market since January 21, 2008 (code: FR0000035081-ICAD). The share is part of the EPRA, SBF 120, Euronext 100, Dow Jones Stoxx Europe 600, Dow Jones Euro Stoxx, CAC Mid&Small, CAC AllShares, CAC All-Tradable, CAC Mid 60, CAC Financials, CAC RE Inv Trusts and Euronext IEIF SIIC indices.

The following data refer to Icade shares from 1 January to December 31, 2015.

	Price *(in €)*		Trading volumes	
2015	**High**	**Low**	**Securities traded** *(in number)*	**Capital traded** *(in € million)*
January	77.45	65.15	2,099,767	151.53
February	81.32	77.99	1,882,070	148.70
March	84.89	75.81	2,173,628	175.69
April	83.49	77.55	2,331,802	189.30
May	79.37	70.08	2,263,826	162.51
June	71.20	63.94	1,908,252	127.97
July	70.98	63.67	2,512,722	170.68
August	70.73	62.19	1,485,596	99.79
September	63.20	59.40	2,044,903	124.65
October	67.36	59.95	1,525,723	98.62
November	68.03	63.50	1,617,811	105.82
December	68.52	59.98	1,852,150	117.57
			23,698,250	**1,672.84**

(Sources: Euronext/Bloomberg).

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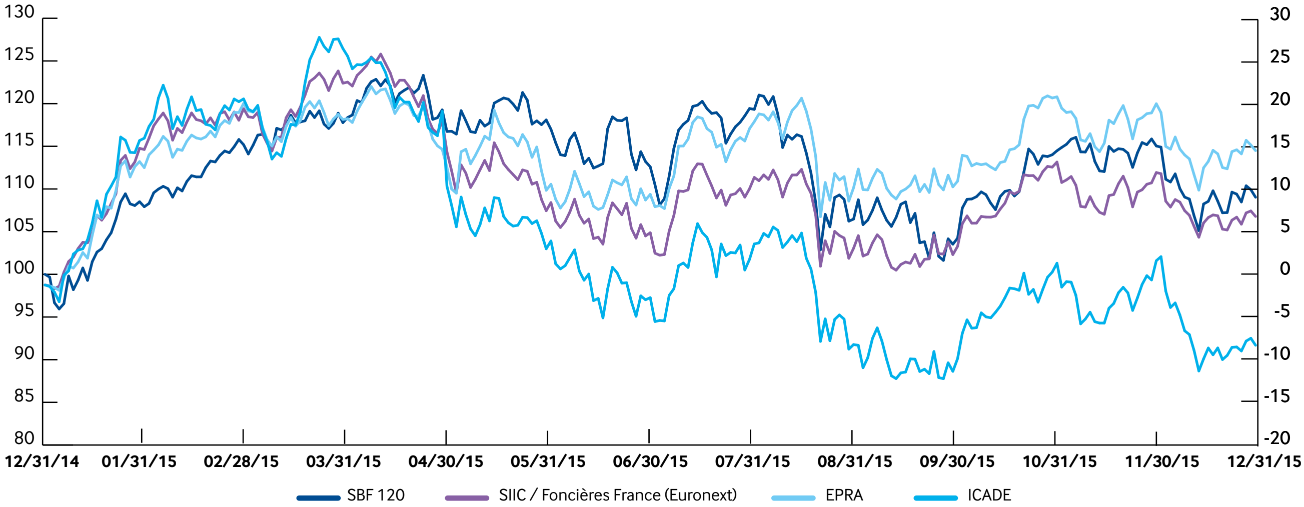
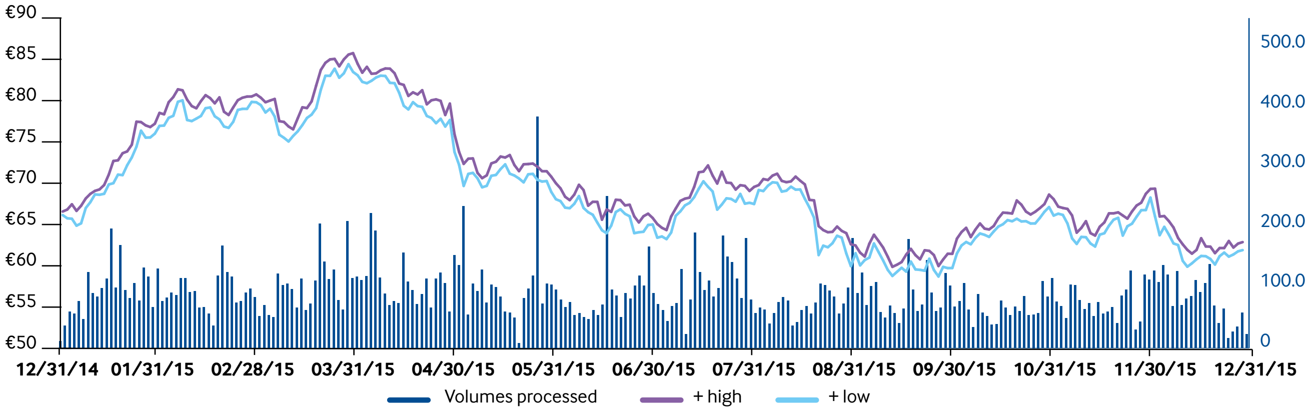
ICADE'S SHARE PRICE IN 2015





3. EMPLOYEE SHAREHOLDING

In order to involve employees in Icade's performance and strengthen their sense of belonging to the Group, whatever their rank or position, Icade has implemented a series of employee shareholding programmes including a Group savings plan with an "FCPE" employee-shareholding fund, bonus shares and stock option plans.

3.1. Group savings plan

Employees of Icade's economic and social unit (UES) are beneficiaries of the Group savings plan, as long as they have completed at least three months of service in the Icade group.

To invest these assets, Icade's group savings plan offers employees several "FCPE" employee-shareholding funds: four multi-company funds, and the Icade fund.

FCPE Icade Action represents 32.3% of outstanding assets invested in the Group savings plan and 39.54% of unit holders hold assets within this fund.

At December 31, 2015, FCPE Icade Action held all employee-owned Icade shares, that is: 212,200 securities and 0.29% of capital.

At December 31, 2015, no other "FCPE" employee-shareholding fund held Icade shares.

3.2. Bonus share plan

In 2011, Icade decided to launch bonus share plans for all of its employees.

These plans have a duration of four years (two-year vesting period and an additional two-year mandatory holding period).

The 2014 democratic grant of 15 bonus shares will only become final after a two-year vesting period starting March 3, 2014, and is subject to the satisfaction of the condition of continued service within the Group or within the subsidiaries belonging to the Icade economic and social unit (UES).

Bonus shares granted to senior executives (members of the Executive Committee and Coordination Committee, excluding the Chairman and CEO) for 2014 will become final after a two-year vesting period starting March 3, 2014, and is subject to the satisfaction of the condition of continued service within the Group or within the subsidiaries belonging to the Icade economic and social unit (UES) and to the performance conditions based on market and internal performance indicators.

After the vesting period, beneficiaries will become owners of the bonus shares, which will be registered in their names on an account. As from the vesting date, they may only sell their bonus shares at the end of a two-year mandatory holding period.

