WPO

In the business of positive energy

SUSTAINABILITY REPORT



2024

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2024 overview

It is with great pride and pleasure that we share with you the 2024 Sustainability Report of WPO. Since its creation, our company has been committed to **promoting renewable energies**, which is a major solution for fighting climate change and ensuring the energy transition our World now urgently needs.

This year has been marked by significant achievements and milestones that underscore our commitment to sustainainable growth and innovation.

In 2024, we have approached the remarkable milestone of **10 GW under operations**. Our revenue is nearing **€10 million**, and our dedicated team is close to reaching **120 employees**. We are now operating in 14 countries across Europe and beyond, with an expanding presence in **new markets** such as Germany, Portugal and Finland.

We have also **achieved ISO 27001 certification**, the international standard for information security management, and successfully **renewed** our **ISO 9001**, **14001**, and **45001** certifications, demonstrating our commitment to quality, environmental management and occupational health and safety.

For the second consecutive year, we have been awarded the **EcoVadis Silver Medal**, placing us in the top 15% of the 130,000 companies evaluated by EcoVadis for their sustainable performance. This recognition reflects our ongoing efforts to integrate sustainability into every aspect of our operations.

All these accomplishments are the result of the **collective effort** of our team members who share our vision and values of always being a **safe**, **reliable**, and **fit-for-purpose** company. We extend our heartfelt thanks to everyone who has contributed to these achievements, including our partners, clients and external stakeholders.

As we look ahead to 2025, we hope that we can make it a **transformative year** for our employees and our stakeholders by improving our user's experience, enhancing our operations, and increasing our efficiency.

Our mission is to accompany our clients wherever their renewable assets are operating, and we are actively working on delivering our roadmap to better serve them.



Barthélémy ROUER
Founder and CEO of WPO

About WPO

WPO is the leading renewable independent **Asset Manager** in Europe committed to support and advance the renewable energy sector by providing expert services that optimise the performance and reliability of renewable energy assets.

Services and offerings

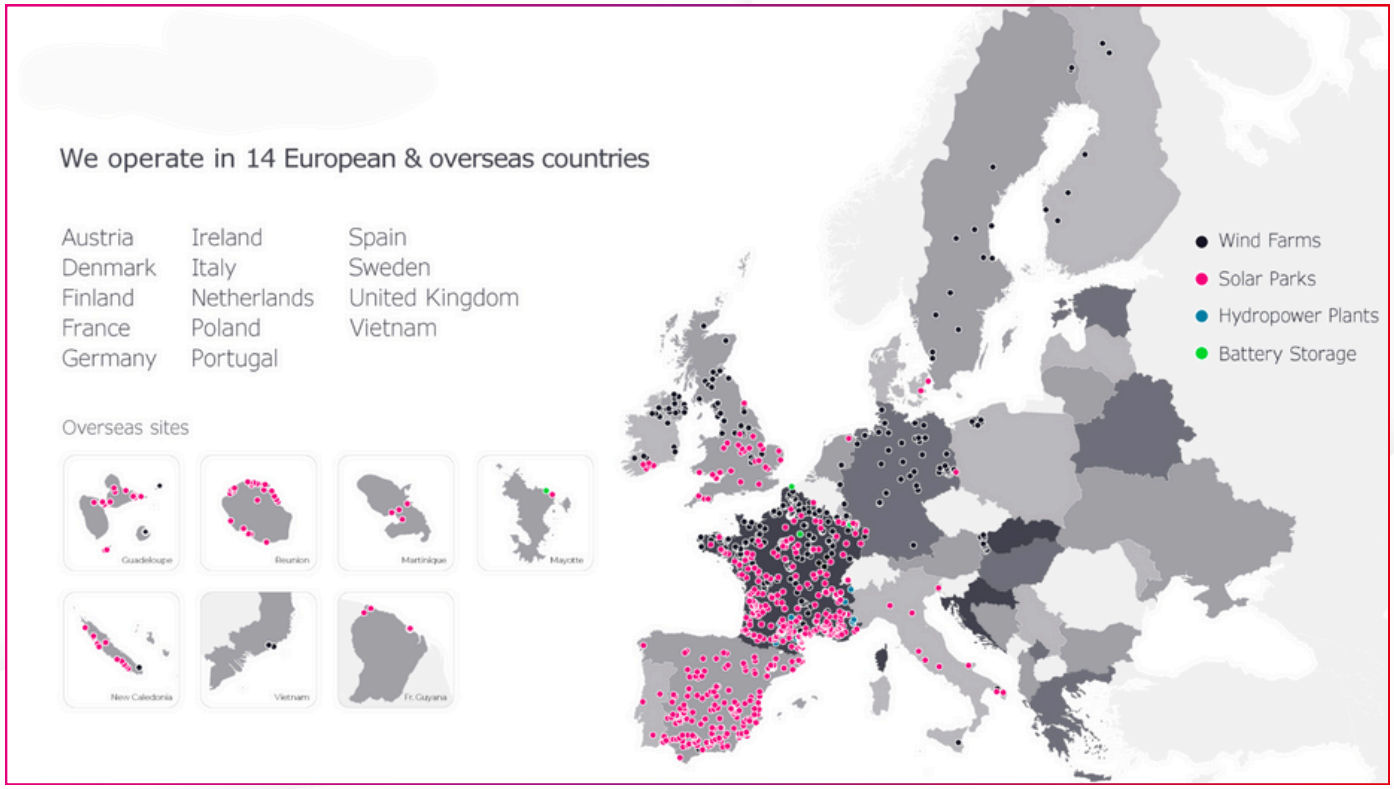
WPO offers a comprehensive range of services tailored to the needs of renewable energy projects including :

- **Asset Management** : Technical and commercial management services to maximise the efficiency and profitability of wind, solar, hydro, and battery storage assets.
- **Site inspections and audits** : Regular inspections to maintain compliance and operational efficiency.
- **Insurance brokerage** : Customised insurance solutions to mitigate risks associated with renewable energy projects.
- **Software as a Service** : WPO has developed Dashboard, a market-leading asset monitoring, performance and analysis platform.

