



PRESS RELEASE

Paris, July 26, 2023

ICADE WILL SPONSOR PAULINE DÉROULÈDE FOR THE PARIS 2024 OLYMPIC AND PARALYMPIC GAMES

With just one year to go until the Olympic Games, Sandrine Hérès, Icade's Head of Human Resources, and Pauline Déroulède, a wheelchair tennis athlete and French hopeful for the next Paralympic Games, have signed an 18-month partnership starting in July 2023.



This partnership is part of Icade's diversity policy to promote greater inclusion of people with disabilities. Since 2009, the Group has had a dynamic disability policy in place in order to integrate and support employees with disabilities. At the end of 2022, these employees represented 5.5% of the workforce.

A number of awareness initiatives are also organised in-house in conjunction with national and European events, such as SEEPH and DuoDay, throughout the year. In addition, a nationwide network of ambassadors, made up of volunteer employees, forges partnerships with the sheltered work sector.

Icade's business lines are also committed to adapting their projects to all types of disability. For example, many innovations were built into the Quinconces section of the Athletes Village in order to accommodate paralympic athletes next year.

Following an accident in 2018, Pauline Déroulède lost one of her legs. Since then, her courage and determination have made her one of the best wheelchair tennis players both inside and outside of France, as shown by her performances:

- In 2023, Pauline became the French wheelchair tennis champion for the third consecutive year
- In June 2023, Pauline reached her highest world ranking ever of No. 13
- She participated in two Grand Slam tournaments: the US Open (2022) and Roland-Garros (2023)
- Roland-Garros 2023: semi-finalist in doubles and quarter-finalist in singles

Sandrine Hérès, Icade's Head of Human Resources, explained: *"Sponsoring an athlete like Pauline Déroulède enables us to express our commitment to inclusion, both inside the Company, through our hiring practices and the support shown to our employees, and outside the Company. As such, this commitment to Pauline is a source of great pride for the Group and reflects shared values, namely the desire to succeed, a taste for hard work and effort as well as hope. Icade is very proud to join #TEAMPAULINE."*

Pauline Déroulède added: *"I'm very proud and honoured to be associated with the Icade Group, whose strong commitment to succeeding and pushing past limits is so important to me. Together, we'll experience my first Olympic and Paralympic Games in Paris in 2024, from the Olympic Village to the courts of Roland-Garros!"*

ABOUT ICADÉ DESIRABLE PLACES TO LIVE

As a commercial property investor (portfolio worth €7.7bn on a full consolidation basis as of 06/30/2023) and a developer of homes, offices and public amenities (2022 economic revenue of €1.3bn), Icade designs, builds, manages and invests in cities, neighbourhoods and buildings that are innovative, diverse, inclusive and connected, with a reduced carbon footprint. Desirable places to live and work. In collaboration with its stakeholders, Icade has made low carbon a strategic priority in order to reinvent real estate and create cities that are healthier, happier and more hospitable. Icade is a key player in Greater Paris and major French cities. It is listed as a "SIC" 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/en

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