



## Additional HR information 2024

### Training and skills development

Wendel considers that the development of its employees (full-time, part-time and fixed-term contracts)' skills and experience is essential to the employability of each individual and to the successful conduct of the Group's business, which makes it a priority. The group ensures that its employees develop their skills with, in particular, a collective and individualized training offer aligned with the Company's strategic orientations. In 2024, Wendel has focused on several development programs open to all, including:

- **ESG program:** Convinced that ESG standards are a driver of sustainable growth, Wendel is committed to responsible investment issues through a series of initiatives: building sustainable leaders within the portfolio and fostering excellence and commitment within the Company. However, these ESG standards are constantly evolving, driven by both internal and external changes. Aware of these changes, and of the need to support Management teams first and foremost, Wendel provided training session in 2024 on "sustainability & CSRD issues". The aim of the training was to align the knowledge of all Coordination Committee members on the subject of sustainability, and more specifically:
  - explain the link between sustainability issues, business model transformation and value creation;
  - understand how new European and French regulations (with a focus on CSRD) impact Wendel.
- **Cybersecurity program:** To foster a safe working environment for all and prevent situations that could put the company at risk, Wendel has invested in a cybersecurity risk prevention program for all its employees: cybersecurity masterclasses have been offered to all employees. In addition, an application has been deployed so that all employees can see if their personal data has been leaked, along with advice on how to guard against attacks and protect their personal data (phishing, etc.). Some employees most at risk of data theft were offered individualized, personalized coaching.

This program is part of Wendel's risk management program and has helped strengthen employees' information security skills. Exposure to cybersecurity risk has increased over the years, and an intrusion into the Group's information systems could have significant financial repercussions.

Following the training sessions, several internal phishing campaigns were carried out to measure the effectiveness of the program.

Wendel has made skills development and training a major focus of its human resources policy. The company deploys targeted training programs tailored to its employees needs such as:

- **Coaching or mentorship:** Wendel works with Simundia to offer individual coaching and group workshops. These courses are accessible via an online platform, enabling employees to benefit coaching sessions that cover various aspects of professional effectiveness and personal development.
- **Cultural education:** as part of its efforts to prevent psychosocial risks, Wendel uses Reverso's training programs, which incorporate virtual reality to address topics such as mental health and harassment. These

immersive training courses enable employees to better understand and manage these issues in a safe, controlled environment.

- **Digital transition program:** Wendel also offers training on artificial intelligence to prepare its employees for current and future technological challenges. These courses cover a wide range of topics, from an introduction to basic AI concepts to more advanced applications in the workplace. The aim is to equip employees with the skills they need to integrate AI into their projects and work processes. These training programs demonstrate Wendel's commitment to investing in the ongoing development of its employees, offering them tools and resources to enhance their skills and well-being at work.

Indicator	2024
<b>Average hours per employee of training and development</b>	<b>30.2</b>
Female	31.0
Male	29.1
Less than 30 years old	23.4
Between 30 and 50 years old	37.2
More than 50 years old	15.6
<b>Total hours of training and development by type of training</b>	<b>2,630.5</b>
Business training	1,273.5
Compliance	95
ESG	74
IT	181
Personal development	388
Languages	420
Others	199
<b>Average amount spent per employee on training and development</b>	<b>451.7€</b>
Female	378.5€
Male	546.8€

## Health and well-being

The health and well-being of its employees are fundamental to Wendel. To this end, the Group has deployed or continued to develop specific actions on several themes in 2024:

- **Quality of life at work:** As part of the “quality of life at work” week, Wendel organized a series of awareness-raising sessions on stress management and sleep quality. The week ended with several sessions of amma massage. During the year, a psychosocial risk assessment was also carried out. This survey covered several themes: the work environment, relationships at work, workload and pace, work organization, work content and representation of the present and future.
- **Sport and health initiatives:** As an employer, Wendel must ensure that its employees benefit from working conditions conducive to a balance between their professional and personal lives. This balance is also a guarantee of their long-term commitment and investment in the company's project. In this way, a range of services are offered to employees, such as health check-ups, and a flu vaccination session available on a voluntary basis. A subscription platform giving access to a variety of sports and wellness activities has also been available to employees since 2023.
- **Working from home:** Wendel's teleworking charter aims to offer flexibility to employees who so wish. The aim is to increase efficiency and improve work-life balance. Teleworking is not an obligation for employees. In this context, Wendel remains vigilant as to the application of the charter on the right to disconnect. With their manager's agreement, Wendel employees can work from their main residence up to two days a week.

- **Childcare facilities or contributions:** Since 2010, Wendel has been supporting its employees in balancing work and family life by offering company co-financed childcare places to those in France who request them. In 2024, Wendel helped finance 12 childcare places for the children of 11 employees. Employees can choose a facility close to their home, near the office, or one that suits their personal situation. However, the operating costs remain the responsibility of the employees.
- **Parental leave:** Wendel abides by national regulations on maternity and paternity leave. Female employees benefit from 16 weeks of leave, and male employees from 25 calendar days of leave, with 100% salary continuation.

## Recruitment indicators

	2021	2022	2023	2024
<b>Total number of new employee hired</b>	<b>12</b>	<b>16</b>	<b>17</b>	<b>3</b>
<i>Female</i>	8	11	9	3
<i>Male</i>	4	5	8	0
<i>Less than 30 years old</i>	5	5	7	0
<i>Between 30 and 50 years old</i>	7	9	7	1
<i>More than 50 years old</i>	0	2	3	2
<b>Percentage of open positions filled by internal candidates (internal hires)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>