

INVESTOR MEETING

IMPACT INVESTING SEMINAR

February 4, 2026

WAVESTONE



New CSR strategy as part of our first CSRD sustainability statement

- The 2024/25 fiscal year dedicated to our double materiality assessment, in compliance with the European Corporate Sustainability Reporting Directive (CSRD) – 6 strategic topics standing out



Sustainability in core business



Talent growth & retention



Cybersecurity & data protection



Client trust and quality of service



Well-being & health at work



Business ethics, compliance & transparency

- Our sustainability strategy re-expressed around 3 pillars

OUR CLIENTS

being a responsible consultancy committed to putting sustainability at the heart of its business

OUR PEOPLE

being a committed employer that cultivates a stimulating, healthy, and inclusive workplace, where continuous learning is fostered

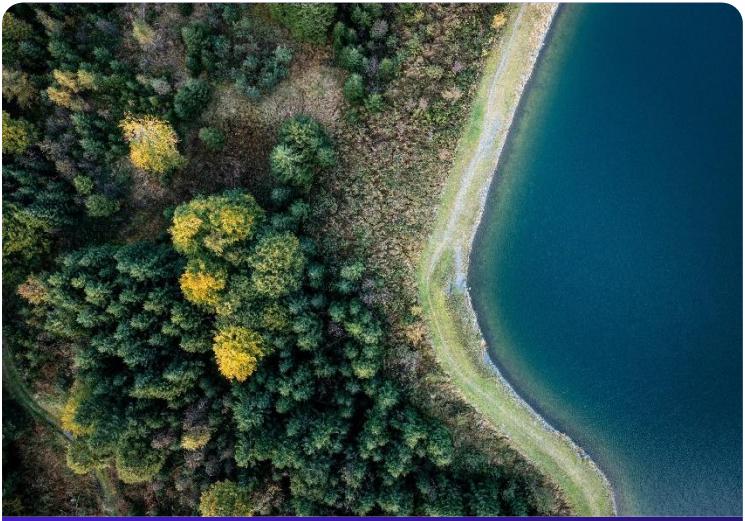
THE WORLD AROUND US

being a corporate citizen striving to make a positive impact



WAVESTONE

Our CSR priorities in 2025/26



Responsible consulting adoption

- Embed sustainability considerations into all client projects
- Roll-out a change management plan in all geographies
- Monitor the implementation across all projects



HR performance improvement

- Better manage our key talents and engage employees
- Materialize our ambition to become a '*best place to learn*'
- Better steer our *women in management positions* objective



Carbon footprint reduction trajectory

- Secure the carbon footprint reduction trajectory...
- ...while preparing our first climate transition plan

2025/26 CSR objectives: 4 improvement priorities while maintaining our strengths

CSR commitments	Indicator	2024/25 Wavestone performance ¹	2025/26 targets
Our clients  “A responsible consultancy committed to putting sustainability at the heart of its business”	% of consultants and sales trained in Responsible Consulting	Constant perimeter: 41%	80%
	Net Promoter Score ® (-100 to +100)	71	60
	% of employees trained in Business Ethics	Constant perimeter: 96%	90%
Our people  “A committed employer that cultivates a stimulating, healthy, and inclusive workplace, where continuous learning is fostered”	Employee Engagement Index (0 to 100)	69	70
	% of staff turnover	12%	15%
	% of women in management positions	32.5%	33%
The world around us  “A good corporate citizen striving to make a positive impact”	% of reduction in carbon footprint compared with 2019/20		
	<ul style="list-style-type: none"> - Scopes 1 & 2 in absolute value - Scope 3 in intensity 	-6% -40%	-17% -35%
	# person-days dedicated to pro-bono projects	10,162	10,000

¹ 2024/25 Wavestone performance is computed on the total scope unless stated otherwise.

Appendix

Wavestone, an international consulting firm

5 leading geographies

in France, Germany, Switzerland,
the UK and North America



6,000

employees



360°

best-in-class consulting services,
including industry-specific, technological
and cross-functional capabilities



€944m

revenue





Wavestone, a one-of-a-kind among global consulting players



European DNA

from our inception in France and Germany to a worldwide expansion



Independent

to focus on acting in the best interests of our clients



Listed

since 2000, we have adhered to high standards of transparency, governance, sustainability and ethics



Industry + Technology

we combine cutting-edge technology with deep knowledge of industries



Hélène Cambournac

CSR Director

helene.cambournac@wavestone.com

Blandine Lesvenan

Financial communication senior officer

blandine.lesvenan@wavestone.com

