

Sustainable Procurement POLICY

Version	V1
Date	01.03.2026
Owner	Chief Sustainability Officer - H��l��ne CAMBOURNAC
Approval	Chief Financial Officer - Laurent STOUPY
Classification	Public



A sustainable performance, inseparable from our ecosystem

At Wavestone, sustainable performance is inseparable from our overall performance. It relies not only on the commitment of our teams, but also on the quality and responsibility of our entire ecosystem of partners, suppliers, and subcontractors.

Procurement therefore plays a key role in our sustainability approach. Given the nature of our service activities, a significant share of our environmental, social, and ethical footprint lies within our value chain. It is therefore our responsibility to ensure that our procurement choices contribute positively to our commitments and to those of our clients.

Through its Sustainable Procurement policy, Wavestone affirms its commitment to developing balanced, lasting, and trust-based partnerships, fully integrating environmental, social, and ethical criteria across all of its procurement processes. In doing so, we aim to support our supplier partners in a dynamic of continuous improvement and to collectively advance our ecosystem.

This approach is part of a long-term logic of continuous improvement, serving the creation of sustainable value for Wavestone, its employees, its partners, and society as a whole.

THE SIGNATORIES



H  l  ne CAMBOURNAC

Chief Sustainability Officer –
Member of the Executive Committee



Laurent STOUPY

Chief Financial Officer –
Member of the Executive Committee

Two procurement categories, one common and enforceable framework

Wavestone's procurement falls into two main categories:

Own-operations purchases

Purchases of goods and services related to the firm's own operations, notably for its IT, premises, HR services, financial operations, and marketing and communication activities.

Subcontracting purchases

Purchases related to the engagement of external resources — professionals bringing specialized skills, expertise, or knowledge to carry out certain parts of client assignments.

The policy defines a common, operational, and enforceable framework, intended to be used:

- by all Wavestone employees involved in the company's procurement decisions;
- by Wavestone's suppliers, subcontractors, and business partners;
- by external stakeholders (clients, investors, auditors, etc.).

It applies to the procurement of goods and services, across all of Wavestone's legal entities and geographies.

What we aim for, what we rely on

The main objectives of this policy are as follows:

- integrate environmental, social, and ethical considerations into procurement decisions;
- prevent and manage the legal, reputational, financial, and operational risks associated with the supply chain;
- establish responsible, transparent, trust-based, and long-term value-creating relationships with our suppliers;
- contribute to Wavestone's sustainable performance.

This policy is based on recognized international regulations, standards, and guidelines, as well as on the fundamental principles and rights defined by:

- United Nations (Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, UN Convention against Corruption, UN Global Compact);
- ILO fundamental principles and rights at work (freedom of association, elimination of forced labor and child labor, non discrimination);
- OECD guidelines on responsible business conduct;
- The European Corporate Sustainability Reporting Directive (CSRD);
- as well as globally acknowledged good practices in sustainable procurement.

Our nine commitments for sustainable procurement

Wavestone affirms its commitment reducing the environmental and social impact of its procurement, supporting its entire ecosystem toward more responsible and performing practices, and to building lasting and responsible partnerships.



1. Compliance and respect for human rights

- Comply with applicable local and international laws and regulations regarding child labor, forced labor, and human trafficking.
- Ensure respect for human rights and fundamental social standards across our supplier ecosystem.



2. Integrity and ethics

- Prohibit any practice of corruption, fraud, conflicts of interest, or anti-competitive behavior.
- Ensure transparency and fairness in the treatment of suppliers, traceability of procurement decisions, and provide an ethics alert system as well as penalties in the event of a breach.



3. Social conditions and diversity

- Encourage diversity and inclusion among our suppliers, and promote safe, fair working conditions that respect fundamental rights.



4. Environmental performance

- Aim for a continuous reduction in the carbon footprint of our supplier portfolio by prioritizing partners committed to reducing greenhouse gas emissions, energy consumption, and the use of non-renewable resources.
- Encourage suppliers with meaningful environmental certifications or initiatives, promoting the circular economy, reuse, recycling, and the use of local suppliers or those from the social and solidarity economy.



5. Data protection and confidentiality

- Guarantee by default the protection of supplier data, in particular personal data, in accordance with applicable legislation.



6. Continuous improvement and innovation

- Pursue a logic of continuous improvement, for both Wavestone and its suppliers, and foster sustainable and responsible innovation across our value chain.



7. Governance and monitoring

- Integrate ESG criteria into our procurement processes.
- Assess and monitor key suppliers.
- Deploy improvement and remediation plans where necessary.



8. Transparency and communication

- Communicate on our procurement ESG performance and share our best practices.
- Thereby help strengthen our ecosystem and support our suppliers on a path toward greater sustainability.



9. Responsible financial relationships

- Comply with agreed payment terms, within a framework consistent with applicable legislation, in order to ensure trust-based and long-term relationships with our partners.

05 — PROGRESS TARGETS AT 2029/30

Indicators	Targets at 2029/30
<p>Share of targeted suppliers that have signed the Business Partner Code of Conduct (or equivalent) <i>Unit: %, by share of procurement spend</i></p>	<p>≥ 95%</p>
<p>Share of targeted suppliers in new contracts that include clauses on environmental, labor, and human rights requirements <i>Unit: %, by share of procurement spend</i></p>	<p>≥ 95%</p>
<p>Share of targeted suppliers that have gone through a sustainability assessment <i>Unit: %, by share of procurement spend</i></p>	<p>≥ 95%</p>
<p>Number of suppliers with whom a structured and ongoing ESG dialogue has been established <i>Unit: Number of suppliers</i></p>	<p>≥ 30 key suppliers</p>
<p>Share of targeted suppliers that have undergone an ESG risk analysis within the past 3 years <i>Unit: % of procurement spend</i></p>	<p>≥ 80%</p>
<p>Share of procurement teams trained on ESG issues <i>Unit: % of procurement staff</i></p>	<p>≥ 95%</p>
<p>Share of the procurement spend within the scope of the carbon footprint’s procurement category carried out with suppliers publicly committed to decarbonization <i>Unit: %, by share of procurement spend</i></p>	<p>≥ 50%</p>

As part of its continuous improvement approach, Wavestone has set a series of performance targets at the 2029/30 horizon. Results and progress are published and updated annually in the sustainability statement (ESRS G1 chapter) of the Universal Registration Document.

Clear governance, a dynamic of progress

Policy governance

Overseen by the Finance department, the Sustainable Procurement policy relies on a Purchase-to-Pay Lead who, working closely with the CSR department, drives its deployment, monitoring, and execution.

In the field, each budget owner ensures its application within their scope, supported by the tools, guidelines, and training provided by the CSR and Finance teams.

Operational deployment

This policy is progressively deployed across the entire procurement process: integration of sustainability criteria in Requests for Proposals, embedding of ESG clauses covering environmental, social, and ethical considerations in contracts, and ESG risk analysis of the supplier portfolio.

Structured exchanges with key suppliers also enable the co-development of improvement plans and support the entire ecosystem toward more responsible practices.

Continuous improvement approach

Convinced that sustainable procurement is part of an evolving journey, Wavestone adopts a logic of continuous improvement: the policy, indicators, and practices are regularly assessed and enriched in light of observed results, regulatory developments, and market standards.

This momentum relies on close partnership with suppliers and on the ongoing training of those involved.

The associated performance indicators and the progress of these actions, which will evolve over time, are published and updated in the sustainability statement (ESRS G1 chapter) integrated into the Universal Registration Document, available on Wavestone's website.

WAVESTONE