3.3. Stock options – history of grants and information

In accordance with the authorisations given by Icade's Combined Ordinary and Extraordinary General Meeting (absorbed) of March 6, 2006, Icade's Board of Directors, at its meetings of July 24, 2008 and February 16, 2011, granted stock options and approved the plans the main characteristics of which are described below.

In accordance with the authorisation given by Icade's Combined Ordinary and Extraordinary General Meeting (absorbed) of November 30, 2007, Icade's Board of Directors, at its meetings of November 30, 2007 and July 24, 2008, granted stock options and approved the plans the main characteristics of which are described below.

When Compagnie la Lucette was acquired by and merged with Icade, the plan that CLL's Board of Directors had adopted on August 21, 2006 by delegation of its Combined Ordinary and Extraordinary General Meeting of April 21, 2006 was converted into Icade stock option plans applying the exchange ratio used for the merger.

In accordance with the authorisations given by Icade's Combined Ordinary and Extraordinary General Meeting (absorbed) of April 15, 2009, Icade's Board of Directors, at its meeting of February 16, 2011, granted stock options and approved the plans, the main characteristics of which are described below.

When Silic and Socomie were acquired by and merged with Icade, the plan that Silic's Board of Directors had adopted on August 21, 2006 by delegation of its Combined Ordinary and Extraordinary General Meeting of April 21, 2006 was converted into Icade stock option plans applying the exchange ratio used for the merger.

3.3.1. "1.2-2008 plan"

In accordance with the authorisation given by the Combined Ordinary and Extraordinary General Meeting of Icade Emgp (renamed "Icade") of November 30, 2007, Icade's Board of Directors of July 24, 2008 approved a "1.2-2008 plan" in favour of the corporate officers (Article L. 225-185 of the French Commercial Code) including the Chairman of simplified joint stock companies (SAS), or companies in the Group, and/or a salaried individual of a company in the Group and member of Executive Committee or Coordination Committee of the Company, or performing management duties within a company in the Group.

In accordance with the delegation granted to him by Icade's Board of Directors on July 24, 2008, the Chairman and Chief Executive Officer decided that the grant of options provided for by the "1.2-2008 plan" would take place on August 8, 2008.

The main characteristics of this "1.2-2008 plan" are described below:

	1.2-2008 plan
Maximum number of options that can be subscribed for if all the options are granted and exercised	775,901 [(a)] and 517,267 per financial year
Total number of stock options initially granted	145,000
Total number of shares that can be subscribed for by exercising options	145,000, of which 74,000 shares can be subscribed by the top 10 non-corporate officer employee awardees, 31,000 can be subscribed by other non-corporate officer employee awardees, and 40,000 shares can be subscribed for by Serge Grzybowski, who is the Chairman and Chief Executive Officer and the only corporate officer concerned.
Total number of beneficiaries	24
Start of the stock option exercise period	August 9, 2012
Expiry date	August 8, 2015
Subscription price	€66.61
Terms and conditions of exercise	From the end of the mandatory holding period, these options can be exercised by their beneficiaries under the following terms and conditions: ◆ up to 80% of the total number of options granted to them; and ◆ for the remainder, *i.e.* up to 20% of the total number of options granted (the "Performance-Contingent Options"), exercisable options shall be determined based on the change in the price of the Icade share relative to the change in the IEIF *benchmark* index [(b)].
Cancelled stock options	45,000 (including 28,000 for failing to meet the objectives as part of the performance conditions and 2,800 upon expiry of the plan)
Exercised stock options	100,000
Outstanding stock options at 12/31/2015	0

(a) The 23rd resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of November 30, 2007 states that: the General Meeting decided that the number of options granted cannot provide entitlement to a total number of shares resulting in a nominal capital increase exceeding 1.5% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months) and 1% of the diluted capital determined as of the day of this meeting, per financial year.

(b) Thus these objectives will be achieved if, over the reference periods, the change in Icade's share price (average of the twenty opening prices prior to 2 January of each period) is between 4% and 16% greater than the change in the IEIF benchmark index over the same periods. However, if the change in Icade's share price between January 2, 2008 and January 2, 2012 is more than 16% greater than the change in the IEIF benchmark index over the same period, all of the Performance-Contingent Options may be exercised by the beneficiary.

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3.3.2. "1-2011 plan" for stock options

In accordance with the authorisation given by the Combined Ordinary and Extraordinary General Meeting of Icade Emgp (renamed "Icade") of April 15, 2009, Icade's Board of Directors of February 16, 2011 approved a "1-2011 plan" in favour of the corporate officers (Article L. 225-185 of the French Commercial Code) including the Chairman of simplified joint stock companies (SAS), or companies in the Group, and/or a salaried individual of a company in the Group and member of Executive Committee or Coordination Committee of the Company, or performing management duties within a company in the Group.

In accordance with the delegation granted to him by Icade's Board of Directors on February 16, 2011, the Chairman and Chief Executive Officer decided that the grant of options provided for by the "1-2011 plan" would take place on March 3, 2011.

The main characteristics of this "1-2011 plan" are described below:

	1-2011 plan
Maximum number of options that can be subscribed for if all the options are granted and exercised	751,361 [(a)] and 498,377 per financial year
Total number of stock options initially granted	147,500
Total number of shares that can be subscribed for by exercising options	147,500, of which 80,500 shares can be subscribed by the top 10 non-corporate officer employee awardees, 26,000 can be subscribed by other non-corporate officer employee awardees, and 40,000 shares can be subscribed for by Serge Grzybowski, who is the Chairman and Chief Executive Officer and the only corporate officer concerned.
Total number of beneficiaries	32
Start of the stock option exercise period	March 4, 2015
Expiry date	March 3, 2019
Subscription price	€80.86
Terms and conditions of exercise	These options can be exercised by their beneficiaries with effect from the end of the mandatory holding period under the following terms and conditions: ◆ up to 35% of the total number of options granted to them; and ◆ for the remainder, *i.e.* up to 65% of the total number of options granted (the "Performance-Contingent Options"), 32.5% of options shall be exercisable or not depending on the change in the price of the Icade share relative to the change in the IEIF *benchmark* index [(b)] and the remaining 32.5% depending on the achievement of objectives in terms of net current cash flow.
Cancelled stock options	113,443 (including 80,190 for failing to meet objectives set under the performance conditions)
Exercised stock options	-
Outstanding stock options at 12/31/2015	33,857

(a) The 18th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of April 15, 2009 states that: the General Meeting decided that the number of options granted cannot provide entitlement to a total number of shares resulting in a nominal capital increase exceeding 1.5% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months) and 1% of the diluted capital determined as of the day of this meeting, per financial year.

(b) Thus these objectives will be achieved for half of the Performance-Contingent Options if, over the reference periods, the change in Icade's share price (average of the twenty opening prices prior to 2 January of each period) is between 4% and 16% greater than the change in the IEIF benchmark index over the same periods. However, if the change in Icade's share price between January 2, 2011 and January 2, 2015 is more than 16% greater than the change in the IEIF benchmark index over the same period, and the independently determined conditions for each of the periods have not been met, 80% of the Performance-Contingent Options may be exercised by the beneficiaries.

