

Non-financial indicators

Everywhere, Sodexo teams are fully mobilized to ensure the health and safety of all and pursue the Better Tomorrow 2025 corporate responsibility roadmap to contribute to a better future. Due to the Covid-19 pandemic, Sodexo faced an unprecedented decline in business, significantly impacting its non-financial performance and the Company's workforce. The Group has nevertheless continued its efforts, particularly in terms of food waste, employee training and inclusive and sustainable practices.

Disclosure and transparency

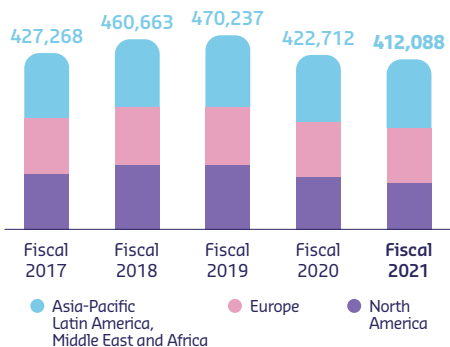
Sodexo is convinced that clear, comparable and accessible information on its financial and non-financial performance, enables all of its stakeholders to make informed decisions. Since Sodexo's creation, its financial, social and environmental performance has been publicly disclosed in the Universal Registration Document. To ensure transparency, the information and indicators have been audited by an independent third party for each of the past ten years.

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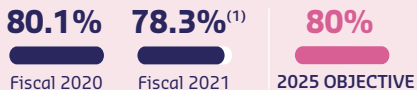
01

IMPROVE THE QUALITY OF LIFE OF OUR EMPLOYEES, SAFELY

EVOLUTION OF WORKFORCE BY GEOGRAPHIC AREA



EMPLOYEE ENGAGEMENT RATE



82%
employee retention rate

8%
internal promotion rate for On-site managers

0.71
lost time injury rate
(-0.06 pt yoy)

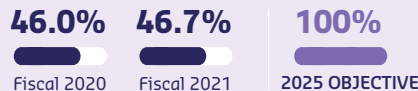
10H
of training on average provided annually per employee
(+1h yoy)

02

ENSURE A DIVERSE WORKFORCE AND INCLUSIVE CULTURE THAT REFLECTS AND ENRICHES THE COMMUNITIES WE SERVE



PERCENTAGE OF OUR EMPLOYEES WHO WORK IN COUNTRIES WHICH HAVE GENDER BALANCE IN THEIR MANAGEMENT



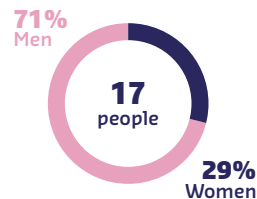
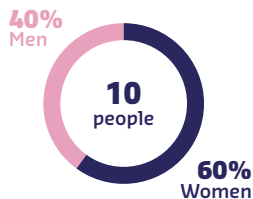
83.7%

of the workforce work in countries with a non-discrimination policy that includes sexual orientation and gender identity

WORKFORCE BY GENDER AND BY CATEGORY (as of August 2021)

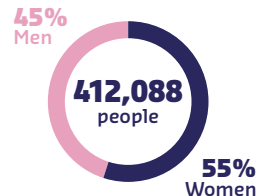
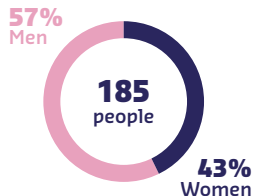
Board of Directors
(excl. employee representatives)

Executive Committee



Group Senior Executives

Employees



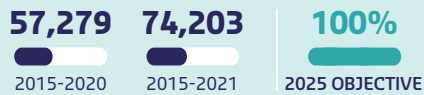
1 2021 employee engagement survey sent to 336,183 Sodexo employees of whom 63% responded (vs 59% the previous year).

03

FOSTER A CULTURE OF ENVIRONMENTAL RESPONSIBILITY WITHIN OUR WORKFORCE AND WORKSPACES



NUMBER OF OUR EMPLOYEES TRAINED ON SUSTAINABLE PRACTICES SINCE 2015



04

PROVIDE AND ENCOURAGE OUR CONSUMERS TO ACCESS HEALTHY LIFESTYLE CHOICES



PERCENTAGE OF CONSUMERS WHO ARE OFFERED HEALTHY LIFESTYLE OPTIONS EVERY DAY



05

PROMOTE LOCAL DEVELOPMENT AND FAIR, INCLUSIVE AND SUSTAINABLE BUSINESS PRACTICES



BUSINESS VALUE BENEFITTING SMEs⁽¹⁾ in billion euro

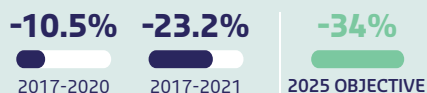


06

SOURCE RESPONSIBLY AND PROVIDE MANAGEMENT SERVICES THAT REDUCE CARBON EMISSIONS



REDUCTION IN SCOPE 3 SUPPLY CHAIN CARBON EMISSIONS VS 2017

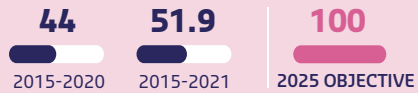


07

ACT SUSTAINABLY FOR A HUNGER-FREE WORLD



STOP HUNGER BENEFICIARIES SINCE 2015 in million of beneficiaries



08

DRIVE DIVERSITY AND INCLUSION AS A CATALYST FOR SOCIETAL CHANGE



EMPOWERED WOMEN IN COMMUNITIES SINCE 2015

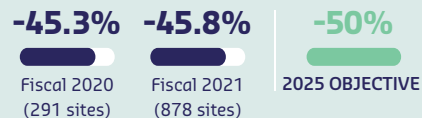


09

CHAMPION SUSTAINABLE RESOURCE USAGE



REDUCTION IN OUR FOOD WASTE ON THE SITES HAVING DEPLOYED THE WASTEWATCH PROGRAM



Acting responsibly is at the heart of our mission and everything we do on a daily basis. Sodexo is recognized for these commitments and encourages its teams to make progress to reduce our impact on ecosystems.

Sodexo is a member of the ESG 80, FTSE4Good, Euronext CAC 40 ESG and Dow Jones Sustainability Index and ranks amongst leaders in its sector for the 16th consecutive year. The Group is also ranked among the top companies in its sector in the SAM Sustainability Yearbook and, for the 14th consecutive year, among the best companies in the DiversityInc ranking for LGBTQ+ employees, recruitment of women of color and executive women leaders. Sodexo also holds Ecovadis Platinum certification. In November 2020, Sodexo joined CDP's list of world leaders in climate change with an A rating for progressing on its carbon strategy.



Member of Dow Jones Sustainability Indices
Powered by the S&P Global CSA



1 Small and Medium Enterprises.

For more information, see chapter 2 of the Universal Registration Document.