



In the business of positive energy

# **SUSTAINABILITY REPORT**

# 2025



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We are pleased to share **WPO's 2025 Sustainability Report**. This report reflects our commitment to transparency and responsibility, and provides an overview of our progress over the past year.

2025 has been a **very positive year** for WPO. Despite a complex European regulatory environment and a competitive market, we continued to grow steadily and strengthen our position. We entered **new markets** including Greece, Lithuania, and Belgium, and developed our activities in energy storage (BESS). Today, WPO is approaching **140 employees** based in **17 countries**, our revenue is nearing **€11.3 million**, and we are servicing more than **11GW** of renewable assets. These figures illustrate our commercial ethos, resilience based on quality and the confidence our clients place in us. For over 17 years, WPO has remained a self-funded, profitable company.

Across Europe, the energy transition is moving forward. Renewables now account for nearly half of the EU's electricity generation - a significant milestone. At the same time, the sector faces challenges such as negative pricing and political debate around climate policies. These dynamics have not changed our long-term outlook, which remains positive and supported by industry growth.

In 2025, we successfully maintained our **ISO certifications** (9001, 14001, 45001 and 27001) which reflect our commitment to quality management, environmental responsibility, occupational health and safety, and information security. These standards are essential to ensuring that our services remain safe, reliable, and aligned with best practices across the industry.



For the third consecutive year, WPO also earned the **EcoVadis Silver Medal**, placing us among the top 15% of over 150,000 companies evaluated worldwide. This recognition reflects our ongoing efforts to integrate sustainability into every aspect of our operations.

Looking ahead to 2026, our ambition remains clear : to keep growing, especially in Europe. We will continue to invest in innovation, strengthen our services, and deliver **safe, reliable, and fit-for-purpose** solutions for our clients.

We are grateful for the trust and collaboration that make our progress possible. We look forward to continuing to work together and to building a more sustainable future.



**Barthélémy ROUER**  
Founder and CEO of WPO

This sustainability report is prepared in accordance with the **Voluntary Sustainability reporting Standard for small and medium-sized undertakings (VSME)**.

## What is the VSME ?

The Voluntary Sustainability Reporting Standard for SMEs (VSME) is a framework developed by EFRAG (European Financial Reporting Advisory Group) to help small and medium-sized enterprises report on sustainability in a clear, comparable and proportionate way.



The initiative began in 2023, and after a consultation in 2024, the standard was finalised and recommended by the European Commission in July 2025 as the main voluntary framework for SME sustainability reporting.

## Two modules of VSME

The standard is structured in two levels :

- **Basic Module** : Covers essential ESG data such as company profile, workforce, health and safety, energy use, emissions, water, waste, biodiversity and anti-corruption.
- **Comprehensive Module** : Adds narrative disclosures on sustainability strategy, governance, climate risks, transition plans, human rights, diversity and more detailed social and environmental indicators.

## Our choice : the Comprehensive Module

At WPO, we decided to adopt the VSME standard because we wanted a **clear and recognised framework** for our sustainability reporting. As a medium-sized enterprise, VSME fits our size and needs perfectly. It helps us standardise our ESG disclosures, respond to stakeholder requests in a structured way, and align with European best practices.

We have chosen the **Comprehensive Module** because it reflects our ambition to go beyond minimum requirements. This approach allows us to share not only key metrics but also our vision, governance structure, and strategies. It demonstrates our commitment to transparency and long-term sustainability.



# GENERAL INFORMATION

## B1 - Basis

The period considered in this report is **from 1 January 2025 to 31 December 2025**.

This report is based on the **Basic & Comprehensive Module** of the VSME.

None of the disclosures listed have been omitted as classified or sensitive information.

The reporting has been prepared on a **consolidated basis** (i.e. the report includes information about WPO and its subsidiaries).

- WPO legal form : Private Limited Liability undertaking
- NACE sector classification code : N - 71.12 Engineering activities and related technical consultancy
- Size of balance sheet : 5,5 millions (estimated)
- Turnover : 11,4 millions (estimated)
- Number of employees : 135
  - Employee counting methodology : Headcount at the end of the reporting period
- Country of primary operations and location of significant assets : France

## B1 - List of subsidiaries

Since 2008, WPO has been continuously growing and strengthening its presence across Europe. We have **six subsidiaries** whose addresses are listed below:



### WPO UK Services Ltd

Victoria House  
19-21 Ack Lane East  
SK7 2BE Bramhall  
United Kingdom



### WPO Ireland Limited

Arrow House  
Old Belgard Road  
D24 ND70 Tallaght  
Ireland



### WPO SVERIGE AB

c/o Franska Handelskammaren  
Waterfront Building Box 190  
101 23 Stockholm  
Sweden



### WPO Suomi Oy

c/o Rantaianen Oy Helsinki  
Vanha Kaarelantie 33A  
01610 Vantaa  
Finland



### WPO España

Paseo de la Castellana 53  
28046 Madrid  
Spain



### WPO Betriebsführung GmbH

Wallbergstraße 3  
82024 Taufkirchen  
Germany



## B1 - List of sites

Most of WPO employees work 100% remotely and are spread across Europe to stay close to the sites we manage. However, we also have 5 offices that we rent so our teams can meet, collaborate and connect in person.

Below you will find our offices and service points, as well as their addresses, in accordance with the VSME requirements.