Portfolio and market reach

WPO manages over **9.2 GW** of renewable energy assets across more than 1200 sites generating **€1.8 bn** of electricity sales annually.

WPO currently operates in **14 countries** through 56 offices and service points. This extensive network enables WPO to provide localised and responsive services to its clients.



About WPO

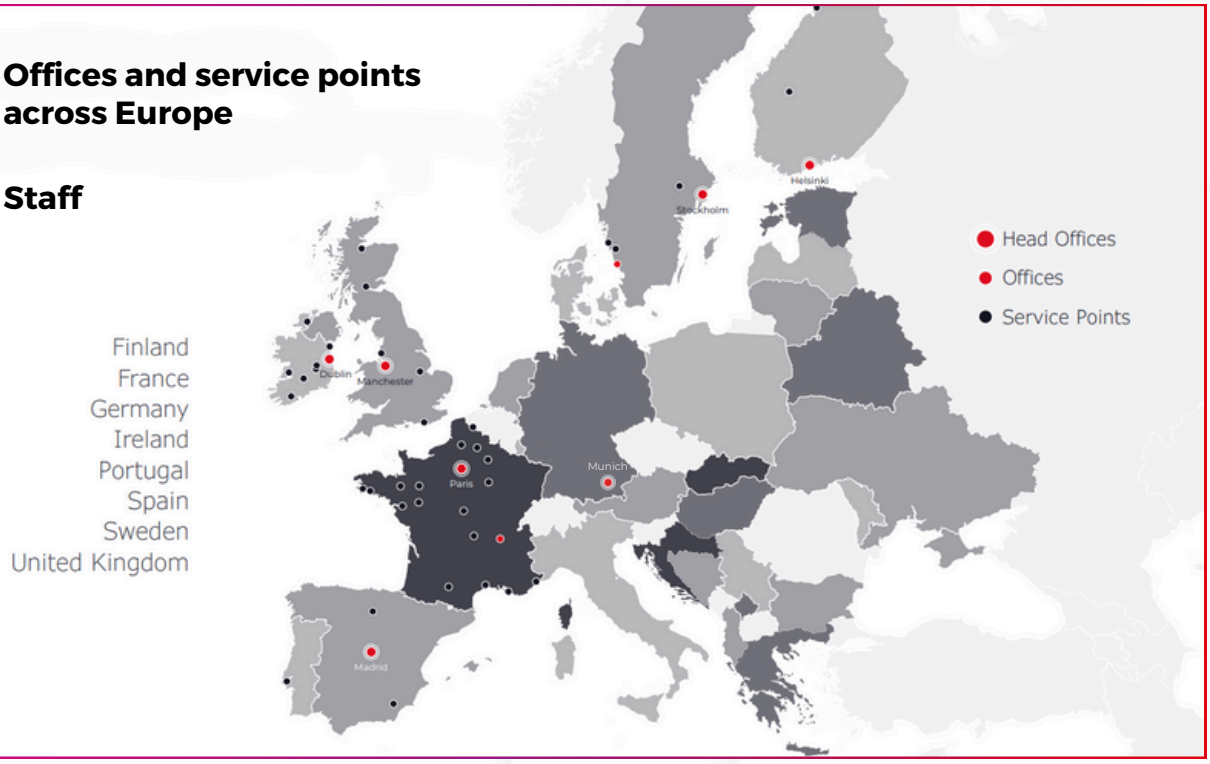
People

WPO's team consists of **over 100 expert professionals** based across France, the UK, Ireland, Spain, Sweden, Finland and Germany.

Our workforce is organised into several **key departments**, each contributing to our success in unique ways : Technical and Commercial Management Services, Technical Audit Services, Information and Technology Services, Group Finance and Administration, Sales and Business Development, HSEQ and Human Resources.

56 **Offices and service points across Europe**

116 **Staff**



Key figures

9.2 GW+

Operating plants serviced

+5% compared to 2023

2210

Asset inspections per annum

+77% compared to 2023

€ 12 bn

Assets under service

+9% compared to 2023

€ 1.8 bn

Electricity production per annum

+6% compared to 2023

Our Commitments

Based on our core values of always being **safe**, **reliable** and **fit-for-purpose**, our CSR strategy aims to **power positive change** by ensuring that our operations, products and services make a net positive contribution to society and the environment.

To achieve this goal, we adopt the following principles and we make **three main commitments** in the Environmental, Social and Governance fields :

E — ENVIRONMENT

Contribute to Sustainable Development by reducing our environmental impact

- Playing a leading role in the renewable energy
- Limiting our greenhouse gas emissions
- Promoting the efficient management of resources
- Protecting biodiversity

S — SOCIETY

Achieve a work culture based on safe and healthy work, equal opportunity and motivation

- Providing safe and healthy work environment
- Offering decent work conditions for our employees
- Promoting the training of our employees
- Fostering diversity, inclusion and equal opportunity

G — GOVERNANCE

Ensure responsible governance and the transparency necessary to convey trust and credibility to our stakeholders

- Complying with all applicable laws in the countries where we operate
- Practicing ethics in business and behaviour
- Encouraging communication and dialogue with stakeholders
- Ensuring secured management of third party's information

We are also mainly contributing to **9** of the 17 United Nations **Sustainable Development Goals** (SDGs). Throughout this report, we indicate which SDGs are directly related to our various achievements and commitments.