Similarly, the objectives will be achieved for half the Performance-Contingent Options if, in the first four financial years, the 2011 cash flow reaches €240 million, the 2012 cash flow reaches €284 million, the 2013 cash flow reaches €291 million, and the 2014 cash flow reaches €337 million. However, if in year 4 the objective is 100% achieved, 80% of the options conditional on cash flow can be exercised by the beneficiaries.

3.4. Bonus shares

3.4.1. "2011 Icade bonus share plan"

In accordance with the authorisation given by the Combined Ordinary and Extraordinary General Meeting of Icade Emgp (renamed "Icade") of April 15, 2009, Icade's Board of Directors of February 16, 2011 approved a bonus share plan in favour of the corporate officers (Article L. 225-185 of the French Commercial Code) including the Chairman of simplified joint stock companies (SAS), or companies in the Group, and/or a salaried individual of a company in the Group and member of Executive Committee or Coordination Committee of the Company, or performing management duties within a company in the Group.

In accordance with the delegation granted to him by Icade's Board of Directors on February 16, 2011, the Chairman and Chief Executive Officer decided that the grant of bonus shares provided for by the plan would take place on March 3, 2011.

The main characteristics of this 2011 plan are described below:

	2011 plan
Maximum number of bonus shares that may be granted	498,377 [(a)]
Total number of bonus shares initially granted	17,660
Maximum number of bonus shares that may vest	17,660, *i.e.* 10 shares per employee holding a permanent employment contract on January 31, 2011 and still being employed on the day of grant [(b)].
Total number of beneficiaries	1,766
Vesting date	March 4, 2013
End of the mandatory holding period	March 3, 2015
Grant price	€80.86 [(c)]
Vesting terms and conditions	These shares will permanently vest provided that their beneficiary is still providing services to the Company on the vesting date.
Cancelled shares	2,790
Shares vested in March 2013 [(d)]	14,860

(a) The 19th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of April 15, 2009 states that: the General Meeting decided that the number of shares granted cannot represent a nominal capital increase exceeding 1% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months).

(b) The members of the Executive Committee and the Coordination Committee, who already benefit from a stock option plan, declined the bonus shares that were awarded to them under this democratic plan.

(c) Average of the 20 most recent prices, prior to March 3, 2011.

(d) Includes shares vested early in accordance with the rules defined in the terms and conditions of the plan.

3.4.2. "1-2012 plan" and "2-2012 plan" for Icade bonus shares

In accordance with the authorisation given by the Combined Ordinary and Extraordinary General Meeting of Icade Emgp (renamed "Icade") of April 15, 2009, Icade's Board of Directors of February 16, 2012 approved a bonus share plan in favour of the corporate officers (Article L. 225-185 of the French Commercial Code) including the Chairman of simplified joint stock companies (SAS), or companies in the Group, and/or a salaried individual of a company in the Group and member of Executive Committee or Coordination Committee of the Company, or performing management duties within a company in the Group.

In accordance with the delegation granted to him by Icade's Board of Directors on February 16, 2012, the Chairman and Chief Executive Officer decided that the assignment of bonus shares under the two 2012 plans would take place on March 2, 2012.

The main characteristics of the "1-2012 plan" and "2-2012 plan" are described below:

	1-2012 plan
Maximum number of bonus shares that may be granted	498,377 [(a)]
Total number of bonus shares initially granted	26,190
Maximum number of bonus shares that may vest	26,190, *i.e.* 15 shares per employee holding a permanent employment contract on December 31, 2011 and still being employed on the day of grant.
Total number of beneficiaries	1,746
Vesting date	March 3, 2014
End of the mandatory holding period	March 2, 2016
Grant price	€62.84 [(b)]
Vesting terms and conditions	These shares will permanently vest provided that their beneficiary is still providing services to the Company on the vesting date.
Cancelled shares	2,430
Vested shares [(c)]	23,760

(a) The 19th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of April 15, 2009 states that: the General Meeting decided that the number of shares granted cannot represent a nominal capital increase exceeding 1% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months).
(b) Average of the 20 most recent prices, prior to March 3, 2012.
(c) At December 31, 2013, there were two cases of early vesting in accordance with the rules defined in the terms and conditions of the plan (i.e. 30 shares for death and disability).

	2-2012 plan
Maximum number of bonus shares that may be granted	498,377 [(a)]
Total number of bonus shares initially granted	28,290
Maximum number of bonus shares that may vest	28,290, of which 14,140 shares may vest in favour of the top 10 non-corporate officer employee awardees, 8,166 may vest in favour of other non-corporate officer employee awardees, and 5,984 shares may vest in favour of Serge Grzybowski, who is the Chairman and Chief Executive Officer and the only corporate officer concerned.
Total number of beneficiaries	35
Vesting date	March 3, 2014
End of the mandatory holding period	March 3, 2016
Grant price	€62.84 [(b)]
Terms and conditions of exercise	100% of these shares will permanently vest provided that their beneficiary is still providing services to the Company on the vesting date and that the net current cash flow meets the objectives set under the plan's performance conditions.
Cancelled shares	2,652
Vested shares	25,638

(a) The 19th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of April 15, 2009 states that: the General Meeting decided that the number of shares granted cannot represent a nominal capital increase exceeding 1% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months).
(b) Average of the 20 most recent prices, prior to March 3, 2012.

3.4.3. "1-2014 plan" and "2-2014 plan" for Icade bonus shares

In accordance with the authorisation given by the Combined Ordinary and Extraordinary General Meeting of Icade of June 22, 2012, Icade's Board of Directors, at its meeting of February 19, 2014, approved a bonus share plan for the employees of Icade and its subsidiaries within the Icade economic and social unit (UES) (*i.e.*: Icade SA, Sarvilep, Icade Promotion, Icade transactions, Icade Property Management, I Porta, Icade Conseil,Icade Expertise, Icade Asset Management, Socomie) who hold a permanent employment contract on December 31, 2013.

In accordance with the delegation granted to him by Icade's Board of Directors on February 19, 2014, the Chairman and Chief Executive Officer decided that the assignment of bonus shares under the two 2014 plans would take place on March 3, 2014.

The main characteristics of the "1-2014 plan" and "2-2014 plan" are described below:

	1-2014 plan
Maximum number of bonus shares that may be granted	519,962 (a)
Total number of bonus shares initially granted	21,990
Maximum number of bonus shares that may vest	21,990, *i.e.* 15 shares per employee holding a permanent employment contract on December 31, 2013 and still being employed on the day of grant.
Total number of beneficiaries	1,466
Vesting date	March 4, 2016
End of the mandatory holding period	March 3, 2018
Grant price	€68.81 (b)
Vesting terms and conditions	These shares will permanently vest provided that their beneficiary is still providing services to the Company on the vesting date.
Cancelled shares	2,850
Vested shares (c)	30
Remaining shares at December 31, 2015	19,110

(a) The 16th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of June 22, 2012 states that: the General Meeting decided that the number of shares granted cannot represent a nominal capital increase exceeding 1% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months).
(b) Average of the 10 most recent prices, prior to March 3, 2014.
(c) At December 31, 2015, there were two cases of early vesting in accordance with the rules defined in the terms and conditions of the plan (i.e. 30 shares for death).