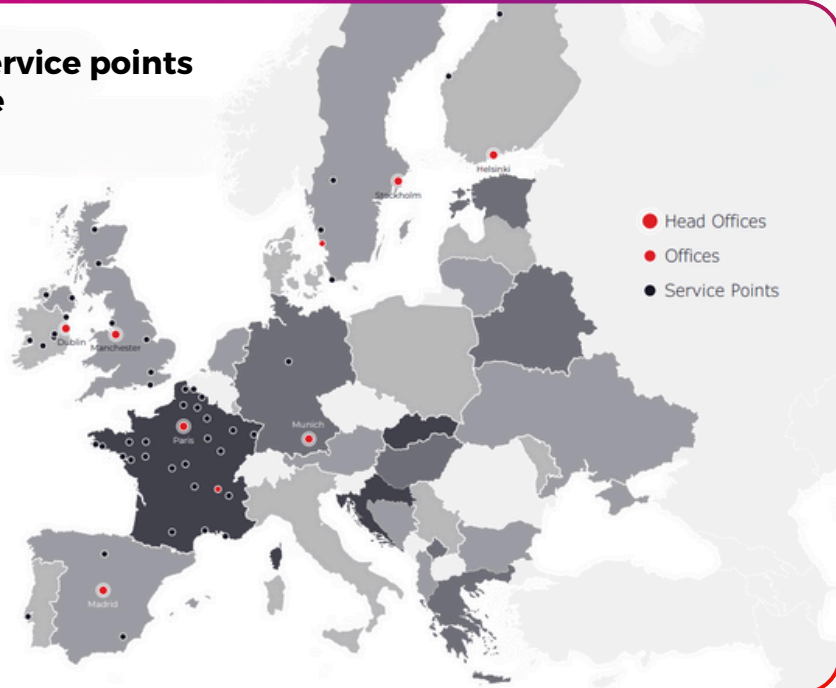
**69**

**Offices and service points  
across Europe**

**135**

**Staff**

Finland  
France  
Germany  
Ireland  
Portugal  
Spain  
Sweden  
United Kingdom



### **WPO France - Head office**



22 Rue de Palestro  
75002 Paris  
France

### **WPO UK - Registered office**



Victoria House  
19-21 Ack Lane East  
SK7 2BE Bramhall  
United Kingdom

### **WPO Ireland - Registered office**



Arrow House  
Old Belgard Road  
D24 ND70 Tallaght  
Ireland

### **WPO Sweden - Registered office**



Ätrastigen 5  
311 38 Falkenberg  
Sweden

### **WPO Spain - Registered office**



Spaces José Abascal  
Calle de José Abascal 41  
Chamberi  
28003 Madrid Spain

## B1 - Disclosure of sustainability related certification or labels

Since 2021, WPO has been successfully certified :

- **ISO 9001** for its Quality management system
- **ISO 14001** for its Environmental management system
- **ISO 45001** for its Occupational health and safety management system.



Since 2024, WPO has been certified **ISO 27001** for its Information security management system.

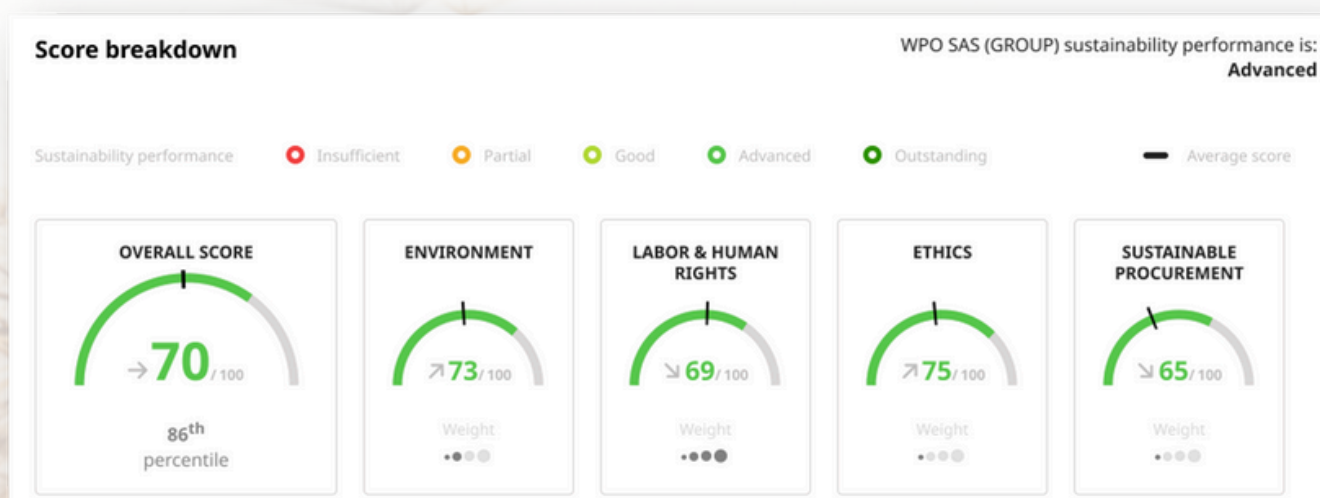
These certifications are more than just standards. They are a clear demonstration of our values and commitments. They shape the way we work every day, ensuring that our processes are robust, transparent and continuously improving.



Since 2023, WPO has been awarded a **Silver Medal**, with an overall score of 70/100, placing us in the **top 15%** of CSR performers out of more than 150,000 companies worldwide assessed by **EcoVadis**.

EcoVadis is a globally recognised platform for assessing corporate sustainability, evaluating companies across four key dimensions : Environment, Labour & Human rights, Ethics, and Sustainable Procurement.

This recognition not only validates our current sustainability practices and commitments but also provides a clear roadmap to further enhance our positive impact over time.





## C1 - Strategy : Business Model and Sustainability

WPO is a 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 offers

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.
- **Software as a Service** : WPO has developed [Dashboard](#), a market-leading asset monitoring, performance and analysis platform.

### Portfolio and market reach

WPO manages over **11 GW** of renewable energy assets across more than 1200 sites generating **€2.2 bn** of electricity sales annually.