Our Achievements

WPO

ENVIRONMENT

Contribute to Sustainable Development by reducing our environmental impacts.



Our Achievements

1 Playing a leading role in the renewable energy

At WPO, we are playing our part in the urgently needed global energy transition by making renewables work.

International renewable energy organisation memberships

We are part of local and international networks to promote the wider and faster uptake of renewable energy.

Indeed, we are part of the **Irena Coalition**, **SafetyOn**, **France Renouvelables** and **IWEA** where we provide active staff time and financial support to promote the renewable energy sector.

Renewable energy events attended in 2024

In 2024, we actively participated in numerous conferences and events on renewables. These gatherings provided us with invaluable opportunities to engage with industry leaders, share our insights, and stay abreast of the latest advancements in renewable technologies.





Our Achievements

1 Playing a leading role in the renewable energy

French Wind Energy Conference exhibition

On 2 and 3 October 2024, we took part in the **14th Colloque National Eolien** organised by France Renouvelables in Paris.

This is the **major wind energy event** in France, bringing together wind energy professionals, experts, scientists, elected representatives and associations to work together to build the energy transition.

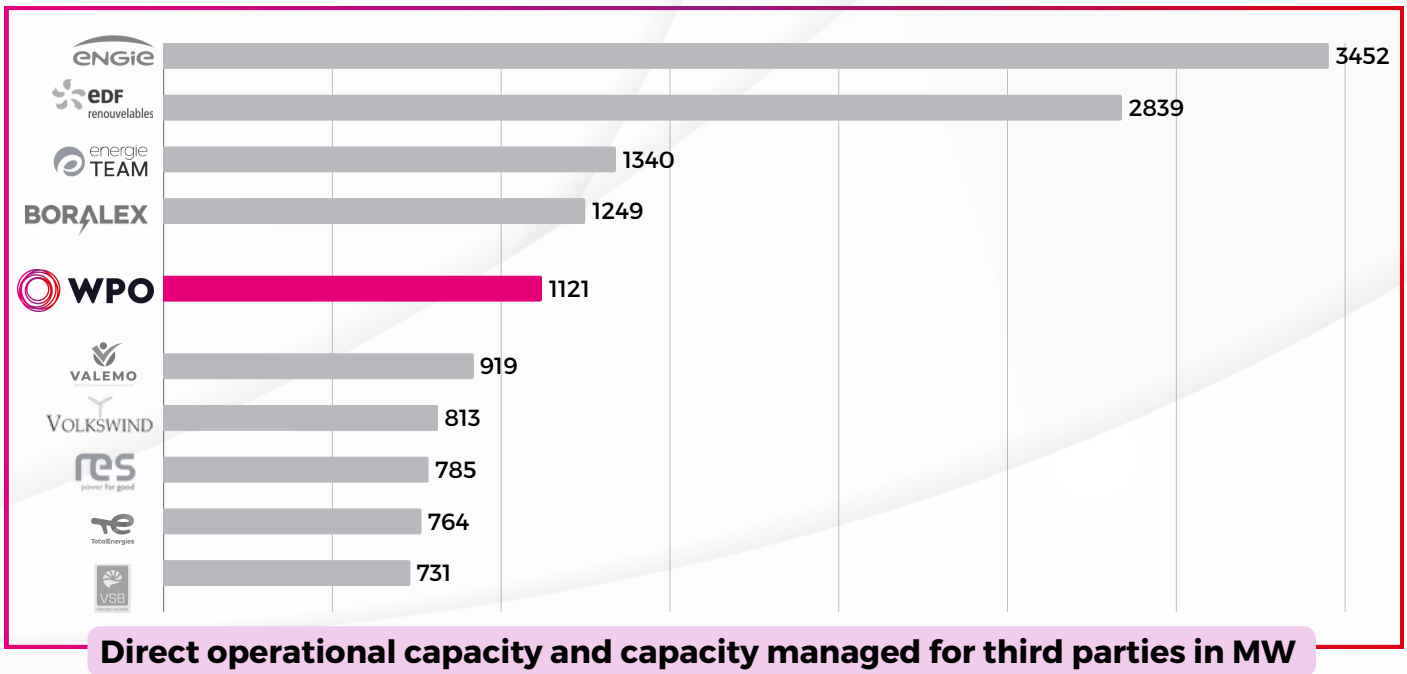
Our participation was a great success, and we had very productive and worthwhile encounters with lots of clients, contacts and stakeholders.





Listed in top 5 wind operators in France

According to the **2024 Renewable electricity system observatory** produced by Capgemini and France Renouvelables, WPO is among the top 5 onshore and offshore wind farm operators in France. This is showcasing the strong and competitive position of WPO in the renewable energy sector.



Direct operational capacity and capacity managed for third parties in MW

Our Achievements

1 Playing a leading role in the renewable energy

Environmental monitoring

At WPO, it is important for us to carry out **environmental monitoring** to see the impact of our renewable assets on the environment and take the necessary actions to reduce and mitigate this impact.

We provide our customers with a detailed report and follow-up on events that may have occured at their sites. We also provide all our employees with a monthly Health, Safety, Environment (HSE) report to inform them of events that have occured during the month.

For example, one of the major environmental events that took place this year was the oil leak from wind turbines.

Hydraulic oil leakage



Spill kit in place



In the case of oil / grease leaks that do not pollute the ground, an anti-pollution kit is systematically installed at the foot of the machine and the source of the leak is investigated before repairs are carried out and tower is cleaned.