	2-2014 plan
Maximum number of bonus shares that may be granted	519,962 (a)
Total number of bonus shares initially granted	14,250
Maximum number of bonus shares that may vest	14,250, of which 9,300 shares may vest in favour of the top 10 non-corporate officer employee awardees, 4,950 can be subscribed by other non-corporate officer employee awardees.
Total number of beneficiaries	34
Vesting date	March 4, 2016
End of the mandatory holding period	March 3, 2018
Grant price	€68.81 (b)
Terms and conditions of exercise	100% of these shares will permanently vest provided that their beneficiary is still providing services to the Company on the vesting date and that the current EPRA earnings per share and the price of the Icade share reach the objectives set under the plan's performance conditions.
Cancelled shares	4,000
Vested shares	-
Remaining shares at December 31, 2015	10,250

(a) The 16th resolution of the Combined Ordinary and Extraordinary General Meeting of shareholders of June 22, 2012 states that: the General Meeting decided that the number of shares granted cannot represent a nominal capital increase exceeding 1% of the diluted capital determined as of the day of this meeting during the period of this authorisation (i.e. 38 months).
(b) Average of the 10 most recent prices, prior to March 3, 2011.

3.5. Information on stock options granted by the Company and exercised by non-corporate officer employees during the year

Date on which the options were granted Grant and exercise of stock options for current and former non-corporate officer employees (aggregate information) Grant of August 8, 2008	28,800
Options granted by the Company during the financial year to the 10 non-corporate officer employees who received the highest number of options	0
Share subscription price	66.61

Stock options granted to the top ten non-corporate officer employee awardees and options exercised by the latter during the financial year	Total number of options granted/ shares subscribed or purchased	Weighted average price
Options granted during the financial year by the issuer and any company included within the scope of grant of options to the ten employees of the issuer and any company within this scope, who received the highest number of options (aggregate information).	-	-
Options held against the issuer and the above-mentioned companies, and exercised during the year by the ten employees of the issuer or of these companies who received the highest number of options (aggregate information).	18,000	66.61

4. APPROPRIATION OF PROFITS AND DIVIDEND DISTRIBUTION POLICY

4.1. History of dividends and proposed appropriation of profits

Icade	2013	2014	2015
Dividend distributed for the financial year ***(in € million)*** (a)	270.9	275.1	274.4 (b)
Dividend per share ***(in €)*** (a)	3.67	3.73	3.73
Number of shares (a)	73,826,815	73,741,191	73,578,221 (c)

(a) Excluding treasury shares.
(b) Subject to the approval of the annual OGM. This sum will be adjusted to the number of shares in existence on the day of the annual OGM.
(c) Number of shares (excluding treasury shares) at December 31, 2015 at midnight.

4.2. Obligation of the SIIC status and distribution

The ratio of activities not eligible for the SIIC status in the parent company's balance sheet totalled 9.68% at December 31, 2015.

In 2015, Icade's net profit was €113.7 million, corresponding to a fiscal profit of €192.0 million.

This tax base breaks down over the various business activities as follows:

- €60.9 million in tax-exempt current income from SIIC activities, subject to a 95% distribution obligation;
- €76.2 million in tax-exempt income from disposals, subject to a 60% distribution obligation;
- €6.4 million in tax-exempt dividends from SIIC subsidiaries, subject to a 100% distribution obligation;
- taxable profit stands at €48.5 million before deduction of tax loss carryforwards.

These results generated a total distribution obligation of €109.9 million for the financial year 2015, broken down as follows:

- €57.8 million relating to the rental business (95% obligation);
- €45.7 million relating to the asset disposals (60% obligation);
- €6.4 million relating to dividends from SIIC subsidiaries (100% obligation).

This results in a total distribution obligation of €109.9 million.

	Fiscal profit/(loss)	Distribution obligation		Fiscal profit/(loss)	Distribution obligation	
(in millions of euros)	12/31/2015	%	Amount	12/31/2014	%	Amount
Current profit/(loss) from SIIC activities	60.9	95.00%	57.8	92.4	95.00%	87.8
Profit(/loss) from asset disposals	76.2	60.00%	45.7	47.7	60.00%	28.6
Dividends from SIIC subsidiaries	6.4	100.00%	6.4	14.6	100.00%	14.6
Taxable profit/(loss)	48.5	0.00%	-	15.5	0.00%	-
TOTAL	**192.0**		**109.9**	**170.2**		**131.0**
Obligations limited to tax-exempt profit			N/A			N/A
Distribution obligations taken over from acquired companies			N/A			17.1
TOTAL			**109.9**			**148.1**

The distribution of a dividend of €3.73 per share will be proposed to the Annual General Shareholders' Meeting to be held to approve the financial statements for the year ended December 31, 2015. Based on existing shares at February 22, 2016, *i.e.* 74,111,186 shares, the dividend distribution amount proposed to the Shareholders' Meeting will be €276.4 million.

	12/31/2015	12/31/2014
Dividend ***(in € million)***	276.43	276.10
Including ordinary dividend	276.43	276.10
Including special dividend	-	-
Dividend ***(in € per share)***	3.73	3.73
Including ordinary dividend	3.73	3.73
Including special dividend	-	-

Article 6 of the 2012 French Amending Finance Law introduced an additional corporate tax contribution, which is calculated based on the amount of distributed profits. This contribution represents 3% of dividends distributed beyond the distribution obligation. In 2015, Icade paid €3.9 million for this tax.

4.3. Non-tax deductible expenses

The financial year's expenses do not include expenses that are not considered deductible by the tax authorities, as defined by the provisions of Article 39-4 and 223 *quater* of France's General Tax Code.

ADDITIONAL INFORMATION

9

1. PERSONS RESPONSIBLE

1.1. Person responsible for this document

Mr Olivier Wigniolle, Chief Executive Officer of Icade.

1.2. Declaration by the person responsible for this document

I, the undersigned, Olivier Wigniolle, Chief Executive Officer of Icade, certify that, having taken all reasonable care to ensure such is the case, the information contained in this registration document, to the best of my knowledge, is in accordance with the facts and contains no omission likely to affect its import.

I declare that, to the best of my knowledge, the financial statements are established in accordance with applicable accounting standards and give a true and fair view of the assets, financial position and results of the Company, and of all the companies included in its scope of consolidation, and that the information contained in the management report, whose correspondence table is shown on page 323, gives a fair view of the business, results and financial position of the Company and of all the companies included in its scope of consolidation, together with a description of the main risks and uncertainties to which they are exposed.

I have obtained a letter from the Statutory Auditors stating that they have completed their assignment, which included checking the information relating to the financial position and the financial statements presented in this registration document, and that they have also read the entire document.

The Company's consolidated financial statements for the year ended December 31, 2015 were the subject of a report by the Statutory Auditors, which is presented on page 255 of this document, and which does not contain any observation or qualification.

The Company's annual financial statements for the year ended December 31, 2015 were the subject of a report by the Statutory Auditors, which is presented on page 290 of this document, and which does not contain any observation or qualification.

