

To be responsible in the face of the needs of each era

From the forges of Hayange to private equity, the Wendel company, but also the members of the family, have constantly acted to promote the humanistic values of mutual aid and social improvement. Often, their initiatives resulted – years or even decades ahead of time – in achievements that society as a whole was aiming for, but struggling to reach without bitter conflict. The main threads of this stubborn quest for progress: child and family protection; healthcare access for all, education and culture; and an unwavering attachment to the native region, in this case Lorraine.

1830–1836

Increased pay with seniority was instituted to alleviate the unfairness of task pay alone, which disadvantaged workers weakened by age. Free assistance was provided for the sick and injured at work.

1850–1856

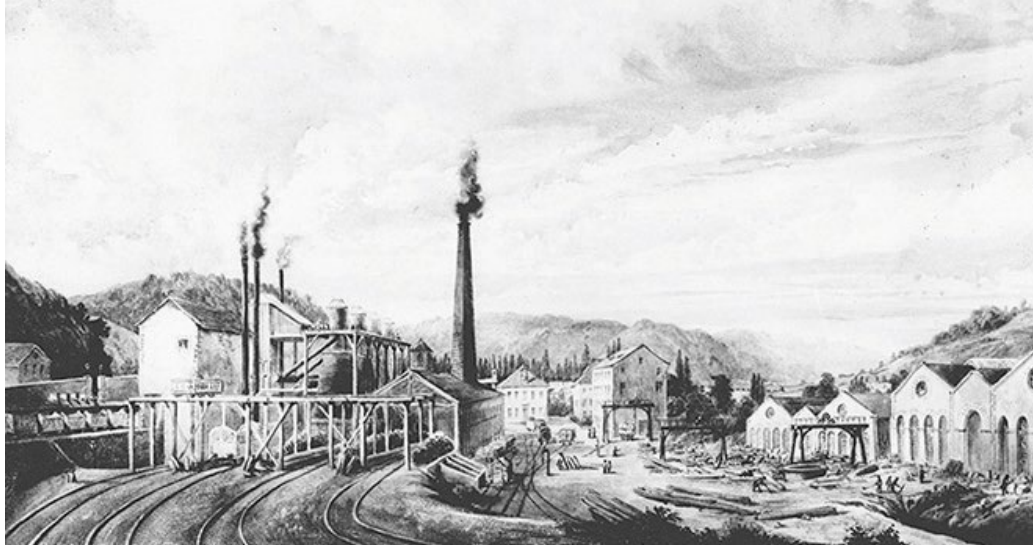
Pensions and retirements were set up for those who worked continuously for the company: after thirty years of uninterrupted service, retirees received half a salary and a reversionary pension in the event of death. An employee statute was published with a scale of functions and wages establishing eight grades according to qualifications and seniority.

1857

Stiring-Wendel, the working-class housing estate built by Charles de Wendel (1809–1870) to accommodate employees, acquired the status of an autonomous municipality. Napoleon III came to inaugurate it in person. Stiring-Wendel had 700 houses with gardens and had a church, a presbytery and two schools paid for by the company. Charles de Wendel created food stores, then cooperatives to provide food at moderate prices to his workers.

1859

An occupational physician was recruited to treat employees and their families. He was assisted by two nurses.



1866

A sickness benefit and family accident assistance plan was established.

1919

L'œuvre des petits lits blancs, intended to help children suffering from bone tuberculosis, was created by Léon Bailby, founder of the newspaper *Le Jour*. To finance this cause, an annual charity gala, the *Bal des petits lits blancs*, was held at the Opéra in the presence of the Parisian elite. Andrée de Wendel became an indispensable host of this flagship charity event of the interwar period.

1906

Berthe de Wendel created a Henri-de-Wendel Fund with one million francs allocated to social aid. Immediate assistance is provided for the families of workers who are victims of an industrial accident, so that they can cope with the time required to establish the statutory compensation.