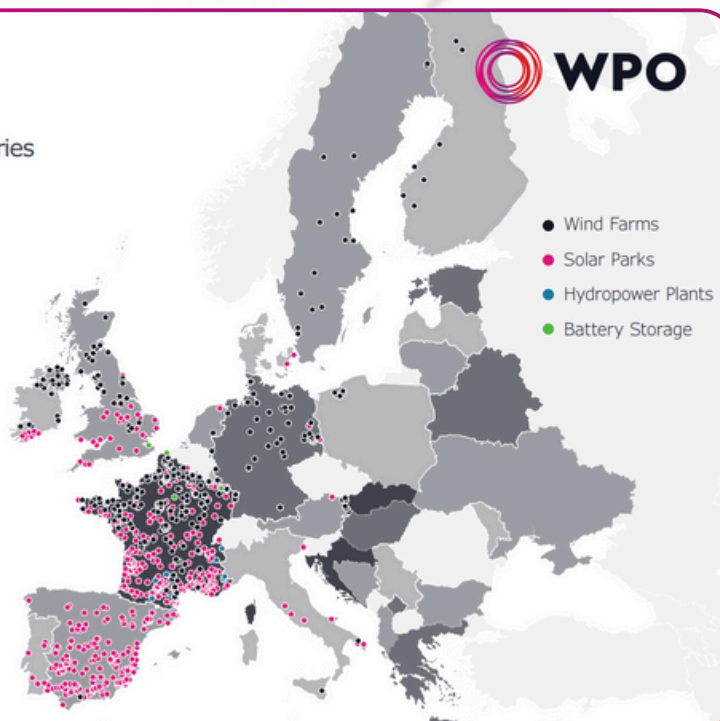
WPO operates in **14 countries** through 64 offices and service points. This extensive network enables WPO to provide localised and responsive services to its clients.

### Stretching Out

We operate in 14 European & overseas countries

|         |             |                |
|---------|-------------|----------------|
| Austria | Ireland     | Spain          |
| Denmark | Italy       | Sweden         |
| Finland | Netherlands | United Kingdom |
| France  | Poland      | Vietnam        |
| Germany | Portugal    |                |

Overseas sites



# General information

## C1 - Strategy : Business Model and Sustainability

### Main business relationships

**WPO clients** are major international fund managers, insurers, reinsurers, developers, banks, semi-public companies, and independent power producers.

**WPO key suppliers** include AWS for data centers, software providers, legal services (tax advisory, accounting, consulting, insurance, audits), subcontractors (for site services and site works), car rental companies...

### International renewable energy organisation memberships



We are part of local and international networks to promote the wider and faster uptake of renewable energy: **Irena Coalition**, **Wind Energy Ireland**, **France Renouvelables**, **SafetyOn** and **La Plateforme Verte** where we provide active staff time and financial support to promote the renewable energy sector.

### Renewable energy events attended in 2025

In 2025, we actively participated in numerous conferences and events on renewables which provided us with several opportunities to engage with industry leaders, share our insights, and stay abreast of the latest advancements in renewable technologies.





## C1 - Strategy : Business Model and Sustainability

### CNFR - 15<sup>th</sup> National Conference of France Renouvelables

On 15 and 16 October 2025, we took part in the **15th National Conference** organised by France Renouvelables in Paris.

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

Our team was present with a **dedicated stand**, which allowed us to showcase our expertise in renewable asset management and present innovative solutions to optimise asset performance.

Over the two days, we had many **valuable conversations** with clients, partners, and main stakeholders, discussing market trends, innovation and future projects.

This event was not only an opportunity to strengthen existing relationships but also to build new connections and reaffirm our commitment to driving progress in renewable energy.



### WPO Key figures



## 11 GW

**Operating plants serviced**  
+10% compared to 2024



## 2328

**Asset inspections per annum**  
+55% compared to 2024



## 13 bn

**Assets under service**  
+8% compared to 2024



## 2.2 bn

**Electricity production per annum**  
+10% compared to 2024



## 6778 MW

**Wind turbines**



## 3968 MWp

**Photovoltaic**



## 610 MWh

**Battery storage**



## 15 MWe

**Hydropower**

## B2 - C2 - Description of practices, policies and future initiatives for transition towards a more sustainable economy

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.

We have policies and targets publicly available, that cover the following sustainability issues : climate change, biodiversity and ecosystems, circular economy, own workforce, and business conduct.

The most senior level within WPO that is accountable for implementing these policies is the **Group Executive Directors**.

You can find below our three main commitments (policies) and the related targets to achieve them :

