

A sunset over a mountain range with four people silhouetted on a peak. The sky is filled with soft, colorful clouds in shades of purple, pink, and orange. The sun is low on the horizon, creating a warm glow. The mountains in the foreground and background are silhouetted against the bright sky.

WAVESTONE

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# POSITIVE WAY BOOK

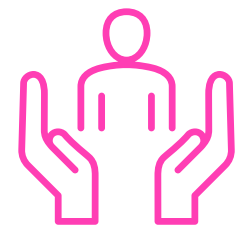
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**With IMPACT, we plan to accelerate our growth, to make new acquisitions and to step up the pace of our international expansion. In order to accomplish that while remaining true to ourselves, each of us has to embody the Positive Way.**

*“The Positive Way”* is the name of the value base on which Wavestone is founded



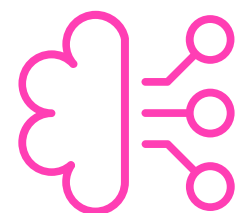
**Client Satisfaction**



**Employee Development**



**Responsibility & Ethics**



**Collective Mindset**

Wavestone strives to cultivate these essential values, the roots and glue of the teams that bind us together. The Positive Way Book aims at formalizing and illustrating what the Positive Way is.

# Client Satisfaction

- We act as a **trusted partner** by embodying the **Client Satisfaction charter**
- We mobilize **Wavestone's global resources and expertise** to best serve our clients
- We take pride in **being easy to work with** and **the way we collaborate with our clients** to address their issues and drive solutions
- Above all else, we always commit to delivering **results and value** to our clients

# Employee Development

- We create a **positive workplace** respectful of **work-life balance** for each of us
- We commit to providing **tailored development support** for all teammates, enabling each of us to carve our own career path, at our own pace
- We recognize **achievements** and share **transparent and constructive feedback** to support each other's progress
- We create a **culture of empowerment** to enable each of us at each level **to make an impact**

# Responsibility & Ethics

- We fully embody our **CSR and environmental commitments**, as well as our **Ethics charter**
- We must **act consistently** with our values and commitments and **call out any inappropriate behavior**
- We create a workplace where **everyone is treated fairly** according to our **diversity and inclusion** policy
- We demonstrate **professional conduct** and **act as responsible corporate citizens**

# Collective Mindset

- We think and act as **One Wavestone** rather than as an individual team
- We **overcome challenges together** because we strongly believe it creates the best learning opportunities
- We commit to helping each other because **we enjoy winning as a team**
- We praise **collective success** as the most valuable

The Positive Way Book highlights Wavestone's values and commitments detailed in charters

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● CLIENT SATISFACTION  
CHARTER

2

● RECRUITMENT  
CHARTER

3

● ETHICS  
CHARTER

4

● CSR  
COMMITMENTS

