

## Gecina launches its first graduate program class

On Monday September 10, Gecina, Europe's leading office real estate group, launched the first class of its graduate program, which will enable it to attract and develop the best talents. This program offers an opportunity for eight young people, recruited on permanent contracts, to discover the Group's various careers through an 18-month immersive professional experience, following which they will find a positioning that matches their aspirations and the Company's needs.



The "Talents Journey" (*Parcours Talent*) initiative is aimed at young graduates from leading business and engineering schools. This program, which aims to attract and develop the best talents, offers them an opportunity to discover Gecina's business through an operational and diversified professional experience over 18 months.

Each participant in the "Talents Journey" program is recruited on a permanent contract and assigned to a new profession every six months within the Office, Residential and Investments &

Development departments.

These three young women and five young men, who have joined the company, are the first class of "Talents Journey" graduates, and previously attended HEC, ESSEC, EM Lyon, EDHEC and Paris-Dauphine University.

They will benefit from individual follow-up (training, mentoring) throughout the program and will be assigned various missions, ranging from asset management to transactions and marketing, investment and real estate program management. Following this period, they will be able to continue building their careers in a position of their choice from those available within the company.

This program highlights Gecina's commitment to supporting the development of young talents and their professional fulfilment, and has been set up alongside several other concrete initiatives, including:

- The partnership with ESSEC's Real Estate & Sustainable Development chair, since autumn 2018;
- The recruitment of around 15 interns each year from regional universities or schools specialized in real estate, providing training on real estate professions as well as functional finance, communications and IT roles;
- The partnership, since 2012, with "Our Neighborhoods have Talent - Nos quartiers ont du talent", which has made it possible to support more than 95 young graduates with their professional integration.

*"We are delighted to be launching our Talents Journey program, which will further strengthen our initiatives to promote young graduates from leading business and engineering schools and enable them to flourish. In this way, we want to attract the best profiles to Gecina and build their loyalty by offering them a rewarding first experience and an opportunity to be part of our Group's transformation, within a fully transversal and integrated program",* confirms Méka Brunel, Gecina's Chief Executive Officer.

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## About Gecina

Gecina owns, manages and develops property holdings worth 19.8 billion euros at end-June 2018, with nearly 93% located in the Paris Region. The Group is building its business around France's leading office portfolio and a diversification division with residential assets and student residences. Gecina has put sustainable innovation at the heart of its strategy to create value, anticipate its customers' expectations and invest while respecting the environment, thanks to the dedication and expertise of its staff.

Gecina is a French real estate investment trust (SIIC) listed on Euronext Paris, and is part of the SBF 120, CAC Next 20, CAC Large 60, Euronext 100, FTSE4Good, DJSI Europe and World, Stoxx Global ESG Leaders and Vigeo indices. In line with its commitments to the community, Gecina has created a company foundation, which is focused on protecting the environment and supporting all forms of disability.

[www.gecina.fr](http://www.gecina.fr)

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