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



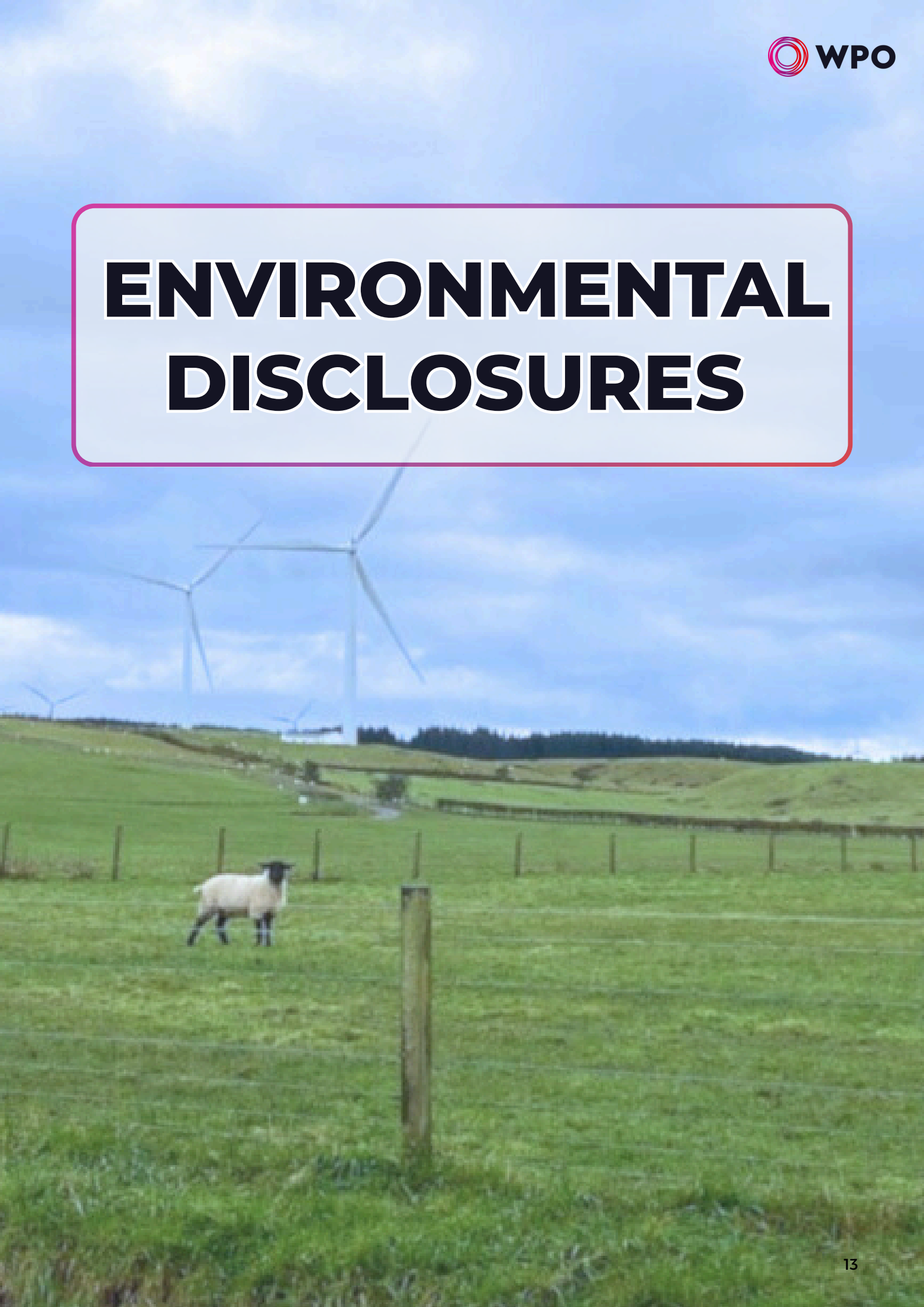
Encouraging communication and dialogue with stakeholders



Ensuring secured management of third party's information



# ENVIRONMENTAL DISCLOSURES



## B3 - Total Energy Consumption

Our total energy consumption in 2025 was **31 780 kWh**. This includes electricity use in our offices in France and United Kingdom, as well as gas consumption for the UK.

For our other offices, energy data could not be provided as utilities are included in rental agreements and therefore not individually tracked.



**24 203 kWh**

Electricity consumption in our Paris and UK offices



**7 577 kWh**

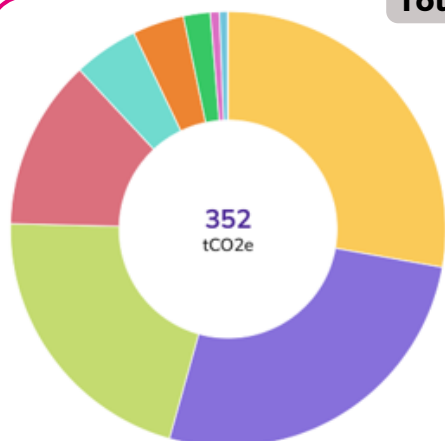
Gas consumption in our UK offices

## B3 - Estimated 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**.

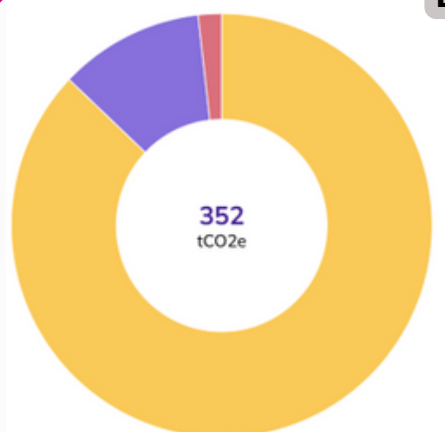
In 2025, we partnered with [Sami](#) to support the data collection and calculation process of our 2024 carbon footprint. All assessments were conducted in accordance with the **GHG Protocol**, ensuring consistency with international standards.

### Total GHG emissions in 2024



|                         |            |       |
|-------------------------|------------|-------|
| Trips                   | 97.9 tCO2e | 27.8% |
| Purchase of services    | 93.4 tCO2e | 26.5% |
| Meals and accommodation | 74.1 tCO2e | 21.1% |
| IT                      | 44.6 tCO2e | 12.7% |
| Remote work             | 16.9 tCO2e | 4.8%  |
| Premises                | 13.5 tCO2e | 3.8%  |
| Equipment               | 7 tCO2e    | 2%    |
| Small supply purchase   | 2.3 tCO2e  | 0.7%  |
| Input                   | 2.2 tCO2e  | 0.6%  |
| Freight                 | 0.1 tCO2e  | <0.1% |

### Emissions per scope in 2024

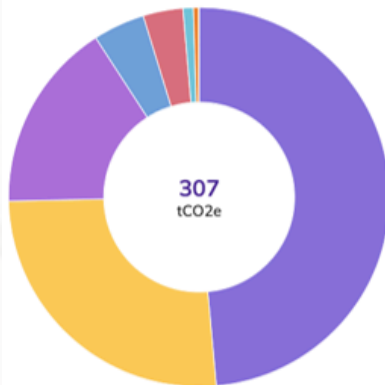


|  |             |       |
|--|-------------|-------|
| Scope 3 - other indirect emissions of GHG      | 306.7 tCO2e | 87.1% |
| Scope 1 - direct emissions of GHG              | 39.1 tCO2e  | 11.1% |
| Scope 2 - indirect emissions related to energy | 6.3 tCO2e   | 1.8%  |