Key figures

133 MVA
Battery storage

15 MWe
Hydropower

6.073 MW
Wind turbines

2.979 MWp
Photovoltaic

7 AFFORDABLE AND CLEAN ENERGY

Our Achievements

2 Limiting our Greenhouse Gas emissions

Since 2022, **we have been measuring our carbon footprint**. The objective is to **identify our main emission** streams and implement relevant actions to **reduce these emissions**.

The scopes of our carbon footprint

We wanted to adopt a **holistic approach** and we have considered the following **scopes** to measure our carbon footprint :

- The **digital use** : it covers the impact of our website and Dashboard, the software we develop.
- The **operations** : it includes our marketing and communication impacts and the different software that we use in our daily activity.
- The **purchases** : it integrates the impact of the office supplies and the electronic devices we have purchased in 2023.
- The **supports** : it involves the impact of external support services we work with for the proper functionning of our activities.
- The **offices** : it includes the impact of the energy and water consumption of our three offices in Paris, Manchester and Madrid but also waste management.
- The **travels** : it takes into account the impact of both business travels and commuting.

The **data collection** for the carbon footprint of WPO was done in a **collaborative** way. Indeed all the employees were involved through :

- A **survey on their work habits** : food, digital use, business travels, commuting.
- **Specific questions** delegated to certain employees who are better able to fill in the data such as IT, finance and office managers.

Our Carbon Footprint roadmap

MEASURE
Collect the data from our operations and employees

CERTIFY
Verify and certify our results with carbo

REDUCE
Set targets and action plans to reduce our emissions

OFFSET
Offset unavoidable emissions

Our Achievements

2 Limiting our Greenhouse Gas emissions

Our Carbon Footprint in 2023

In 2023, **we emitted 211 tons of CO2 equivalent** that is 6.7% more than in 2022 (198tCO2e). These results comply with our expected trend taking into account our growth.

The **main emissions** come from our **business travels** and **purchases** which is where we are concentrating our reduction efforts as a priority.

Our Carbon Footprint reduction action plan

Our major action plan to reduce our carbon footprint inludes continuing the initiatives implemented last year :

- Promoting **low carbon transport** for business travels.
- Optimising our **IT infrastructure**.
- Raising employee awareness of **eco-gestures**.
- Educating employees on **responsible purchasing**.

These actions are detailed in the two following pages.

Key figures

211 tons

Total CO2 emissions in 2023

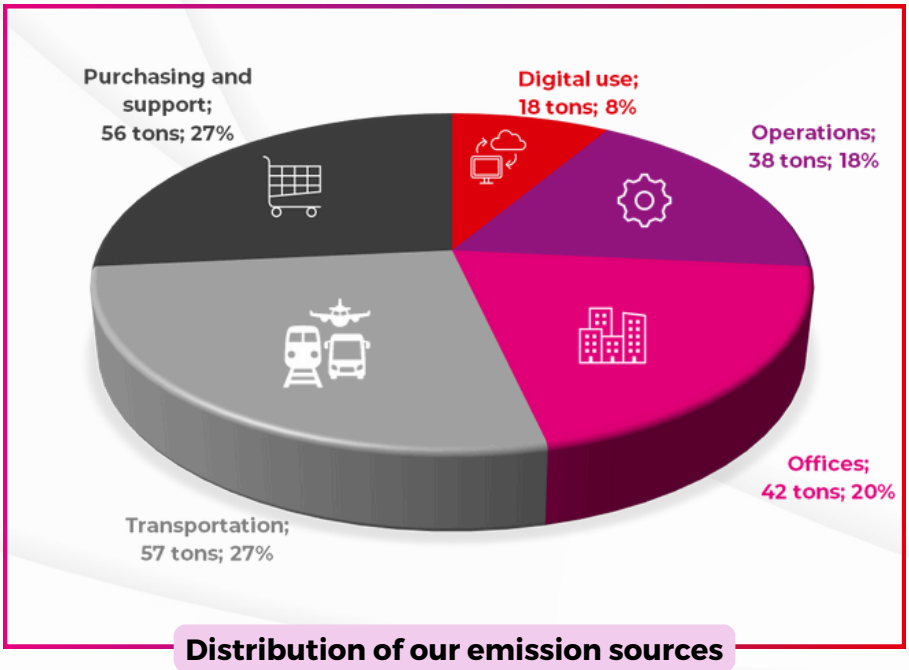
+7% compared to 2022

In line with our expected trend, given our growth

1.9 tons

Average CO2 emissions per employee in 2023

-13% compared to 2022



Distribution of our emission sources

Our Achievements

3 Promoting the efficient management of resources

Low Carbon Transport

As part of our action plan to reduce our carbon footprint, we have updated our **Travel Policy** to favour the use of **low-carbon transport**.

Low carbon transport refers to means of transport that emits less carbon compared to other technical solutions available. It includes train, public transport, electric vehicles, bicycle and walking.

The Policy has been communicated to all WPO employees, along with a procedure detailing the steps to be followed to reduce the environmental impact of business travels.

Employees were also encouraged to use public transportation, carpooling or biking for commuting.

Sustainable Purchasing

This year we wrote an **Employee Sustainable Purchasing Guidelines** to help our employees integrating **sustainable criteria** when making their purchases. Products should be **as local as possible** (in the employee country of residence or in Europe) and **incorporating environmental and social criteria** (i.e. manufactured with respect for human rights, certified by eco-labels, using recycled or recyclable materials).

