



W E N D E L

NON-FINANCIAL INFORMATION – 06.26.2019

Supplementary information on relevant non-financial / ESG topics for the year 2018

Through its long-term actions, Wendel encourages its companies to implement Corporate Social Responsibility practices while at the same time defining its own CSR policy that is adapted to its role of investor and applied by a core team of professionals.

Wendel intensified its CSR approach and practices in 2018, as reflected in the company's non-financial performance statement (Chapter 3.1.3 of Wendel's 2018 Reference Document).

This document is intended to complement Wendel's non-financial reporting and provide a specific focus on Wendel's Human resources and business ethics practices and achievements.

Human resources KPIs

Gender equality at Wendel teams

As specified in its Ethics Charter, Wendel endeavors to promote diversity within the firm and considers it a vital advantage, especially in light of international expansion.

As such, Wendel the representation of women in its total workforce, in its Investment teams, and in Management functions (scope: Management Committee, Investment Committee, Investment Teams, Corporate Management Team).

KPI	2016	2017	2018
Percentage of women – Total workforce	53% (France) 49% (Group)	54% (France) 46% (International) 50% (Group)	52% (France) 44% (International) 49% (Group)
Percentage of women – Investment teams	14% (Group)	20% (France) 18% (International) 18.5% (Group)	25% (France) 22% (International) 22.5% (Group)
Percentage of women – Investment & Management functions*	24%	31%	28%
Percentage of women – Investment and Management committees**	Invest. Committee: 0% Manag. Committee: 28.5%	Invest. Committee: 16.6% Manag. Committee: 28.5%	Invest. Committee: 15% Manag. Committee: 28.5%

* Defined as employees who manage at least one employee (except the Chairman of the Executive Board)

** Including the Chairman of the Executive Board

Wendel aims at offering a welcoming and stimulating work environment for women, both in its Investment and Corporate teams. Wendel implements several actions to progress towards that goal, such as ensuring that women are fairly represented in the candidates pool. Moreover, Wendel provides flexible-working arrangements and childcare/parental benefits in order to promote the work-life balance employees.

Wendel uses as a benchmark the statistics provided by France Invest. According to the 2018 study¹ on gender equality in the investment sector, Wendel outperforms competitors (the average proportion of women stood at 39% and 22% among Investment teams).

Training

Developing the employability of its staff is one of Wendel's priorities. Wendel offers its employees customized training to ensure that they always have the skill level required to perform their jobs.

Wendel monitors the percentage of its employees who benefit from at least one training session.

KPI	2016	2017	2018
Percentage of trained employees	55.7% (France only)	77.5% (France only)	100% (France only)

Business ethics

Financing of political activities and charitable contributions

In line with the company's ethical principles, Wendel strictly prohibits the financing of political activities performed in the name of the company. All of Wendel's charitable contributions are carried out towards the company's commitments to the wider community, and serve no other purpose.

Violations of the Ethics code

A professional whistle-blowing system was set up in June 2017 by Wendel, covering the following areas: financial and accounting, stock market ethics, the fight against corruption, anti-competitive practices, health, hygiene and safety at work, the fight against discrimination

and harassment at work, environmental protection, human rights and fundamental freedoms.

A whistle-blowing service is also available for third parties working with Wendel.

As of December 31, 2018, none of the cases reported through the whistleblowing system constituted a violation of Wendel's Ethics Code.

¹ http://www.franceinvest.eu/uploads/_afic/home_slide/rapport-mixite-capital-investissement-en-2017.pdf