## B3 - Estimated Greenhouse Gas Emissions

### Scope 3 emissions in 2024



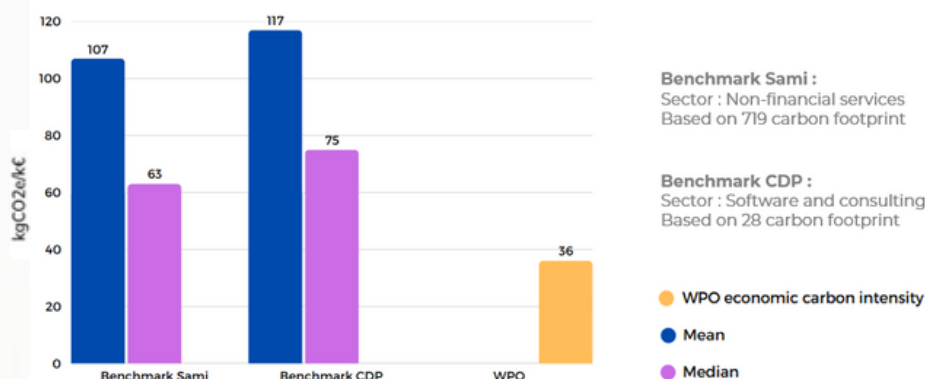
|  |             |       |
|--|-------------|-------|
| Category 1 - purchased goods and services                                      | 148.9 tCO2e | 48.6% |
| Category 16 - other (upstream & downstream)                                    | 80 tCO2e    | 26.1% |
| Category 6 - business trips  | 49.7 tCO2e  | 16.2% |
| Category 7 - employee commuting  | 13.5 tCO2e  | 4.4%  |
| Category 2 - capital goods   | 10.4 tCO2e  | 3.4%  |
| Category 3 - fuel-and-energy-related activities (not included in Scope 1 or 2) | 2.7 tCO2e   | 0.9%  |
| Category 5 - waste generated in operations                                     | 1.5 tCO2e   | 0.5%  |
| Category 4 - upstream transportation and distribution                          | 0.1 tCO2e   | <0.1% |

## B3 - Greenhouse Gas Emission intensity

In 2024, WPO's GHG intensity per turnover, which represents the amount of greenhouse gas emissions generated every unit of revenue, was **36 kgCO2e per 1000€ of revenue**.

When compared to industry benchmark from Sami's customer database and the Carbon Disclosure Project (CDP), WPO performs significantly better : sector averages range from 63 to 117kgCO2e per €k, as illustrated in the chart below.

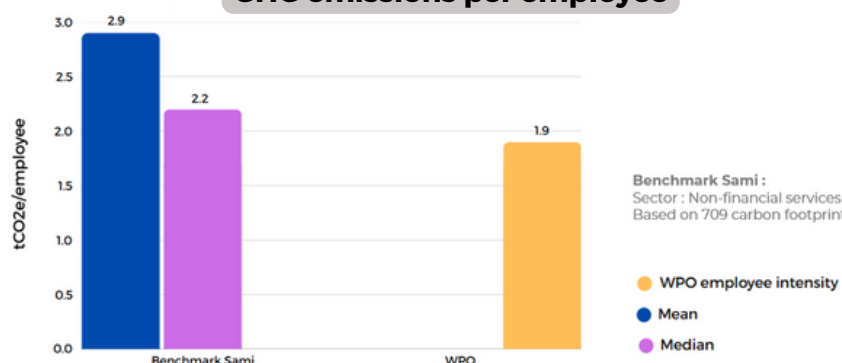
### GHG emissions per turnover



**36**  
kgCO2e / k€ of revenue

Similarly, WPO's employee carbon intensity - the emissions associated with each full-time equivalent employee - was **1.9 tCO2e per employee** in 2024. This figure is also below the sector benchmark provided by Sami, which range from 2.2 to 2.9 tCO2e per employee.

### GHG emissions per employee

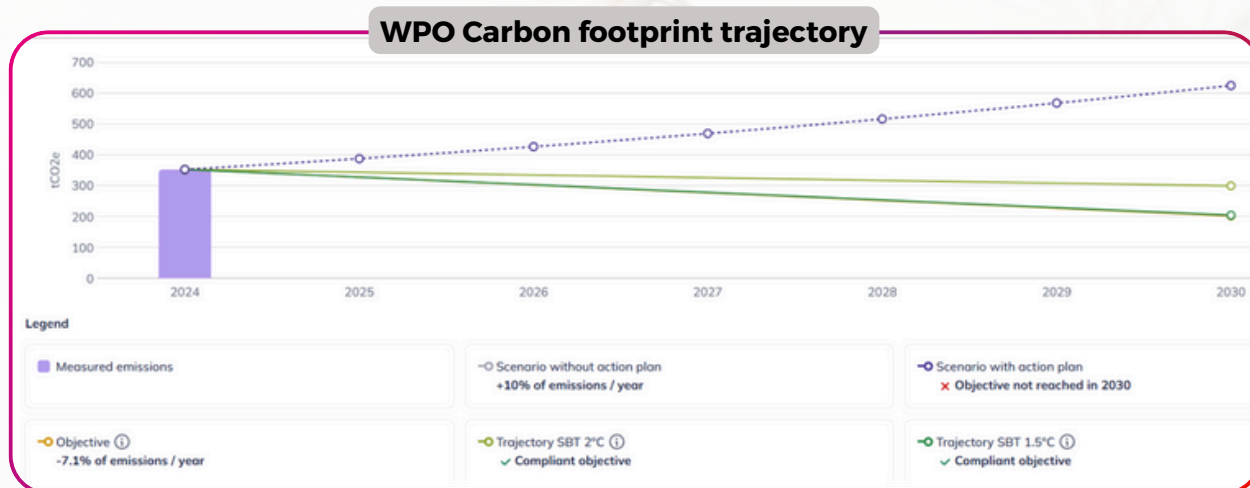


**1.9**  
tCO2e / employee

## C3 - Greenhouse Gas reduction targets

In 2024, WPO recorded greenhouse gas emissions of 352 tonnes of CO<sub>2</sub>e. The company aims to reduce these emissions to around **228 tonnes by 2030**, following a consistent **annual reduction of 7%**.