The Company's consolidated financial statements for the financial year 2014 were the subject of a report by the Statutory Auditors, which is presented on pages 220 to 221 of the 2014 Registration Document No. D.15-0284 filed with the French financial authority (AMF) on April 2, 2015, and which contained the following observation:

"Without calling into question the opinion expressed above, we draw your attention to:

- the part of note 20 to the financial statements that presents the accounting treatment used for the tax audit that your Company underwent regarding the financial year 2007;
- the part of note 1.1 to the financial statements that presents the impact of changes in accounting methods in accordance with the application of IFRS 10 (Consolidated Financial Statements) and IFRS 11 (Joint Arrangements)."

The Company's annual financial statements for the financial year 2014 were the subject of a report by the Statutory Auditors, which is presented on pages 256 to 257 of the 2014 Registration Document No. D.15-0284 filed with the French financial authority (AMF) on April 2, 2015, and which contained the following observation:

"Without calling into question the opinion expressed above, we draw your attention to the part of note 3.9 to the financial statements concerning the accounting treatment used for the tax audit your Company underwent with regard to the financial year 2007".

The Company's consolidated financial statements for the year 2013 were the subject of a report by the Statutory Auditors, which is presented on pages 109 to 110 of the 2013 Registration Document No. D.14-0220 filed with the French financial authority (AMF) on March 27, 2014, and which contained the following observation:

"Without calling into question the opinion expressed above, we draw your attention to the part of note 21 to the financial statements concerning the accounting treatment used for the tax audit your Company underwent with regard to the financial year 2007".

The Company's annual financial statements for the financial year 2013 were the subject of a report by the Statutory Auditors, which is presented on pages 146 to 147 of the 2013 Registration Document No. D.14-0220 filed with the French financial authority (AMF) on March 27, 2014, and which contained the following observation:

"Without calling into question the opinion expressed above, we draw your attention to the part of note 4.9 to the financial statements concerning the accounting treatment used for the tax audit your Company underwent with regard to the financial year 2007".

Paris, March 31, 2016

Olivier Wigniolle

Chief Executive Officer

1.3. Statutory Auditors

1.3.1. Principal Statutory Auditors

PricewaterhouseCoopers Audit

Member of Compagnie Regionale des Commissaires aux Comptes de Versailles

63, rue de Villiers

92200 Neuilly-sur-Seine

Registered under No. 672 006 483 RCS Nanterre

Represented by Jean-Baptiste Deschryver

First appointed: June 22, 2012

Expiry of term of office: at the end of the Annual General Meeting of shareholders to be held to approve the financial statements for the year ended December 31, 2017.

Mazars

Member of Compagnie Regionale des Commissaires aux Comptes de Versailles

Tour Exaltis

61, rue Henri-Regnault

92400 Courbevoie

Registered under No. 784 824 153 RCS Nanterre

Represented by Gilles Rainaut

First appointed: March 22, 2006

Reappointed: April 12, 2013

Expiry of term of office: at the end of the Annual General Meeting of shareholders to be held to approve the financial statements for the year ended December 31, 2018.

1.3.2. Deputy Statutory Auditors

Charles de Boisriou

Deputy to Mazars

Tour Exaltis

61, rue Henri-Regnault

92400 Courbevoie

First appointed: April 12, 2013

Expiry of term of office: at the end of the Annual General Meeting of shareholders to be held to approve the financial statements for the year ended December 31, 2018.

Yves Nicolas

Deputy to Pricewaterhouse Coopers Audit

63, rue de Villiers

92200 Neuilly-sur-Seine

First appointed: June 22, 2012

Expiry of term of office: at the end of the Annual General Meeting of shareholders to be held to approve the financial statements for the year ended December 31, 2017.

1.4. Fees of the Statutory Auditors and members of their networks for 2015

The fees charged by the auditors are detailed in note 10 to the consolidated financial statements, paragraph 10.4 (Chapter 6 of this registration document).

1.5. Person responsible for the financial information

Olivier Wigniolle

Chief Executive Officer

35, rue de la Gare – 75019 Paris

Telephone: +33 (0)1 41 57 70 01

olivier.wigniolle@icade.fr

Victoire Aubry

Member of the Executive Committee in charge of Finance, Legal Affairs, IT, and General Resources

35, rue de la Gare – 75019 Paris

Telephone: +33 (0)1 41 57 70 12

victoire.aubry@icade.fr

2. INFORMATION FROM THIRD PARTIES, VALUATION DECLARATIONS AND DECLARATIONS OF INTEREST – INDEPENDENT PROPERTY SURVEYORS' CONDENSED REPORT

2.1. General background of the valuation assignment

General background

As part of our agreement entered into with Icade **("the Company"),** we were requested to estimate the fair value of the property assets in the Company's portfolio. This condensed report, which summarises the circumstances surrounding our engagement, was drawn up to be included in the Company's registration document.

Our assignments have been carried out totally independently.

Our company has no capital link with Icade.

Our company confirms that the valuations have been carried out by and under the responsibility of qualified independent property surveyors and that our company has carried out its assignment as an independent property surveyor qualified for the needs of the assignment.

Our annual fees charged to the Company represent less than 10% of our company's turnover recorded in the previous accounting year.

We have not identified any conflicts of interest during these assignments.

The assignments comply with the AMF's recommendation regarding the presentation of the elements of valuation and risks associated with the property assets of listed companies published on February 8, 2010.

Current assignment

Our assignments have included estimating the fair values of the properties based on their occupancy status at December 31, 2015.

We confirm that, in accordance with IFRS 13, the assets were appraised based on their "Highest and best use value".

We only included alternative use values in situations where either the conditions for its implementation had been met, or the following three conditions had been met: operation is physically possible, legally permissible and financially feasible.

It is recalled that when the client is the lessee under the terms of a finance lease, the property surveyor only values the assets underlying the agreement and not the agreement itself. In the same way, when the property is owned by an *ad hoc* company, the value of the property was estimated assuming the sale of the underlying property asset and not that of the Company.

2.2. Procedures for performing the assignment

Information reviewed

This assignment has been carried out based on the documents and information provided to us, which are assumed to be accurate and inclusive of all of the information and documents in the Company's possession or of which the Company is aware, and which might have an effect on the fair values of the properties.

Valuation standards

The surveyor's due diligence and the valuations have been carried out in accordance with:

- national standards:
  - recommendations of the Barthès de Ruyter report on the valuation of the property assets of listed companies making public offerings of securities, published in February 2000,
  - the Property Valuation Charter,
  - principles set out in the Code of Ethics for listed real estate investment companies (SIIC);
- international standards, which may be applied as alternatives or in combination:
  - the TEGoVA's (The European Group of Valuers' Association) European Valuation Standards published in its "Blue Book",
  - and also the standards of the Royal Institution of Chartered Surveyors' (RICS) Red Book published in its RICS Valuation – Professional Standards,
  - the IVSC's (International Valuation Standards Committee) provisions.

Methods used

The valuations are based on the discounted cash flow method, the income capitalisation method, the residual method (or hypothetical development method) and the direct comparison method.

2.3. Total fair value at December 31, 2015

The total fair value is the sum of the individual values of all assets and is calculated both excluding duties (after deducting transfer duties and fees) and including duties (before deducting transfer duties and fees).

