

4.1.8 Wendel ESG 2023 roadmap: Leading by example

I. Lead by example - Promote excellence and commitment

Uphold the highest governance, ethics, environmental and operational management standards

COMMITMENTS	2023 TARGETS	KPIs	2020 VALUES	COMMENTS AND REPORTING METHODOLOGY	
GOVERNANCE & ETHICS	Ensure that Wendel employees have the best tools and culture to work in an ethical manner by providing annual training and by supporting the deployment of robust compliance programs	100% of employees signed the Code of Ethics during the current year	100% of employees signed the Code of Ethics during the current year [Yes/No]	No	
			% of employees having signed the Wendel Code of Ethics	94%	
		100% of employees follow Wendel's annual Business Ethics training course	% of employees having followed Wendel's annual Business Ethics training course	98%	
		Review and strengthen the Code of Ethics annually at Executive Board level to ensure that compliance with the highest standards	Annual review of the Code of Ethics at the Executive Board level [Yes/No]	Yes	
	Ensuring that the robustness of our anti-corruption program is assessed annually	Annual audit of Wendel's Anti-corruption Program [Yes/No]	No	Implementation of the Wendel Protect tool in 2020 - audit conducted in 2021	
SOCIAL & ENVIRONMENT	Carefully selecting and collaborating with our suppliers to ensure they meet our ESG standards	Deploy a Responsible Procurement approach	KPIs to be defined during the responsible purchasing process		
ENVIRONMENTAL	Minimizing our direct environmental impact and our carbon footprint by making eco-efficiency a priority in the decision-making process	Carrying out annual carbon reporting	Direct GHG emissions (scopes 1 & 2) (tons of CO ₂ eq.)	101	
			Indirect GHG emissions (scope 3) (tonnes of CO ₂ eq)	2,659	
			CO ₂ eq emissions intensity scopes 1+2+3 per employee (tonnes of CO ₂ eq/employee)	32	
		Reducing our carbon footprint by sourcing 100% renewable energy for Wendel offices worldwide	% of renewable energies in Wendel's energy consumption	21%	Renewable energy/Total energy consumed (electricity, gas, district heating) Across all 3 offices
		Reducing our carbon footprint by:	GHG emissions offset (tonnes of CO ₂ eq)	Program launched in 2021	
		<ul style="list-style-type: none"> ■ offsetting all GHG emissions that cannot be avoided or reduced further; ■ offsetting travel-related carbon emissions 	% of emissions offset (ratio between Direct (scopes 1 & 2) and emissions offset)	Program launched in 2021	
		Promoting circular solutions and minimizing office waste going to landfill	% of employees covered by recycling systems	100%	Across all 3 offices
	Total volume of waste recycled per employee (tonnes)	0.08	Scope: Paris, Luxembourg Not available for New York		
	Deploying a plan to reduce the use of paper across all offices	% of reduction of paper used	- 71%	Scope: Paris only The scope will be extended to other offices in 2021	
Foster employability, inclusion, wellbeing, and engagement through concrete actions					
GOVERNANCE	Nurturing diversity and inclusion to expand the teams' perspectives and skills range	Adding ESG as a key mission of the Wendel Supervisory Board and Wendel Governance and Sustainable Development Committee	Number of meetings of Wendel Governance and Sustainable Development Committee dealing with ESG related matters	3	
			Number of ESG Steering Committee meetings	4	
		Maintaining or achieving gender balance, defined as maintaining a percentage of females within the workforce of between 30 and 60%:	% of women among employees	54%	
	<ul style="list-style-type: none"> ■ among all Wendel employees; 	Gender equality index result	55/100		

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	■ among employees in management positions.	% of women in management positions	37%		
	among Executive Board and/or Investment Committee and/or Management Committee;	% of women in investment teams	37%		
		% of women on the Executive Board	0%		
		% of women on the Investment Committee	33%		
		% of women on the Management Committee	45.5%		
		% of women on the Coordination Committee	26%		
	■ at Supervisory Board level.	% of women on Supervisory Board	45%		
	Sign France Invest Diversity charter	France Invest Charter for gender equality signed [Y/N]	Yes		
	Initiatives aimed at sparking conversations and inspiring change	Number of initiatives to strengthen diversity and non-discrimination	7		
	Conducting an annual review of progress on diversity	Number of Equal Opportunity Reviews conducted annually by Wendel's governance bodies (Committees, Executive Board, Supervisory Board)	10		
		Review of salary differences M/F over the year [yes/no]	yes		
		Review of promotion systems & appointment over the year [yes/no]	yes		
		Review of M/F hiring rates over the year [yes/no]	yes		
	Create a Gender and Diversity Taskforce aiming at reducing gender gap and promoting diversity	Number of meetings of Gender and Diversity Taskforce of Wendel annually	In progress		
SOCIAL	Equipping our teams with lasting professional skills by providing all Wendel employees with a personalized career development plan and professional mentorship	100% of employees have formalized a skills development plan	Number of employees with a skills development plan	85	
			% of employees with a skills development plan	100%	
	100% of employees receiving non-mandatory training each year, in line with their career development plan objectives	% of employees trained (non-mandatory training)	98%		
		Number of hours of non-mandatory training (soft skills or technical, in alignment with employee career development objectives)	2,514.5		
		Hours of non-mandatory training (soft skills or technical, in alignment with employee career development objectives)	29.5		
	100% of employees receive mandatory training to acquire general or technical skills essential to their performance at Wendel	% of hours of mandatory training (e.g. annual business ethics training, etc.)	455		Compliance training hours and mandatory HR training hours
		Hours of mandatory training (e.g. annual business ethics training, etc.)	5.4		
	Promoting well-being to enable our employees to reach their full potential	Conducting quality-of-life-at-work surveys every two years, starting in April 2020	Survey on quality of life at work [Yes/No]	Yes	
Participation rate in the survey on the quality of life at work of employees (%)			60%		
	Formalize and deploy employee well-being at work action plans addressing survey findings	Number of employee well-being initiatives in place	6		
SOCIAL & ENVIRONMENT	Enabling our teams to contribute to causes aligned with Wendel's values	Offering the opportunity to contribute one day per employee per year to non-profit organizations operating in communities where Wendel is present	Hours of volunteer work performed by Wendel employees during working hours (per year)	Deployed in early 2021	
		Establish long-term partnerships with at least two organizations	Number of long-term [> 2 years] partnerships formalized with non-profits [with localization]	3	
			Amounts (€) paid to different community/philanthropic projects	€881.8k	