1925

The Union Lorraine was recognized as a public utility, thus receiving an official consecration. Originally, the mission of the Union Lorraine consisted in regrouping and assisting Lorrain residents in Paris who had been separated from their families by the annexation of 1870. Directed by Berthe and then Andrée de Wendel, the Union focused on improving children's health: in 1917, it opened its first summer camp in Mers-les-Bains (Somme); in 1925, it developed a preventive seawater treatment and opened a second summer camp in Saint-Valéry-en-Caux (Seine-Maritime). During the Second World War, the Union Lorraine moved to Cognac (Charente) to organize social services for evacuees. After the war, the Union Lorraine once again devoted itself to youth work and mutual aid: between 1953 and 1955, it built a "health camp" in Quiberville (Seine-Maritime).

1945

Ségolène de Wendel and Bertrand de Maud'huy created the *Maison des enfants de Pange* in Lorraine to care for children exposed to tuberculosis during the years of deprivation during the Occupation. The Ministry of Health opened an air hospital there in 1948.

2021-2022 – Recognized concrete actions



FEBRUARY 2021

- Wendel organizes a roadshow dedicated to governance topics for its institutional investors and the main proxy advisors.
- Wendel is now a member of the United Nations Global Compact.

MARCH 2021

- The Wendel Group announces the inclusion of ESG objectives in the financial conditions of its €750 million undrawn syndicated loan maturing in October 2024.

SEPTEMBER 2021

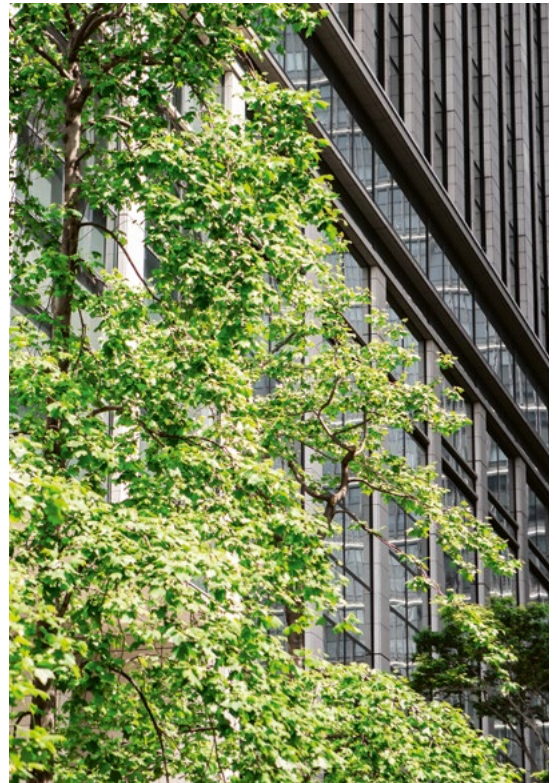
- For the second year in a row, Wendel conducted an internal survey to find out how employees feel about their well-being at work.
- Wendel took part in the European Sustainable Development Week via a dedicated social media campaign. Internally, it is an opportunity for the company to make its employees aware of everyday gestures.
- Every year, the L'Agefi press group organizes its Corporate Governance Awards, during which it rewards the best governance practices of French listed companies. In 2021, the Wendel Group won the award in the “Diversity in management bodies” category.
- Wendel’s Sustainalytics rating was upgraded from Low Risk to Negligible Risk. Wendel is now number two worldwide in the Diversified Financials sector, comprising 767 companies evaluated (vs. 14th last year).

OCTOBER 2021

— Wendel received the *Grand Prix de la Transparence* award, for all categories. This recognition, which ranks Wendel first among all SBF 120 companies, attests to the quality of its practices in terms of financial communication and to the significant efforts made in recent years to deploy and present the Group's ESG strategy.

NOVEMBER 2021

— Wendel improved its score in the Dow Jones Sustainability Indices (DJSI) World and Europe, obtaining a score of 76/100 in the Diversified Financials category. This score is up by five points compared to 2020 (71/100) and places Wendel well above the average for its sector (27/100).



DECEMBER 2021

— Wendel finalizes the analysis of climate change risks and opportunities of controlled companies within the portfolio, launched in early 2021.

— Wendel receives a B- rating in response to the CDP Climate Change 2020 questionnaire.

JANUARY 2022

— Wendel improves its score in the Gaia Rating extra-financial questionnaire from 69/100 to 75/100.

— Wendel participates for the first time in the Financial Times Stock Exchange (FTSE) extra-financial rating exercise and obtains a score of 3.4/5, above the average of 2.4 for its sector.