Name of the independent property surveyor	Assets appraised	Number of assets appraised	Number of assets inspected during the December 2015 campaign	Fair value excluding duties at 12/31/2015 [(a)] *(in € million)*
BNP PARIBAS REAL ESTATE VALUATION	Business Parks	203	-	1,717
CBRE VALUATION	Offices/Business Parks/ Warehouses/Housing	240	106	5,412
DTZ VALUATION FRANCE	Offices/Business Parks	320	212	4,769
JONES LANG LASALLE EXPERTISES	Healthcare	54	8	1,825
CATELLA VALUATION FCC	Healthcare and Shopping Centre	21	1	914
Impact of assets valued twice				(5,215)
Non-appraised assets or assets recognised at a different value				1,075
TOTAL ASSETS				**10,497**

(a) Fair value excluding duties and tax and excluding legal duties, adjusted for the share not attributable to Icade for assets held by equity-accounted companies in the consolidated financial statements.

2.4. General comments

These values are subject to market stability and to the lack of significant changes in the properties between the date the valuations were carried out and the value date.

This condensed report is an inseparable element of the whole of the work carried out in respect of the valuation assignment.

Each of the five independent property surveyors confirms the values of the properties that they appraised or updated, and may not be held responsible for the values determined by the other independent property surveyors.

Gareth Sellars
Chairman
Jones Lang LaSalle Appraisers

Philippe Dorion
Director
DTZ Valuation France

Denis François
Chairman
CBRE Valuation

Jean-François Drouets
Chairman
Catella Valuation FCC

Jean-Claude Dubois
Chairman
BNP Paribas Real Estate Valuation

3. STATUTORY AUDITORS' SPECIAL REPORT ON REGULATED RELATED PARTY AGREEMENTS AND COMMITMENTS

General Meeting held to approve the financial statements for the year ended December 31, 2015.

To the Shareholders,

In our capacity as Statutory Auditors of Icade, we hereby report to you on regulated related party agreements and commitments.

It is our responsibility to report to shareholders, based on the information provided to us, on the main terms and conditions, and on the justification of the utility for the Company, of the agreements and commitments that have been disclosed to us or that we may have identified as part of our engagement, without commenting on their relevance or merits or identifying any undisclosed agreements or commitments. Pursuant to the Article R. 225-31 of the French Commercial Code, it is the responsibility of the shareholders to determine whether the transactions and commitments are appropriate and should be approved.

It is also our responsibility, when appropriate, to provide shareholders with the information required by Article R. 225-31 of the French Commercial Code in relation to the implementation during the year ended of transactions and commitments already approved by the General Meeting.

We performed the procedures that we deemed necessary for this task in accordance with the professional guidelines of the French National Institute of Statutory Auditors *(Compagnie nationale des commissaires aux comptes)* applicable to this engagement. These procedures included ensuring that the information provided to us is consistent with the underlying documents.

Agreements and commitments submitted to the General Meeting for approval

Agreements and commitments approved during the year ended

In accordance with the provisions of Article L. 225-40 of the French Commercial Code, we have been informed of the agreements and commitments which received the prior approval of your Board of Directors.

Contingency insurance policy for Olivier Wigniolle as CEO of Icade

A group contingency insurance was taken out by Caisse des Dépôts ("CDC") with CNP Assurances on February 15, 2012. This policy allows certain senior executives of the subsidiaries of the Caisse des Dépôts to benefit from this insurance coverage.

In this context, Olivier Wigniolle, CEO of Icade, is one of the persons covered by this insurance, which allows him to receive an insurance coverage related to his status as corporate officer.

Caisse des Dépôts decided to charge Icade its share of the group contingency insurance policy, which relates to the insurance coverage for Olivier Wigniolle, CEO of Icade. The recharge by Caisse des Dépôts of this group contingency insurance policy and the payment by Icade of invoices to be raised in this context will constitute a recharge agreement, even in the absence of a specific written recharge contract.

The Board of Directors of April 29, 2015 authorised the signing of this agreement and justified the use of this contingency insurance, considering in particular: (i) its pricing conditions, considered as fair and equitable for Icade for this type of insurance agreement; and (ii) how complex it would be to take out a new insurance policy for the senior executive concerned. The amount of the recharge did not exceed €10,000 for 2015.

Directors concerned: Caisse des Dépôts, Nathalie Gilly, Céline Scemama, Olivier Mareuse, Franck Silvent.

Allocation of a severance payment to Olivier Wigniolle as CEO of Icade in the event of a forced departure

During its meetings of March 19, 2015 and April 29, 2015, the Board of Directors approved all the terms and conditions relating to the term of office of Olivier Wigniolle, which are in line with market practices and justified by the guidelines and management principles for senior executives of Caisse des Dépôts.

In case of a forced departure related to a change of control (under Article L. 233-3 of the French Commercial Code) or to a strategic disagreement with the Board of Directors, Olivier Wigniolle, CEO of Icade, will receive a severance benefit equal to the total gross remuneration (fixed and variable) he received over the 12 months prior to his forced departure.

In accordance with Article L. 225-42-1 of the French Commercial Code, the severance benefit shall only be paid if the following performance condition has been satisfied: the most recent NPAG (net profit(/loss) attributable to the Group as reported in the consolidated financial statements and after adjustment for capital gains from disposals) for the financial year preceding the forced departure is greater than or equal to the arithmetic mean of the NPAGs for the two financial years immediately preceding the most recent NPAG.

Corporate officer concerned: Olivier Wigniolle.

Agreements and commitments already approved by the General Meeting

We inform you that we have not been advised of the existence of any agreements or commitments already approved by the General Meeting which continued during the financial year ended.

Courbevoie and Neuilly-sur-Seine, on March 11, 2016

The Statutory Auditors

Mazars	**PricewaterhouseCoopers Audit**
Gilles Rainaut	Jean-Baptiste Deschryver

4. DOCUMENTS AVAILABLE TO THE PUBLIC

The Articles of Association, minutes of General Meetings and other corporate documents of Icade, as well as historical financial information and any valuation or declaration produced by an expert at Icade's request that are required to be made available to shareholders in accordance with applicable legislation, are available at Icade's registered office.

Regulated information as defined under Article 221-3 of the *Autorité des marchés financiers* (AMF) General Regulations is available on Icade's website at: http://www.icade.fr