Furthermore, we conducted an in-depth **analysis of our current suppliers**, focusing on those with expenditures exceeding €2,000. We assessed their locations to identify local suppliers, reviewed their environmental and social initiatives, and verified their certifications or eco-labels.

This analysis highlighted which suppliers are already committed to sustainability and identified potential changes needed in the coming years to ensure we partner with engaged suppliers.

Key figures

97%

Our suppliers who have their headquarter in Europe

43%

Our suppliers who communicate their environmental commitments

57%

WPO's employees using train for business travel in 2023

+11% compared to 2022

25%

Our suppliers who have certifications or ecolabels

33%

Our suppliers who communicate their social commitments





Our Achievements

3 Promoting the efficient management of resources

Green IT initiatives

Several actions are implemented by WPO to **optimise our IT infrastrure** :

- We are regularly checking - on a one-month basis - that the **instances** we are using are **correctly sized** and updgrade or downgrade resources when necessary.
- We **efficiently manage data storage** by keeping frequently used data ("hot") readily accessible and archive infrequently used data ("cold") to slower, more energy-efficient storage.
- We are frequently auditing our databases and datalake to **reduce** and **eliminate redundant data**.
- The IT team is focused on developing **algorithms** that **require less computational power**. By centralising critical algorithms/processing, we were able to identify and resolve certain bottlenecks or unnecessary computing tasks.
- We try to avoid sending individual notification emails when the notification is about a farm, group of farms or at the company level. By sending the same information with all the participants as BCC, we've **reduced the emails sent by 20**.
- We **extend hardware lifespan** through maintenance and upgrade instead of replacing.

Digital Cleanup Day

On 15 March, WPO took part in the Digital Cleanup Day by taking time out to clean up our inboxes.





Waste management

Concerning **waste management**, we sort the waste generated by the renewable assets that we manage. And in our offices, we sort papers, cardboards, plastics, glasses, metals and cartridge inks.

Key figures

71 GB

Storage space cleaned after the Digital Clean Up Day

6124 kWh

Electricity consumption in our offices in the UK

1.4 t

Non-hazardous waste

0 t

Hazardous waste in our offices

Our Achievements

4 Protecting biodiversity

Preserving biodiversity is very important to WPO.
We respect **Habitat Management Plans** and we implement **mitigation measures** such as stopping our wind turbines to avoid incidents with protected species, in particular bats or raptors.

Detection modules



We have installed **detection modules** that **avoid collision with birds** on some of our windfarms. The system detects birds from a distance of 200 meters and analyses their size, flight trajectory and the likelihood of collision.

If the birds continue their flight on the collision course, the turbine stops and it is turned on again when the birds leave the dangerous zone. The system stores detailed records of each incident for later analysis.

Eco-grazing and beehives

In some of our solar plants, we set up **eco-grazing**. It is an ecological technique for the maintenance of parks using pasture (sheep in particular), thus limiting or even suppressing the use of chemicals and machinery.





We have installed hives on some of our solar plants. The **installation of beehives** makes the photovoltaic space profitable, helps to keep the bees, supports local beekeeping and promotes biodiversity on the site.

Respect of the biological rhythm of flora and fauna

In order to respect the biological rhythms of fauna and flora, some **operations** (turbine maintenance, grass cutting) have been **rescheduled** at some of our sites in France and in the UK :

- **nesting period** has been preserved at our windfarms and
- **late mowing** made it easier for fragile plants such as wild orchids to take root around our PV assets.







Key figures

324 MW

Wind turbines equipped with chiropteran flange

151 MW

Solar sites under operation using eco-grazing

15 LIFE ON LAND

Our Achievements

WPO

SOCIETY

Achieve a work culture based on safe and healthy work, equal opportunity and motivation



3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Our Achievements

1 Providing a safe and healthy work environment

At WPO, we have an **HSEQ Management System** in place and communicated to all the employees **about health and safety at work** : HSEQ Policy, European Wind Safety Guidelines, European Electrical Safety rules, European Solar Safety Guidelines, Drugs and Alcohol Policy.

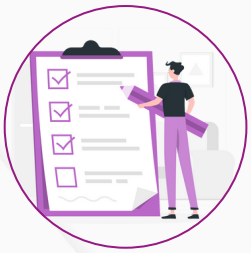
When joining WPO, every employee follows an **HSE** (Health, Safety, Environment) **induction**.

Some of WPO's employees follow **specific HSE trainings** such as work at height and rescue, first aid, fire awareness and electrical safety trainings.

Healthcare coverage

We provide **healthcare coverage** to our workers that includes disability coverage, accident insurance, private dental insurance and private supplemental health insurance.





Risk assessment

We have conducted an **Office Risk Assessment** and a **Site Risk Assessment** and provided **Risk Reduction Measures**.

WPO's workers must have **medicals** to ensure that they are suitable to conduct their working activities in a safe and healthy way.

Display Screen Equipment

All WPO's employees completed a self-assessment on **Display Screen Equipment** to evaluate ergonomics of their workstation and to identify any possible risk, to ensure that they have the equipment, facilities and guidance they need to work safely and effectively.





Road Safety

Concerning **road safety**, we provide defensive driving safety trainings. We conduct root cause analysis on road safety incidents and take preventive and corrective measures.

Key figures

94%

Completion of HSE training program

0

Number of work-related accidents in 2024

3 GOOD HEALTH AND WELL-BEING

Our Achievements

2 Offering decent work conditions for employees

Job flexibility

We provide **job flexibility** to the employees such as :



- **part-time work schedules** at the request of workers,
- **flex-time work schedules** allowing freedom to vary start and stop times
- **telecommuting** allowing employees to work from home one to three days per week.

