



ICADE SCORES 99/100 ON THE GENDER EQUALITY INDEX, TWO POINTS HIGHER THAN BEFORE

Icade's overall score of 99/100 reflects its continued commitment to gender equality.

This annual index makes it possible to measure progress towards gender equality using objective indicators and provides insight into what corrective measures may be needed.

It is based on measuring: pay gaps between men and women; the difference between their rates of individual salary increases; the difference between their promotion rates; the percentage of women receiving a salary increase following their return from maternity leave; and the breakdown by gender of the ten highest-paid employees.

Renewed in 2020 for three years, Icade's gender equality agreement covers the following four issues:

- **Employee awareness** (gender equality training);
- **An adapted remuneration policy** (funds earmarked specifically);
- **A better work-life balance**;
- **Women's representation in management**: the proportion of women managers increased from 34% to 36% in 2021, with more women on the Executive Committee as well.

In 2021, Icade also signed the Real Estate Women's Circle's gender equality charter and is committed to defining objectives and results in terms of gender equality (recruitment, salaries, promotions, training) over a 4-year period.

ABOUT ICADE

DESIRABLE PLACES TO LIVE

As an office and healthcare property investment company (portfolio worth €15.5bn on a full consolidation basis as of 12/31/2021) and a developer of homes, offices and public amenities (2021 economic revenue of €1.1bn), Icade designs, builds, manages and invests in cities, neighbourhoods and buildings that are innovative, diverse, inclusive and connected, with a reduced carbon footprint. Desirable places to live and work. In collaboration with its stakeholders, Icade has made low carbon a strategic priority in order to reinvent real estate and create cities that are healthier, happier and more hospitable. Icade is a key player in Greater Paris and major French cities. It is listed as a "SIIC" on Euronext Paris and its leading shareholder is the Caisse des Dépôts group.

The text of this press release is available on the Icade website: www.icade.fr

CONTACTS

Charlotte Pajaud-Blanchard,
Press Relations Manager
+33 (0)1 41 57 71 19
charlotte.pajaud-blanchard@icade.fr

Anne-Sophie Lanaute
Head of Financial Communication and Investor Relations
+33 (0)1 41 57 70 29
anne-sophie.lanaute@icade.fr