5. CORRESPONDENCE TABLES

5.1. Correspondence table for the registration document

Subjects (headings of Appendix 1 of Commission Regulation No. 809/2004)	Registration document
1. Persons responsible	
1.1 Name and position of persons responsible	Chap. 9 § 1.1., p. 312 Chap. 9 § 1.3., p. 313 Chap. 9 § 1.5., p. 313
1.2 Declaration from persons responsible	Chap. 9 § 1.2., p. 312 Chap. 9 § 2., p. 314
2. Statutory Auditors	Chap. 9 § 1.3., p. 313 Chap. 9 § 1.4., p. 313
3. Selected financial information	Chap. 1 § 1., p. 6 Chap. 1 § 2.2., p. 11 Chap. 1 § 2.3., p. 12
4. Risk factors	
4.1 Legal risks	Chap. 4 § 1.4., p. 133 Chap. 4 § 2.2., p. 135
4.2 Industrial and environmental risks	Chap. 4 § 1.1.4., p. 130 Chap. 4 § 1.3.3., p. 132
4.3 Operational risks	Chap. 4 § 1.3., p. 131
4.4 Liquidity and covenant risks	Chap. 2 § 1.5.4., p. 50 Chap. 4 § 1.2.1., p. 130 Chap. 6 § 4.15.1., p. 220 Chap. 6 § 4.15.2., p. 221 Chap. 6 § 7.1.1., p. 230
4.5 Market risks – Interest rate risk	Chap. 2 § 1.5.2., p. 47 Chap. 4 § 1.2.2., p. 131 Chap. 4 § 1.2.4., p. 131 Chap. 6 § 7.1.2., p. 232
4.6 Market risks – Currency risk	Chap. 4 § 1.2.3., p. 131 Chap. 6 § 7.1.3., p. 232
4.7 Market risks – Equity risk	Chap. 4 § 1.2.4., p. 131
4.8 Credit derivatives	NA
4.9 Insurance – Disputes	Chap. 4 § 2., p. 133 Chap. 6 § 4.14., p. 218
5. Information about the issuer	
5.1 History and development of the Company	–
5.1.1 Legal and commercial name of issuer	Chap. 8 § 1.1.1., p. 292
5.1.2 Place of registration and registration number of the issuer	Chap. 8 § 1.1.2., p. 292
5.1.3 Date of incorporation and length of life of the issuer	Chap. 8 § 1.1.3., p. 292
5.1.4 Domicile and legal form of the issuer, the legislation under which the issuer operates, its country of incorporation, and the address and telephone number of its registered office	Chap. 8 § 1.1.4., p. 292
5.1.5 Important events in the development of the issuer's business	Chap. 2 § 1.2.1., p. 15
5.2 Investments	–
5.2.1 A description, (including the amount) of the issuer's principal investments for each financial year for the period covered by the historical financial information up to the date of the registration document	Chap. 1 § 1., p. 6 Chap. 2 § 1.2., p. 15
5.2.2 A description of the issuer's principal investments that are in progress, including the geographic distribution of these investments (home and abroad) and the method of financing (internal or external)	Chap. 2 § 1.2.4.1.5., p. 25 Chap. 2 § 1.2.4.2.5., p. 30 Chap. 2 § 1.2.5., p. 31
5.2.3 Information concerning the issuer's principal future investments on which its management bodies have already made firm commitments	NA

Subjects (headings of Appendix 1 of Commission Regulation No. 809/2004)		Registration document
6.	**Business overview**	
6.1	Principal activities	Chap. 1 § 1., p. 6 Chap. 1 § 2.1., p. 10 Chap. 2 § 1.2., p. 15
6.2	Principal markets	Chap. 2 § 1.2.4., p. 18 Chap. 2 § 1.2.5., p. 31
6.3	Exceptional factors	Chap. 2 § 1.2.2., p. 16
6.4	Extent to which the issuer is dependent on patents or licences, industrial, commercial or financial contracts or new manufacturing processes	NA
6.5	The basis for any statements made by the issuer regarding its competitive position	Chap. 2 § 1.2.4.1.2., p. 20 Chap. 2 § 1.2.4.2.2., p. 27 Chap. 2 § 1.2.5., p. 36 Chap. 4 § 1.1.3., p. 130
7.	**Organisational structure**	
7.1	Brief description of the Group	Chap. 1 § 2.3., p. 12 Chap. 2 § 1.3.1., p. 37
7.2	List of major subsidiaries	Chap. 1 § 2.3., p. 12 Chap. 7 § 6.6., p. 290
8.	**Property, plants and equipment**	
8.1	Existing or planned material tangible fixed assets	Chap. 2 § 1.3.1., p. 37 Chap. 2 § 2., p. 57 Chap. 6 § 4.2., p. 201
8.2	Environmental issues that may affect the issuer's utilisation of the tangible fixed assets	Chap. 1 § 1.4., p. 9 Chap. 3 Correspondence tables p. 121 to 126
9.	**Operating and financial review**	
9.1	Financial Condition	Chap. 1 § 1.1., p. 6 Chap. 6. § 1.1. to § 1.6., p. 186 to 188
9.2	Operating Results	Chap. 6 § 3., p. 196
10.	**Capital resources**	
10.1	Information concerning capital resources	Chap. 6 (Statement of changes in consolidated equity), p. 183 Chap. 6 § 4.12., p. 215
10.2	Sources and amounts of cash flows	Chap. 1 § 1., p. 6 Chap. 6 (Consolidated cash flow statement), p. 182 Chap. 6 § 3., p. 196
10.3	Information on borrowing requirements and funding structure	Chap. 2 § 1.5., p. 46 Chap. 6 § 4.15., p. 220
10.4	Restrictions on the use of capital resources that have materially affected, or could materially affect the issuer's operations	Chap. 6 § 4.12., p. 215 Chap. 8 § 1.3.1.1., p. 294
10.5	Anticipated sources of funds needed to fulfil firm investment commitments made by the managers and planned tangible fixed assets	Chap. 6 § Consolidated income statement, p. 180 Chap. 6 § Consolidated cash flow statement, p. 182 Chap. 6 § 7.1.1., p. 230
11.	**Research and development, patents and licences**	NA
12.	**Trend information**	Chap. 2 § 1.2.3., p. 17
13.	**Profit forecasts or estimates**	NA
14.	**Board of Directors and Senior Management**	
14.1	Information on the members of the Board of Directors and Senior Management	Chap. 5 § 1., p. 138 Chap. 5 § 2.1.2., p. 157 Chap. 5 § 2.1.3., p. 157
14.2	Conflicts of interest	Chap. 5 § 1.3., p. 154

Subjects (headings of Appendix 1 of Commission Regulation No. 809/2004)	Registration document
15. Remuneration and benefits	
15.1 Amount of remuneration paid and benefits in kind granted	Chap. 5 § 2.1.6., p. 163 Chap. 5 § 4., p. 170 Chap. 6 § 10.1., p. 245 Chap. 7 § 6.4 ., p. 287
15.2 Amount set aside or accrued to provide pension, retirement or similar benefits	Chap. 5 § 4.3., p. 175
16. Board practices	
16.1 Date of expiry of current terms of office	Chap. 5 § 1.1.2., p. 138 Chap. 5 Table of positions and offices held p. 141
16.2 Service contracts binding the members of the Board of Directors	Chap. 5 § 4.3.2., p. 175
16.3 Information concerning committees	Chap. 5 § 1.1.5., p. 151 Chap. 5 § 1.2.4., p. 154
16.4 Statement of compliance with the corporate governance regime	Chap. 5 § 2.1.1., p. 155
17. Employees	
17.1 Number of employees	Chap. 3 § 5.1.3., p. 117 Chap. 7 § 6.5., p. 287
17.2 Shareholdings and stock options of corporate officers	Chap. 5 § 2.1.6.3., p. 164 Chap. 5 § 4.4., p. 175
17.3 Arrangement providing for employee shareholding	Chap. 3 § 4.3.1.3., p. 111 Chap. 8 § 3.3., p. 303
18. Major shareholders	
18.1 Shareholders holding more than 5% of the share capital or voting rights	Chap. 1 § 2.2., p. 11 Chap. 8 § 1.4., p. 299
18.2 Existence of different voting rights	NA
18.3 Control of the issuer	Chap. 8 § 1.4., p. 299
18.4 Any arrangements, known to the issuer, the operation of which may at a subsequent date result in a change in control of the issuer	Chap. 8 § 1.4.4., p. 299
19. Related-party transactions	Chap. 2 § 1.6.4.2., p. 53
20. Financial information concerning the issuer's assets and liabilities, financial position and profits and losses	
20.1. Historical financial information	Chap. 1 § 1., p. 6 Chap. 6 (Consolidated financial statements), p. 180-254
20.2 Pro forma financial information	Chap. 6 § 1.1., p. 186
20.3 Individual financial statements	Chap. 7 (Financial statements), p. 258-289
20.4 Auditing of historical annual financial information	Chap. 6 (Statutory Auditors' reports on the consolidated financial statements), p. 255 Chap. 7 (Statutory Auditors' reports on the annual financial statements), p. 290
20.5 Date of latest financial information	p. 3
20.6 Interim and other financial information	NA
20.7 Dividend policy	Chap. 6 § 4.12., p. 216 Chap. 8 § 4., p. 309
20.8 Legal and arbitration proceedings	Chap. 4 § 2.2., p. 135
20.9 Significant change in the financial or trading position	Chap. 2 § 1.2.1., p. 15