Transparent information



Information is communicated to employees in a **transparent** way. For example, there is a **formal onboarding process** for new employees and they can have access to information in the **employee handbook**.

Information on **working hours** and **rest periods** (including overtime policy) is communicated to workers during the hiring process and they are in compliance with national regulations.

Decent wage

WPO offers **decent wage** to its workers, sufficient to meet basic food, clothing and housing needs and provide some discretionary income for themselves and their dependents.





Parental leaves

Policy on **parental leaves** respect the regulations in force in the countries where we operate.

Apraisal and promotion



Appraisal is performed every year for all the employees.

We encourage **internal promotions** and hiring for advanced positions by posting job openings internally first.

Key figures

100%

Employees with flexible work arrangements

48%

Employees who work entirely remotely

100%

Employees who made their individual annual review

8 DECENT WORK AND ECONOMIC GROWTH

Our Achievements

3 Promoting the training of employees

At WPO, we have a lifelong learning approach to **training** our employees on **technical** and **soft professional skills**. Our company provides **formal incentives** and **allocates discretionary budgets** for workers for professional development.

We give **management opportunities** and experience to the local workforce in all countries of operations and we provide **apprenticeship** and **internship** opportunities.

Cybersecurity Awareness

Since March 2024, WPO uses the platform **Elba** to raise employee awareness on **cybersecurity**.



To get started, all the employees received 20 minutes of interactive onboarding on **security guidelines** to follow at WPO. Then, every month, mini-courses to learn everything about **hacker's techniques** and **how to detect them** are sent to employees.

The subjects covered by the cybersecurity trainings in 2024 are as follows : open source intelligence, ransomwares, GDPR, multi-factor authentication, passwords, spear phishing, data breaches, SIM swapping, remote work, thrid party apps, updates and malwares.





Safety Training

As safety is one of WPO's core values, **emergency drills** are regularly carried out on site.
The exercise consists of simulating an accident in order to train rescuers and technicians in the best practices to adopt and in the use of the evacuation systems.

Key figures

709 h

Total hours of trainings

+22% compared to 2023

17 h

Average hour of training per employee

-6% compared to 2023

€ 49 344

Allocated budget for HSE trainings

Our Achievements

4 Fostering diversity, inclusion and equal opportunity

WPO is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex and gender, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

We have an **Equality and Non-Discrimination Policy** that aims to remove unfair and discriminatory practices within the company and to encourage full contribution from its diverse community.

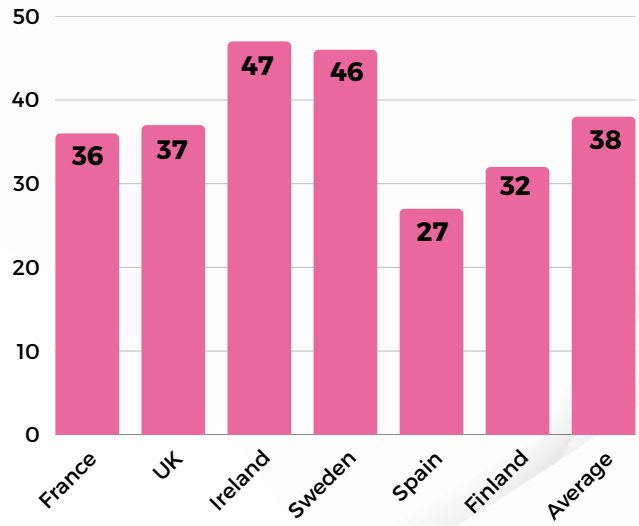
Key figures

39% **61%**

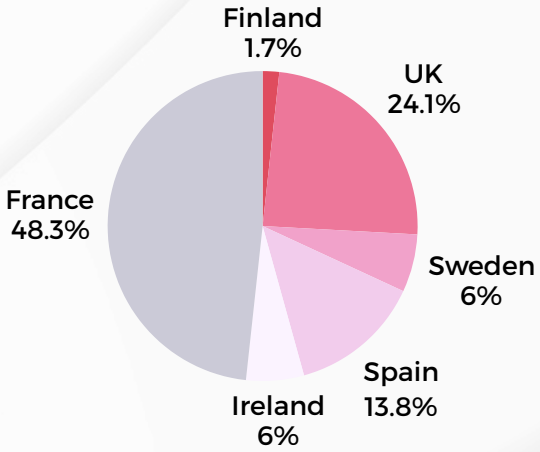
Female / male split

3 years

Average seniority



Average age



Staff split per country

0

Alerts issued related to discrimination or harassment

0

Confirmed incidents of discrimination or harassment

GOVERNANCE

Ensure responsible governance and the transparency necessary to convey trust and credibility to our stakeholders.



Our Achievements

1 Complying with all applicable laws in the countries where we operate

At WPO, we comply with all the applicable European and national regulations to the company. We are also **process-driven** and **multi-certified**.

Regulatory watch

We use **The Compliance People** and **SHEQAPP** to monitor regulations and to be up to date on new regulations applicable to our sector of activity.

ISO Certifications

We are proud to announce that our company has successfuly **renewed** our **ISO 9001**, **14001**, and **45001** certifications in November 2024, maintaining our commitments to **quality management**, **environmental management**, and **occupational health and safety** standards.

We have also **obtained** the **ISO 27001** certification, demonstrating our dedication to **information security management**.

These accomplishments reflect our ongoing efforts to uphold the highest standards in all aspects of our operations.

