

## 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.

### 01

#### Improve the Quality of Life of Our Employees, Safely

##### Evolution of Workforce by Geographic Area

Fiscal 2017 – 427,268

Fiscal 2018 – 460,663

Fiscal 2019 – 470,237

Fiscal 2020 – 422,712

Fiscal 2021 – 412,088

For:

Asian-Pacific, Latin America, Middle East and Africa

Europe

North America

##### **Employee Engagement Rate**

Fiscal 2020 – 80.1%

Fiscal 2021 – 78.3% \*

2025 Objective – 80%

Employee Retention Rate 82%

Internal Promotion Rate for On-site Managers 8%  
Lost time Injury Rate 0.71 (-0.06 pt yoy)

10H of Training on Average Provided Annually per Employee (+1h yoy)

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

## 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**

Fiscal 2020 – 46%

Fiscal 2021 – 46.7%

2025 Objective – 100%

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)

10 People: 60% Women, 40% Men

Executive Committee

17 People: 71% Men, 29% Women

Group Senior Executives

185 People: 57% Men, 43% Women

Employees

412,088 People: 55% Women, 45% Men

## 03

### **Foster a Culture of Environmental Responsibility Within Our Workforce and Workspaces**

Number of Our Employees Trained on Our Sustainable Practices Since 2015

2015-2020 – 57,279

2015-2021 – 74,203

2025 Objective: 100%

## 04

### **Provide and Encourage Our Consumers to Access Healthy Lifestyle Choices**

Percentage of Consumers Who Are Offered Healthy Lifestyle Options Every Day

Fiscal 2021 – 73.8%

2025 Objective – 100%

## 05

### **Promote Local Development and Fair, Inclusive and Sustainable Business Practices**

Business Value Benefiting SMEs\*  
in billion euro

Fiscal 2020 – 4.4

Fiscal 2021 – 6.9

2025 Objective – 10

\*Small and Medium Enterprises

## 06

### **Source Responsibly and Provide Management Services That Reduce Carbon Emissions**

Reduction in Scope 3 Supply Chain Carbon Emissions

2017-2020 – -10.5%

2017-2021 – -23.2%

2025 Objective: -34%

## 07

### **Act Sustainably for a Hunger-Free World**

Stop Hunger Beneficiaries Since 2015

in millions of beneficiaries

2015-2020 – 44

2015-2021 – 51.9

2025 Objective – 100

## 08

### **Drive Diversity and Inclusions as a Catalyst for Societal Change**

Empowered Women in Communities Since 2015

Fiscal 2020 – 45,495

Fiscal 2021 – 54,768

2025 Objective – 500,000

## 09

### **Champion Sustainable Resource Usage**

Reduction in Our Food Waste on the Sites Having Deployed the WasteWatch program

Fiscal 2020 (291 sites) – -45.3%

Fiscal 2021 (878 sites) – -45.8%

2025 Objective – 50%

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 16<sup>th</sup> consecutive year. The Group is also ranked among the top companies in its sector in the SAM Sustainability Yearbook and, for the 14<sup>th</sup> 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.

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

Sodexo – Fiscal 2021 Integrated Report