Subjects (headings of Appendix 1 of Commission Regulation No. 809/2004)	Registration document
21. Additional information	
21.1 Share capital	Chap. 6 § 4.12., p. 215 Chap. 7 § 3.7., p. 273 Chap. 8 § 1.3., p. 294
21.1.1 Amount of issued capital and, in respect of each category of shares:	
a) number of authorised shares;	Chap. 8 § 1.3.1.2., p. 294
b) number of shares issued and fully paid and issued but not fully paid;	Chap. 7 § 3.7., p. 273
c) par value per share, or that the shares have no par value; and	Chap. 6 § 4.12., p. 215
d) a reconciliation of the number of shares outstanding at the beginning and end of the year. If more than 10% of capital has been paid for with assets other than cash within the period covered by the historical financial information, state that fact	Chap. 7 § 3.7., p. 273 Chap. 8 § 4.1., p. 309
21.1.2 Shares not representing capital, their number and main characteristics	NA
21.1.3 Number, book value and face value of shares in the issuer held by or on behalf of the issuer itself or by subsidiaries of the issuer	Chap. 7 § 6.6., p. 288 Chap. 8 § 1.3.3., p. 295 Chap. 8 § 1.4.1., p. 299
21.1.4 Amount of any convertible securities, exchangeable securities or securities with warrants, with an indication of the conditions governing and the procedures for conversion, exchange or subscription	Chap. 6 § 4.12., p. 215
21.1.5 Information about and terms of any acquisition rights and/or obligations over authorised but unissued capital or an undertaking to increase the capital	NA
21.1.6 Information about any capital of any member of the Group which is under option or agreed conditionally or unconditionally to be put under option and details of such options including those persons to whom such options relate	Chap. 8 § 1.4.4., p. 299 Chap. 8 § 3.3., p. 303
21.1.7 A history of share capital, highlighting information about any changes, for the period covered by the historical financial information	Chap. 8 § 1.3.6., p. 297 Chap. 8 § 1.3.7., p. 298
21.2 Memorandum and Articles of Association	
21.2.1 Objects and purposes of the issuer	Chap. 8 § 1.2.1., p. 292
21.2.2 Summary of the provisions of the issuer's Memorandum, Articles of Association, charter or rules with respect to the members of its administrative, management and supervisory bodies	Chap. 5 § 1.1.5., p. 151 Chap. 5 § 1.2.2., p. 152 Chap. 8 § 1.2., p. 292
21.2.3 Rights, preferences and restrictions attaching to each class of the existing shares	Chap. 8 § 1.2.2., p. 292
21.2.4 Action necessary to change the rights of holders of the shares, indicating where the conditions are more significant than is required by law	NA
21.2.5 A description of the conditions governing the manner in which Annual General Meetings and Extraordinary General Meetings of shareholders are called including the conditions of admission	Chap. 8 § 1.2.3., p. 293
21.2.6 Provisions of the issuer's Memorandum, Articles of Association, charter or rules that would have an effect of delaying, deferring or preventing a change in control of the issuer	NA
21.2.7 Provisions of the Memorandum, Articles of Association, charter or rules governing the ownership threshold above which shareholder ownership must be disclosed	Chap. 8 § 1.3.8., p. 298
21.2.8 Conditions, imposed by the Memorandum and the Articles of Association, charter or rules governing changes in the capital, where such conditions are more stringent than is required by law	NA
22. Material contracts	Chap. 2 § 1.6.4., p. 53
23. Third-party information, statements by experts and declarations of interest	Chap. 9 § 2., p. 314
24. Documents available to the public	Chap. 9 § 4., p. 318
25. Information on holdings	Chap. 6 § 4.13., p. 216 Chap. 7 § 6.6., p. 262 Chap. 7 § 3.15., p. 281

5.2. Correspondence table for the financial report, by subject

The following table identifies the information required by the *Autorité des marchés financiers* (AMF) in respect of the annual financial report, in accordance with Article 212-13 VI of its General regulation.

Subjects (in compliance with Article 222-3 of AMF regulations)	Registration document
1. Annual financial statements	Chap. 7, p. 257-289
2. Consolidated financial statements	Chap. 6, p. 179-254
3. Management report	
3.1 Analysis and comments on business activities and results	
3.1.A Accounting policies, scope of consolidation	Chap. 6 § 1., p. 186-194 and § 10.3., p. 247-253
3.1.B Highlights, key figures	Chap. 1 § 1., p. 6 Chap. 2 § 1.2.1., p. 15-19
3.1.C Activities and results	Chap. 2 § 1.2., p. 15-17
3.2 Net asset value	Chap. 2 § 1.3., p. 37-44
3.3 Financial resources	Chap. 2 § 1.5., p. 46-51
3.4 Social, environmental and R&D information	Chap. 3 p. 72-128
3.5 Description of the main risks	Chap. 4 p. 130-134
3.6 Governance	Chap. 5 § 1., p. 138-155 and § 4., p. 170-177
3.7 Share capital and related corporate actions	Chap. 8 § 1.1., p. 292-300 and § 2., p. 301
3.8 Outlook	Chap. 1 § 2.1., p. 10 Chap. 2 § 1.2.3., p. 17
4. Declaration by the person responsible for the registration document	Chap. 9 § 1.2., p. 312
5. Statutory Auditors' reports on the annual financial statements and consolidated financial statements	Chap. 6 (Statutory Auditors' reports on the consolidated financial statements), p. 255 Chap. 7 (Statutory Auditors' reports on the annual financial statements), p. 290

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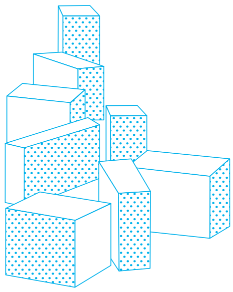

For further information...

... you can find the activity report,
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