EcoVadis Silver Medal

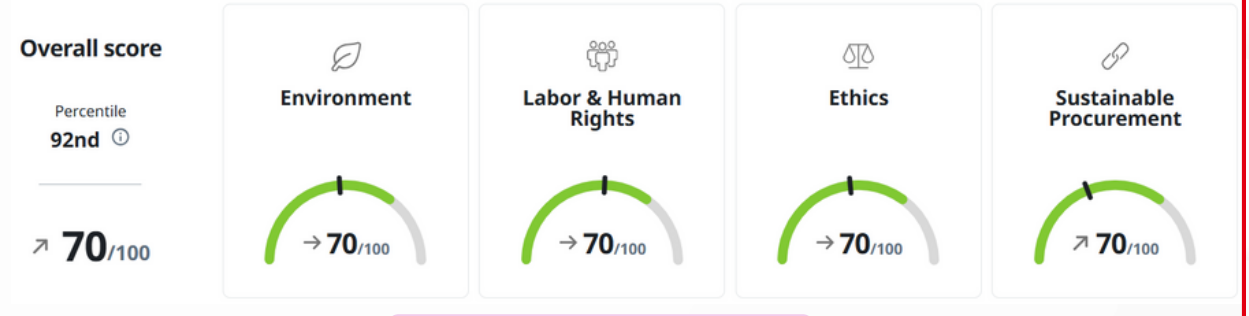
For the second consecutive year, we have been awarded a **Silver Medal** from EcoVadis.

Our overall score is **70/100**, an improvement on last's year score (66/100), which places us in the **top 15%** of CSR performers out of more than 130,000 companies worldwide assessed by EcoVadis.

Our scores in the areas of Environment, Labour & Human rights, and Ethics have remained strong at 70/100. And we have made a significant progress in the area of Sustainable Procurement, where our score has increased from 40 to 70/100.

We will continue to encourage sustainable practices within WPO and look forward to achieving even greater success in the future.

Key figures



EcoVadis score breakdown

Our Achievements

2 Practicing ethics in business and behaviour

Our company has a **Code of Ethics** that prohibits bribes in any form, corruption, conflict of interests, fraud, money laundering and anti-competitive practices.

We also have a **Whistleblowing Policy** to ensure that employees can raise their concerns about wrongdoing or malpractice without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

Anti-bribery and anti-corruption



WPO does not tolerate any form of bribery or corruption and it is policy to conduct all of its business in an ethical manner and to comply with the provisions of applicable national and international laws and regulations relating to anti-corruption.

Conflict of interest



All WPO employees must inform their line managers of any potential conflict of interest as soon as possible.

In a professional situation, they must **make decisions with WPO interests in mind,** never on the basis of their personal interests.

Fraud



All employees must **comply with all internal procedures**. They must raise awareness among their colleagues and external or occasional co-workers about the risks of fraud, specifying the rules to follow, as well as every individual's rights and duties.

Money laundering



All WPO employees must **report any suspicions** to their line manager. They must conduct or delegate the conduct of an **integrity check** of their business relations, prior to any commitment, to verify that these are legitimate activities and that the money does not come from or does not fund illegal activities or sources subject to international sanctions.

Anti-competitive practices



All employees must **avoid contact with a competitor that could suggest there is an inappropriate form of agreement**.
They must inform their line manager promptly if they have received or accidentally used confidential information concerning competitors.

Key figures

0

Reports related to whistleblower procedure

0

Confirmed corruption incidents

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our Achievements

3 Encouraging communication and dialogue with stakeholders

WPO values communication with its internal and external stakeholders.

Board of Directors and Group Staff Committee



There is a **monthly meeting of the Board of Directors** to discuss major events and company projects.

We also have a **Group Staff Committee** that entails a meeting between the managing directors and employee representatives from across the business enabling employees to express their views, opinions, concerns and suggestions and for these to influence decisions at work.

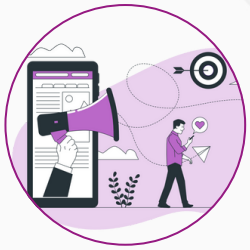
Internal communication

Each month, we send an **internal email** to inform employees about ongoing projects, new clients we have and company's news.



Additionally, we organise **webinars** to keep everyone updated and engaged. This year, we held three webinars : one made by the ITS team on ISO 27001 standard, another made by the CEO to discuss company updates, and a third, by the HSEQ team on quality standards and ISO norms.

External communication



We publish at least one post per week on **LinkedIn** to keep our external stakeholders up to date with company news.

We provide **monthly reporting to our clients**.

We have a monthly meeting with **Operations and Maintenance contractors** and quarterly **HSE meetings**.

Employee satisfaction survey

Employee Satisfaction Survey is conducted every year. The questionnaire is intended to draw up a **collaborative assessment** on subjects such as the atmosphere at work, pay and remuneration, development, technologies and tools, recognition and feedback, management, strategy and vision and the future.



The objectives are to pinpoint and explain :

- Employees sources of satisfaction and dissatisfaction in order to find ways to improve in line with their expectations.
- The difference between employees' view and management's view of the company.

This social climate survey enabled us on the one hand, to make a **diagnosis** (what's OK and what's not) and, on the other hand, a **prognosis** (what are the causes, and from there, how to remedy them).

Our Achievements

3 Encouraging communication and dialogue with stakeholders

Staff meetings and teambuildings

At least once a year, the teams from each business unit or country get together, either for teambuilding or to celebrate the end-of-year festivities together.

These get-togethers strengthen our **interconnectability** and **cohesiveness**, because even if WPO's employees are scattered accross 56 staff locations, our systems and use of Teams makes us a uniquely integrated and cohesive organisation.

