

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



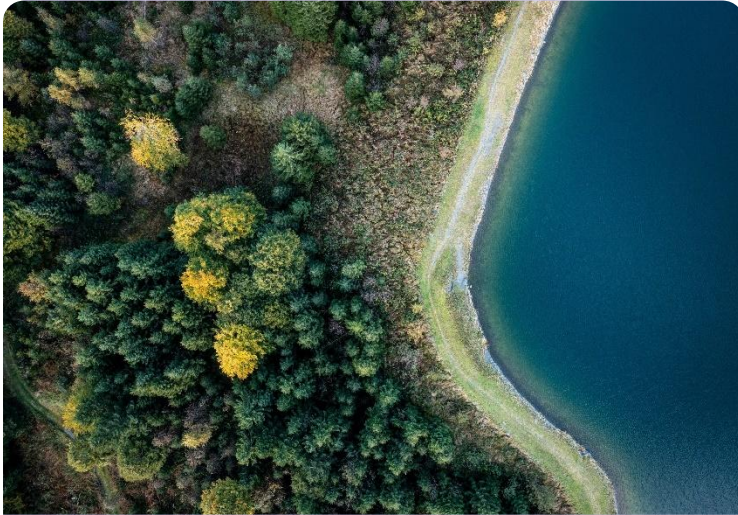
THE WORLD AROUND US

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

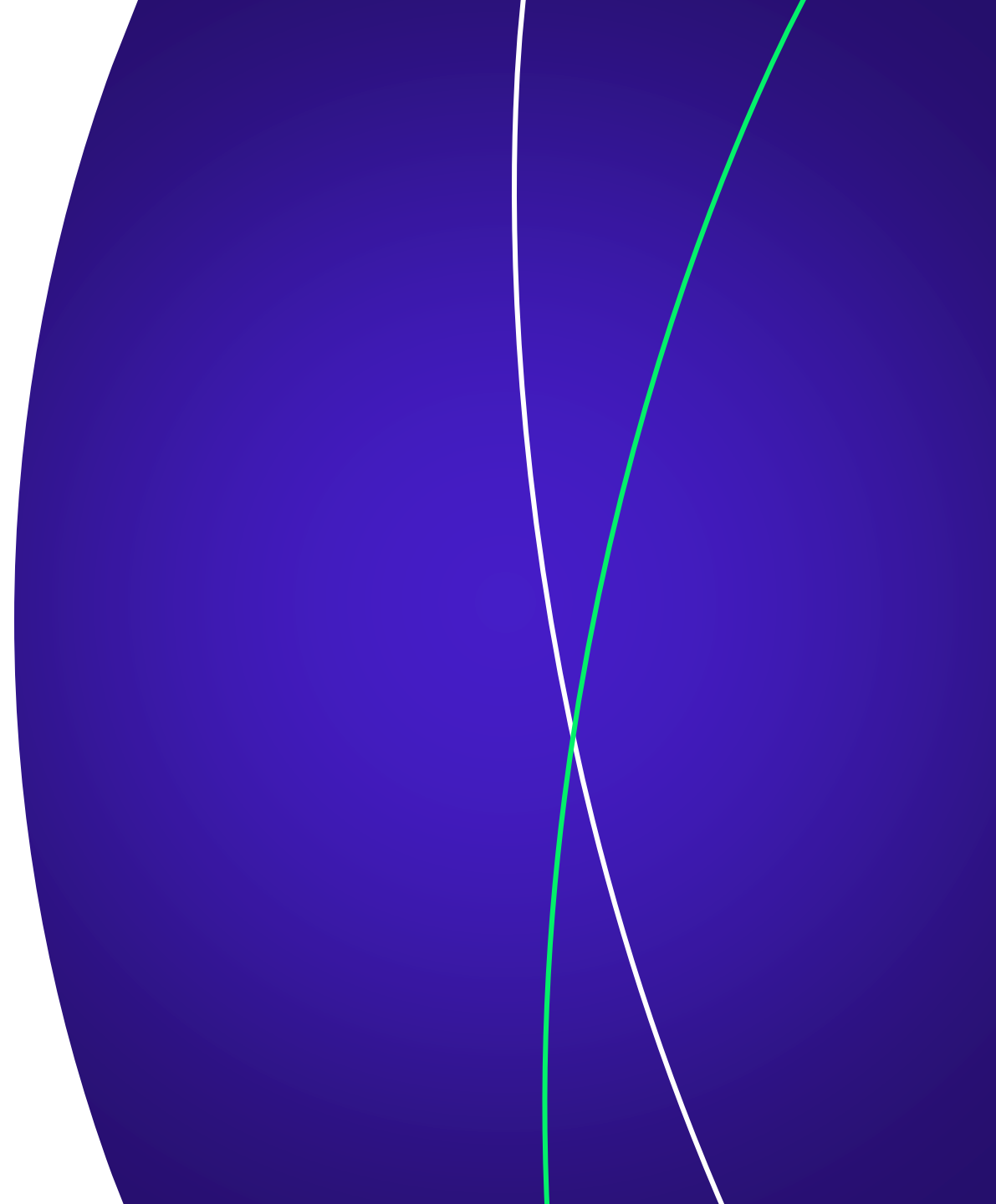
- Secure the carbon footprint reduction trajectory...
- ...while preparing our first climate transition plan

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

	CSR commitments	Indicator	2024/25 Wavestone performance ¹	2025/26 targets
	Our clients	% of consultants and sales trained in Responsible Consulting	Constant perimeter: 41%	80%
	“A responsible consultancy committed to putting sustainability at the heart of its business”	Net Promoter Score ® (-100 to +100)	71	60
		% of employees trained in Business Ethics	Constant perimeter: 96%	90%
	Our people	Employee Engagement Index (0 to 100)	69	70
	“A committed employer that cultivates a stimulating, healthy, and inclusive workplace, where continuous learning is fostered”	% of staff turnover	12%	15%
		% of women in management positions	32.5%	33%
	The world around us	% of reduction in carbon footprint compared with 2019/20		
	“A good corporate citizen striving to make a positive impact”	- Scopes 1 & 2 in absolute value	-6%	-17%
		- Scope 3 in intensity	-40%	-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



€944m

revenue



6,000

employees



360°

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



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