This trajectory is aligned with the Science Based Targets initiative (SBTi) for limiting global warming to 1,5°C, ensuring that WPO contributes to the most ambitious climate goals.



## C3 - Disclosures of list of main actions the entity seeks in order to achieve its targets

To achieve our greenhouse gas reduction targets, WPO is committed to implementing a series of practical and impactful measures. These actions focus on reducing emissions from business travels, procurement, and daily operations, while fostering a culture of sustainability among employees.

Here are the actions we plan to implement :



Reinforce our travel policy by prioritising train journeys and electric vehicles for business trips



Replace thermal vehicles with electric alternatives whenever possible



Promote sustainable purchasing practices by reminding employees of our internal guidelines



Choose responsible suppliers who have measured their carbon footprint and adopted a reduction plan



Develop guidelines for sustainable accommodations to support eco-friendly lodging during business travel



Extend the lifespan of IT equipment through maintenance and reuse



Encourage regular digital cleanups



Promote eco-friendly habits at work by reinforcing simple, everyday actions that save energy and resources.



## B4 - Pollution of air, water and soil

The indicator B4 required by the VSME does not apply to WPO because we operate exclusively as a service provider and do not carry out activities that generate emissions to air, water or soil. We are not legally required to report such information and do not currently report it voluntarily.

## B5 - Sites in biodiversity sensitive area

The indicator B5 does not directly apply to WPO because we do not own or lease any sites located in or near biodiversity-sensitive areas. However, as part of our services, we manage sites for our clients and actively implement measures to protect and enhance biodiversity. These actions include :



- **Habitat Management Plans and mitigation measures** such as curtailments, planting hedges, managing green spaces, etc.
- **Detection modules** to prevent bird collisions by monitoring flight paths and stopping turbines when necessary.

- **Eco-grazing practices** using sheep to maintain vegetation naturally, reducing chemical and machinery use.



- **Installation of beehives** on solar plants to support pollination and local biodiversity.

- **Respect for biological rhythms of flora and fauna**, including rescheduling maintenance activities, preserving nesting periods, and adopting late mowing to protect fragile plants like wild orchids.



**451 MW**

Wind turbines equipped with bats' curtailment



**162 MW**

Solar sites under operation using eco-grazing

## B6 - Water withdrawal

We currently only have water withdrawal data for our UK offices. For other locations, this information is not accessible because water consumption is included in the rent and service charges. Additionally, none of our sites are located in areas of high water stress.



## B7 - Description of circular economy principle

WPO has implemented an **Employee Sustainable Purchasing Guidelines** to help our employees integrate 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).

Our waste management strategy is based on the 3Rs principle :

- **Reduce** : Preventing waste before it is created by using fewer resources and avoiding unnecessary consumption
- **Reuse** : Instead of discarding items, reuse aims to extend their lifespan. It involves giving products or their components a second life, reducing the need for new materials and energy
- **Recycle** : Recycling ensures that materials are recovered and transformed into new products, reducing landfill waste and conserving natural resources



To put these principles into practice, WPO has adopted several concrete measures across its offices such as :

- Use of recycled paper reams and refurbished phones
- Comprehensive waste sorting : paper, cardboard, plastics, glass and ink cartridges
- A dedicated procedure for recycling electronic waste.

Employees are regularly informed and encouraged to adopt these practices, so sustainability becomes part of everyday work habits.



## B7 - Waste generated

In 2025, we estimated the waste generated in our offices as shown below :



## C4 - Climate risks

In 2025, WPO has not identified any climate-related hazards or transition events that create material risks for our activities, assets, or value chain. As a service-oriented company with limited physical infrastructure and no operations in high-risk areas, our exposure to climate-related risks is considered negligible.

We continue to monitor potential developments to ensure that any emerging climate-related risks are addressed promptly.

# SOCIAL DISCLOSURES

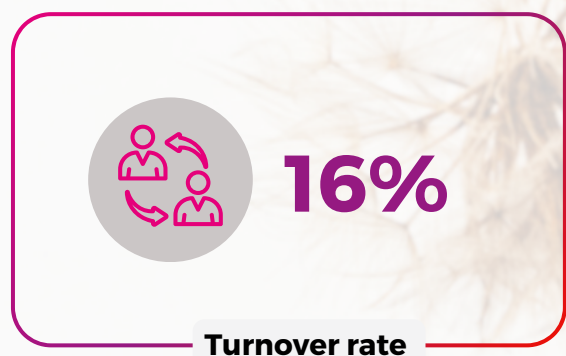
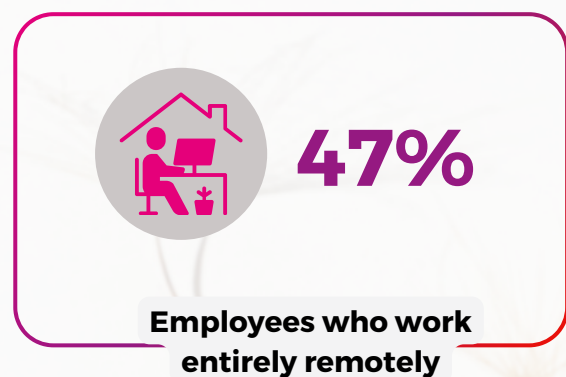
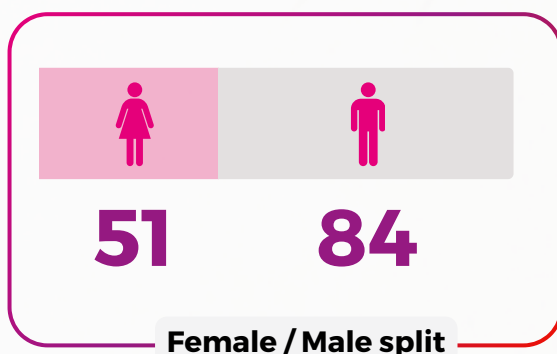
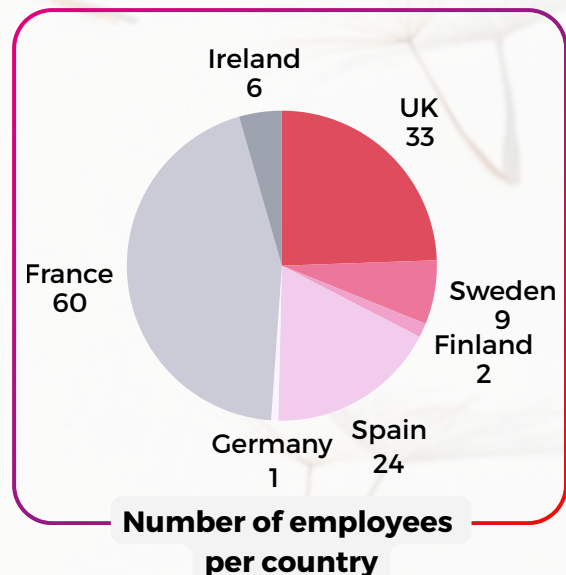
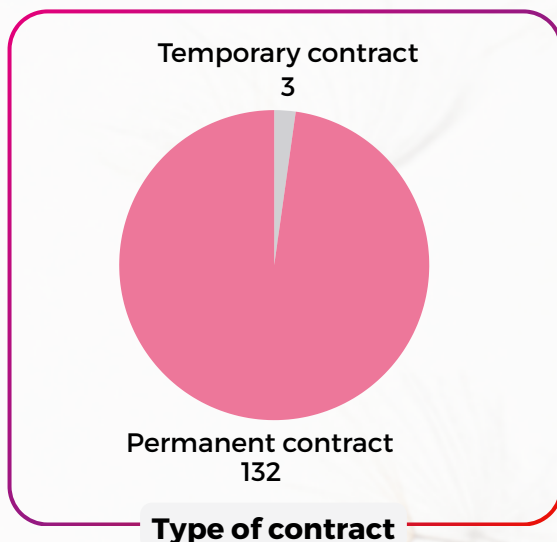