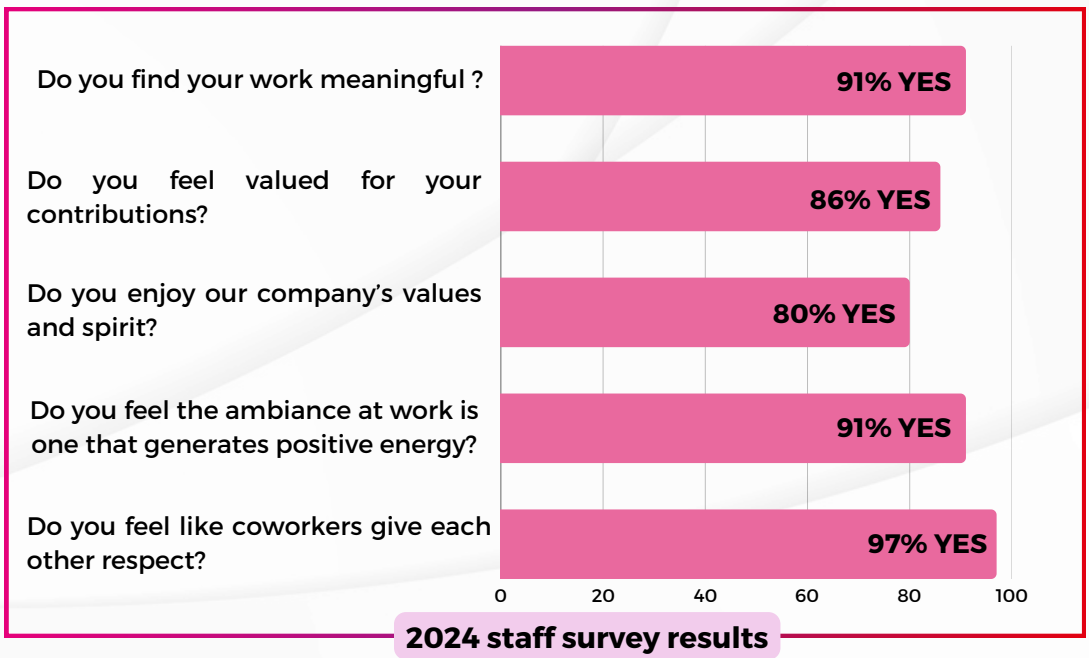




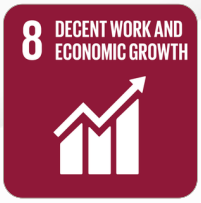




Key figures



2024 staff survey results





Our Achievements

4 Ensuring secured management of third party's information

Information security is fundamental to WPO. We are committed to complying with the **General Data Protection Regulation** (GDPR), ensuring that we protect personal data and respect privacy rights.

ISO 27 001 certification

This year, our company achieved a significant milestone by obtaining the **ISO 27 001 certification**, an **international standard for information security management**, which demonstrates our commitment to protecting sensitive data of our clients and partners by implementing rigorous processes and robust security measures.

Here are some key benefits of this certification :

- **Regulatory compliance** : Being ISO 27 001 certified helps us comply with legal and regulatory requirements regarding data protection.
- **Risk reduction** : By adopting best practices in information security management, we reduce the risks of cyberattacks and data breaches.
- **Competitive advantage** : This certification sets us apart from our competitors and strengthen our maket position.

Cyber security awareness and prevention.



We are using the **Elba platform** to train our employees in cybersecurity. This platform offers several essential features:

- **IT Charter** : The platform includes our IT Charter, which outlines expected behaviours and measures to protect the company's information.
- **Continuous training** : Elba provides regular training modules to educate our employees on cybersecurity best practices and the latest threats.
- **Phishing tests** : Elba conducts phishing simulations to assess our employees' vigilance and train them to detect and avoid phishing attempts.

Additionnally, we have implemented the **Vade platform** to **filter emails**. Vade is a software solution that blocks malware, phishing, spam, and scams.

Key figures

90%
Employees who signed the IT Charter

80%
Presence rate on the Elba platform

14
Issued cybersecurity trainings in 2024

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

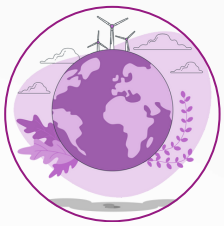
Our Ambitions for 2025

Our ambition is to strengthen our commitment to Corporate Social Responsibility (CSR). We are convinced that CSR is a lever for performance and differentiation that enables us to meet the expectations of our stakeholders and create shared value.

Following on from what has already been put in place in 2024, here are **our ambitions for 2025** :

- **Define our climate strategy** by setting clear, measurable goals to ensure our emissions align with internal standards and international expectations such as limiting global warming to 1.5°C in accordance with the Paris Agreement and following the Science Based Targets initiatives.





- **Reduce our carbon footprint** by promoting low-carbon transport and sustainable purchasing, continuing our efforts to optimise our IT infrastructure and continually raising our employees' awareness of eco-gestures.



- **Increase our EcoVadis score** by improving our practices and our evidence on the four themes assessed: environment, social, human rights, ethics and responsible purchasing.



- **Develop responsible purchasing** by creating a **Code of conduct** for our main suppliers, requiring them to integrate environmental and social criteria into their products and services.



- **Raising awareness**, training and supporting employees in the transition to more responsible practices, by providing them with the necessary information and recognising their contribution.

CONTACT US

We hope this report has given you a **better understanding of our company** and our **CSR approach**. We invite you to send us your comments, suggestions and expectations so that together we can build a lasting partnership at **WPO_HSEQ@wpo.eu**.

Thank you for your trust and interest in WPO.