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.

During Fiscal 2020, Sodexo faced an unprecedented decline in business in the second half of the year due to the Covid-19 pandemic, significantly impacting its non-financial performance and the company’s workforce.

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, our financial, social, societal 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 nine years.

### 1. IMPROVE THE QUALITY OF LIFE OF OUR EMPLOYEES, SAFELY

**EVOLUTION OF WORKFORCE BY GEOGRAPHIC AREA**

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Asia-Pacific, Latin America, Middle East and Africa</th>
<th>Europe</th>
<th>North America</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiscal 2016</td>
<td>425,594</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fiscal 2017</td>
<td>427,268</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fiscal 2018</td>
<td>460,663</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fiscal 2019</td>
<td>470,237</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fiscal 2020</td>
<td>422,712</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**BETTER TOMORROW 2025 OBJECTIVE**

80% employee engagement rate

83.1% employee retention rate

89.2% site managers retention rate

0.77 lost time injury rate

8.8 hours of training on average provided annually per employee (excluding Germany)

**INTERNAL PROMOTION RATES BY CATEGORY**

- For Off-site managers: 5.8%
- For On-site managers: 7.3%

**1. 2020 employee engagement survey sent to 328,547 Sodexo employees of whom 59% responded.**

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

**BETTER TOMORROW 2025 OBJECTIVE**

100% of our employees work in countries that have gender balance in their management populations

**WORKFORCE BY GENDER AND BY CATEGORY**

(as of August 31, 2020)

- **Board of Directors (excl. employee representatives)**
  - Men: 40% (10 people)
  - Women: 60% (20 people)

- **Executive Committee (as of October 1, 2020)**
  - Men: 68% (19 people)
  - Women: 32% (9 people)

- **Management**
  - Men: 56% (49,296 people)
  - Women: 44% (34,444 people)

- **Employees**
  - Men: 45% (422,712 people)
  - Women: 55% (492,490 people)

46% of our employees work in countries that have gender balance in their management

93.5% of the workforce works in countries with a non-discrimination policy that includes sexual orientation and gender identity
Foster a culture of environmental responsibility within our workforce and workspaces

Better Tomorrow 2025 Objective
100% of our employees are trained on sustainable practices

- 57,279 employees trained in sustainable practices
- 98.3% of Group revenues from countries employing environmental experts

Provide and encourage our consumers to access healthy lifestyle choices

Better Tomorrow 2025 Objective
100% of our consumers are offered healthy lifestyle options every day

- 5,787 dieticians employed by Sodexo around the world
- 96% of On-site revenues from countries that have a system ensuring that employees with Foodservices responsibilities are trained in accordance with local standards and the overall food safety policy

Promote local development and fair, inclusive and sustainable business practices

Better Tomorrow 2025 Objective
10 billion euro of our business value will benefit SMEs

- 4.4 billion euro of our business value benefitting SMEs
- 57.6% of the coffee purchased is certified sustainable (in kg)
- 95.7% of spend with contracted suppliers having signed Sodexo’s Supplier Code of conduct

Source responsibly and provide management services that reduce carbon emissions

Better Tomorrow 2025 Objective
34% reduction of carbon emissions

- 15.9% of reduction in Scopes 1 and 2 carbon emissions (in absolute, compared to 2017 baseline)
- 10.5% of reduction in Scope 3 Supply Chain carbon emissions (in absolute, compared to 2017 baseline)
- 77.7% of the total of fish and seafood procured is from sustainable sources

Act sustainably for a hunger-free world

Better Tomorrow 2025 Objective
100 million Stop Hunger beneficiaries

- 44 million Stop Hunger beneficiaries
- 26,000 volunteers committed in Stop Hunger solidarity initiatives
- 7.3 million meals distributed to the most deprived

Drive diversity and inclusion as a catalyst for societal change

Better Tomorrow 2025 Objective
500,000 empowered women in communities

- 45,495 empowered women in communities
- 94.8% of Group revenues from countries with initiatives to improve the quality of life of women

Champion sustainable resource usage

Better Tomorrow 2025 Objective
50% reduction in our food waste

- 45.3% reduction in our food waste at the 291 sites that have deployed the WasteWatch program
- 90.7% of Group revenues from countries working to deliver on the United Nations’ food waste objective

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

1 Small and Medium Enterprises.
2 Absolute reduction in Scope 1, Scope 2 and Scope 3 carbon emissions, compared to a 2017 baseline.