## B8 -Workforce - General characteristics

WPO's team consists of **135 expert professionals** spread across Europe.

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



## B9 - Workforce - Health and Safety

**Safety** is one of WPO's core values. We are committed to creating a safe and healthy work environment for all our employees. To achieve this, we implement a wide range of measures and actions designed to protect the well-being of our teams. From rigorous safety protocols and regular training sessions to continuous monitoring and improvement initiatives, we ensure that health and safety remain at the heart of everything we do.

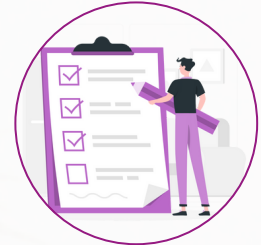


We have an **HSEQ Management System** in place and communicated to all the employees about health and safety at work : HSEQ Policy, European Wind and Solar Safety Guidelines, European Electrical Safety rules, Drugs and Alcohol Policy.

When joining WPO, every employee follows an **HSEQ** (Health, Safety, Environment & Quality) 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.

We conduct an **Office Risk Assessment** and a **Site Risk Assessment** and provide **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.



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.

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



**Number of recordable work-related accidents**



**Number of fatalities as a result of work-related injuries and work related ill health**

## B10 - Workforce - Remuneration, Collective bargaining and training

Across all countries where we operate, employees receive **compensation that is equal to or above the applicable minimum wage**. This standard is determined either by national minimum wage legislation or through collective bargaining agreements in each jurisdiction. By adhering to these requirements, we ensure fair and compliant remuneration practices that respect local labour laws and promote decent working conditions for our employees.



**64%**

Percentage of employees covered by collective bargaining agreements

A total of **86 employees**, representing 64% of our workforce, are covered by collective bargaining agreements (in France, Spain, and Finland).

At WPO, we have a lifelong learning approach to **training** our employees on **technical** and **soft professional skills**. Our company **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.

In 2025, all WPO employees received regular **cybersecurity awareness sessions** through **Elba** and **Riot** platforms. These platforms provide short, interactive and practical lessons to help employees develop good security habits and avoid common risks. These trainings ensure everyone is prepared to protect company and personal data.



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.



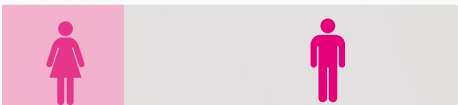
**842 h**

Total hours of training



**11 h**

Average hours of training per employee



**277 h**

**765 h**

Number of annual training hours per employee, broken down by gender



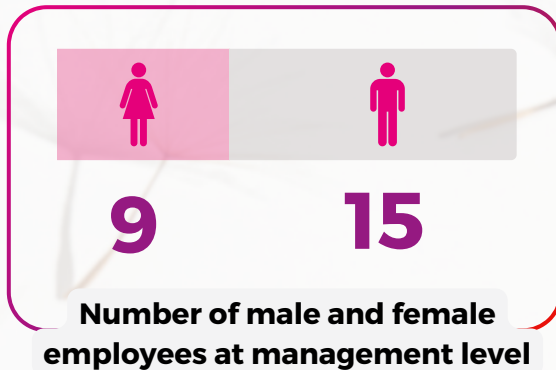
**30 637€**

Allocated budget for HSE training



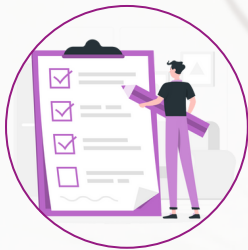
## C5 - Additional general workforce characteristics

As part of the VSME Comprehensive Module reporting, we are required to disclose Indicator C5, which focuses on **workforce composition at management level**. Below are our 2025 figures regarding the workforce composition at management level :



Moreover, in 2025, there were **four self-employed workers** without personnel working exclusively for WPO and no temporary workers provided by external employment agencies.

## C6 - Human rights policies and processes



WPO has a policy that clearly states the company's stance on **Modern Slavery** and the procedure employees should follow in case of concerns. It covers child labour, forced labour and human trafficking.

