

PILLAR 1: Wendel as a responsible company

Roadmap

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

– 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

2023 TARGETS	KPIs	2020 VALUES	2021 VALUES
100% of employees signed the Code of Ethics during the current year	% of employees having signed the Wendel Code of Ethics	94%	99%
100% of employees follow Wendel's annual Business Ethics training course	% of employees having followed Wendel's annual Business Ethics training course	98%	99%
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	Yes
Ensuring that the robustness of our anti-corruption program is assessed annually	Annual audit of Wendel's Anti-corruption Program [Yes/No]	No	Yes

– SOCIAL & ENVIRONMENT

Carefully selecting and collaborating with our suppliers to ensure they meet our ESG standards

2023 TARGETS	KPIs	2020 VALUES	2021 VALUES
Deploy a Responsible Procurement approach	% of suppliers with a "responsible purchasing" approach	27%	Program implemented in 2022. First assessment carried out in 2021 based on suppliers employed in 2020
	% of suppliers with a third-party ESG label	51%	

– ENVIRONMENT

Minimizing our direct environmental impact and our carbon footprint by making eco-efficiency a priority in the decision-making process

2023 TARGETS	KPIs	2020 VALUES	2021 VALUES
Carrying out annual carbon reporting	Direct GHG emissions (scopes 1 & 2) (tons of CO ₂ eq.)	130	128
	Indirect GHG emissions (Scope 3) (tons of CO ₂ eq)	2,978	6,219
	CO ₂ eq emissions intensity scopes 1 + 2 + 3 per employee (tons of CO ₂ eq/employee)	38	75
Reducing our carbon footprint by sourcing 100% renewable energy for Wendel offices worldwide	% of renewable energies in Wendel's energy consumption	21%	26%
Reducing our carbon footprint by: - offsetting all GHG emissions that cannot be avoided or reduced further; - offsetting travel-related carbon emissions	GHG emissions offset (tons of CO ₂ eq)	Program launched in 2021	400
	% of emissions offset	Program launched in 2021	6%
Promoting circular solutions and minimizing office waste going to landfill	% of employees covered by recycling systems	100%	100%
	Total volume of waste recycled per employee (tons)	0.08	0.06
Deploying a plan to reduce the use of paper across all offices	% change in paper used	- 67%	+ 11%

Foster employability, inclusion, wellbeing, and engagement through concrete actions

— GOVERNANCE

Nurturing diversity and inclusion to expand the teams' perspectives and skills range

2023 TARGETS	KPIs	2020 VALUES	2021 VALUES
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	3
	Number of ESG Steering Committee Meetings	4	7
Maintaining or achieving gender balance, defined as maintaining a percentage of females within the workforce of between 30 and 60%:			
- among all Wendel employees	% of women among all employees	54%	57%
	Gender equality index result	55/100	53/100
- among employees in management positions.	% of women in management positions	37%	42%
	% of women in investment teams	37%	42%
	% of women on the Executive Board	0%	0%
	% of women on the Investment Committee	33%	29%
Among Executive Board and/or Investment Committee and/or Management Committee	% of women on the Management Committee	45.5%	40%
	% of women on the Coordination Committee	26%	21%
	- at Supervisory Board level	% of women on Supervisory Board	45%
Initiatives aimed at sparking conversations and inspiring change	Number of initiatives to strengthen diversity and non-discrimination	7	5
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	20
	Review of salary differences M/F over the year [yes/no]	Yes	Yes
	Review of promotion systems & appointment over the year [yes/no]	Yes	Yes
	Review of M/F hiring rates over the year [yes/no]	Yes	Yes

– SOCIAL

Equipping our teams with lasting professional skills by providing all Wendel employees with a personalized career development plan and professional mentorship

2023 TARGETS	KPIs	2020 VALUES	2021 VALUES
100% of employees have formalized a skills development plan	Number of employees with a skills development plan	85	84
	% of employees with a skills development plan	100%	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%	99%
	Number of hours of non-mandatory training (soft skills or technical, in alignment with employee career development objectives)	2,514	2,483
	Hours of non-mandatory training (soft skills or technical, in alignment with employee career development objectives)	29.5	29.5
100% of employees receive mandatory training to acquire general or technical skills essential to their performance at Wendel	Number of hours of mandatory training (e.g. annual business ethics training, etc.)	455	371
	Hours of mandatory training (e.g. annual business ethics training, etc.)	5.4	4.4
Conducting quality-of-life-at-work surveys every two years, starting in April 2020	Survey on quality of life at work [Yes/No]	Yes	Yes
	Participation rate in the survey on the quality of life at work of employees (%)	60%	81%
Formalize and deploy employee wellbeing at work action plans addressing survey findings	Number of employee well-being initiatives in place	6	9

– SOCIAL & ENVIRONMENT

Enabling our teams to contribute to causes aligned with Wendel's values

2023 TARGETS	KPIs	2020 VALUES	2021 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	8 hours (first launch in 2021)
Establish long-term partnerships with at least two organizations	Number of long-term [> 2 years] partnerships formalized with non-profits [with localization]	3	2
	Amounts (in euros) paid to different community/ philanthropic projects	€881.8 thousand	€834.3 thousand