We also have an **Equality and Non-Discrimination Policy**. 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.



WPO has a **complaint-handling mechanism** for its own workforce. Employees can contact an HR representative or the designated external organisation, with country-specific contact numbers provided in the procedure.

## C7 - Severe negative human rights incidents

In 2025, WPO had **no confirmed incidents** within its own workforce and is not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers, or end-users.

# GOVERNANCE DISCLOSURES



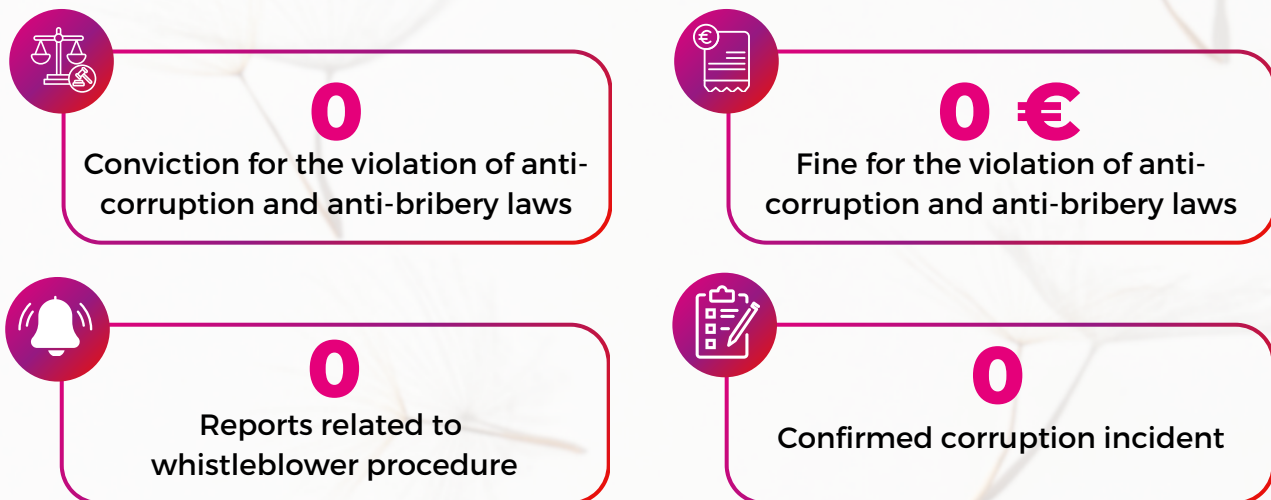


## B11 - Convictions and fines for corruption and bribery

WPO has an **Ethics Policy** 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.

In 2025, WPO has not incurred any convictions or fines for corruption and bribery. And there have been no reports related to the whistleblower procedure and no confirmed incidents of corruption.



## C8 - Revenues from certain activities

WPO confirms that it **does not derive revenues from any of the following activities**: controversial weapons (such as anti-personnel mines, cluster munitions, chemical and biological weapons), cultivation and production of tobacco, coal, oil, gas, fossil fuel-related activities (including exploration, extraction, processing, storage, refining, transportation, and trade), or chemicals production.

## C8 - Exclusion from EU reference benchmarks

WPO is **not excluded from any EU reference benchmarks that aligned with the Paris Agreement**.

As a reminder, undertakings are excluded from the EU Paris-aligned benchmarks if they derive :

- 1% or more of their revenues from exploration mining, extraction, distribution or refining of hard coal and lignite
- 10% or more of their revenues from the exploration, extraction, distribution or refining oil fuels
- 50% or more of their revenues from the exploration, extraction, manufacturing or distribution of gaseous fuels
- 50% or more of their revenues from electricity generation with a GHG intensity of more than 100g CO<sub>2</sub>e kWh.



## C9 - Gender diversity ratio in the governance body

WPO has a **governance body** that meets on a monthly basis to review major events and discuss the company's strategic projects. These meetings ensure that major decisions are taken collaboratively and that the company remains aligned with its long-term objectives.

The **Executive Committee** is composed of **seven members**, including **five men** and **two women**, bringing diverse perspectives and expertise to the governance process and reflecting WPO's dedication to transparency, accountability and effective leadership.



**Barthélémy ROUER**  
Partner, CEO



**Duncan LEVIE**  
Partner,  
Managing Director



**Alexandre BERTRAND**  
Partner,  
Managing Director



**Lara MORETTI**  
Human Resources  
Director



**Delphine HUBAS**  
HSEQ Director



**Hugues Thibault**  
Group CFO



**Christophe CUZOL**  
Technical Operations  
Director



**0.4**

**Gender diversity ratio in  
governance body**

# Our ambitions for 2026

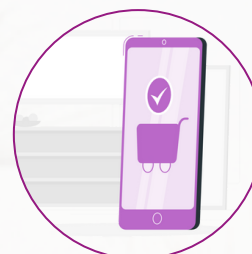
As we conclude this year's sustainability report, we reaffirm our commitment to building a more responsible company. In 2026, we will continue to translate our ambitions into concrete actions, strengthening our contribution to the environment, our employees, and our stakeholders:

- **Reduce our carbon footprint** by acting directly on our most material impacts. Our focus will include **promoting low-carbon mobility**. We will reinforce **awareness-raising** efforts among employees by expanding training on eco-gestures, responsible digital practices, and energy sobriety, so that sustainability becomes natural part of daily work habits.



- **Improve our EcoVadis score** by strengthening our internal processes and by continuing to make progress in all the areas evaluated : environment, social and human rights, ethics and sustainable procurement.

- **Reinforce our responsible purchasing strategy**. We will deepen our assessments of supplier practices , include environmental and social requirements in our contracts, and support our employees with training and tools to better integrate sustainability criteria. We also want to engage our suppliers more actively by informing them about our expectations and encouraging them to improve their own practices.



## 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\\_HSE@wpo.eu](mailto:WPO_HSE@wpo.eu)**.

Thank you for your trust and interest in WPO.