

## Additional information

Universal Registration Document cross-reference table

## SOCIAL, ENVIRONMENTAL AND SOCIETAL INFORMATION CROSS-REFERENCE TABLE

		Non-Financial Performance Statement (Article R. 225-105 of the French Commercial Code)	Article 173 - VI and Task Force on Climate- related Financial Disclosures (TCFD)	GRI Standard		Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Charter of commitments for investors in growth (France Invest)
	Page or external reference			GRI Standard number	Information item			
<b>Information on Eurazeo's CSR strategy</b>								
Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy	Website	-	-	GRI 102	102-14	19	-	-
CSR 2020 strategy and objectives	48-60 ; 89-90	-	TCFD - Indicators c.	GRI G4	FS10	1 to 15; 17 to 18; 20	SDG 8	B.9; C.12; D.15 to 16
History of the CSR commitment	49; Website	-	-	-	-	-	-	D.16
Commitments and recognition	53-54	-	Art 173 - Title II, 1°	GRI 102	102-12; 102-13	17 to 18	SDG8	D.16
Summary of CSR risks and opportunities	62	I.1	TCFD - Governance b.; TCFD - Risk management c.	-	-	-	-	-
Report profile and methodology	94-97	-	-	GRI 102	102-45 to 102-54	1 to 2; 15; 17 to 18; 20	-	D.16
<b>Focus: Eurazeo's responsible investment policy</b>								
Nature of ESG criteria taken into account in the investment policy	57	I. 1 and 2	Art. 173 - Title II, 1° and 2°; Title III, 1°	GRI 102	102-11	1 to 2	SDG8	D.16
Information used to analyze criteria	57-58	-	Art. 173 - Article 1, Title III, 2°	GRI 102	102-11	1 to 2	SDG8	D.16
Risks and opportunities related to climate change	75-76	II. A 2-d-2	Art. 173 - Title III, 3°; TCFD - Strategy a. and b.; TCFD - Risk management a. and b.	GRI 102	102-11	1 to 2	SDG 8; SDG 13	C.10; D.16
Methodology and results of the analysis of ESG criteria	58	-	Art. 173 - Title III, 3°	GRI 102	102-11	1 to 2	SDG8	D.16
Integration of analysis results in the investment process	56-58	-	Art. 173 - Title III, 4°	GRI 102	102-11	1 to 2	SDG8	D.16

	Page or external reference	Non-Financial Performance Statement (Article R. 225-105 of the French Commercial Code)	Article 173 – VI and Task Force on Climate-related Financial Disclosures (TCFD)	GRI Standard		Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Charter of commitments for investors in growth (France Invest)
				GRI Standard number	Information item			
General information on Eurazeo								
Business model	24-25		-	-	-			A.1 to 5
Name of the organization and location of its headquarters	406	-	-	GRI 102	102-1; 102-3	-	-	-
Organization profile	406	-	-	GRI 102	102-2; 102-6	-	-	A.1 to 5
Countries where the organization operates	267-287	-	-	GRI 102	102-4	-	-	-
Nature of ownership and legal form	406	-	-	GRI 102	102-5	-	-	-
Net revenues and total capital	332	-	-	GRI 102	102-7	-	-	-
Significant changes in size, structure or capital	28-29	-	-	GRI 102	102-10	-	-	-
Entities included in the consolidated financial statements	34-36 ; 267-287	-	-	GRI 102	102-45	-	-	-
Direct economic value generated and distributed	208	-	-	GRI 201	201-1	-	SDG 8; SDG 9	-
Risk control resources implemented	62-88 ; 109-114	I. 1 and 2	-	-	-	2; 14	-	C.10; D.13
Values, principles, standards and rules of conduct	85-86; Code of Conduct		-	GRI 102	102-16		SDG 16	
Governance								
Eurazeo's general governance structure	18-21 ; 130-157	-	-	GRI 102	102-18	1; 20	SDG 16	D.15
Information on Eurazeo's CSR governance	59 ; 161	-	TCFD - Governance a.	GRI 102	102-20	1; 19 to 20	-	D.15
Governance of subsidiaries								
Members of Supervisory Boards (SB) and Boards of Directors (BD)	59 ; 89	-	-	-	-	-	-	D.15
Companies with an Audit Committee and a Compensation Committee in the SB or BD	59 ; 89	-	-	-	-	-	-	D.15
CSR manager	60 ; 90	-	-	-	-	-	-	-
3.2.2 Social and employee-related matters								
3.2.2.1 Introduction								
Social and employee-related policy	63	-	-	GRI 103	103-2	6 to 8	SDG 8	B. 6 to 9
Permanent and non-permanent workforce	63	II. A 1-a-1	-	GRI 102	102-8	6 to 8	SDG 8	-
Breakdown of workforce by region	64	II. A 1-a-1	-	GRI 102; GRI 405	102-8; 405-1	6 to 8; 15	SDG 8	-
Breakdown of workforce by employment contract and professional category	63	-	-	GRI 102; GRI 405	102-8; 405-1	6 to 8	SDG 8	

## Additional information

Universal Registration Document cross-reference table

	Page or external reference	Non-Financial Performance Statement (Article R. 225-105 of the French Commercial Code)	Article 173 – VI and Task Force on Climate-related Financial Disclosures (TCFD)	GRI Standard		Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Charter of commitments for investors in growth (France Invest)
				GRI Standard number	Information item			
3.2.2.2 Working conditions and freedom of association								
Part-time employees	65	II. A 1-b-1	-	-	-	6 to 8	SDG 8	-
Collective agreements	65	II. A 1-d-2	-	GRI 102	102-41	6 to 8; 15	SDG 8; SDG 10	-
Social dialogue mechanisms	64-65	II. A 1-d-1	-	GRI 407	Management approach	6 to 8; 15	SDG 8; SDG 10	B.6
Employee surveys and social barometers	65; 90	-	-	-	-	6 to 8; 15	-	B.6
3.2.2.3 Equal treatment								
Measures to promote equal employment	66-67	II. A 1-f-1	-	-	-	6 to 8; 15	SDG 5; OOD 10	-
Anti-discrimination policies	66	II. A 1-f-3	-	GRI 406	Management approach	6 to 8; 15	SDG 5	-
Breakdown of workforce by gender	67	II. A 1-a-1	-	GRI 102; GRI 405	102-8; 405-1	6 to 8; 15	SDG 5; ODD 8	-
Composition of governance bodies (SB or BD) by gender	59; 67; 136-138	-	-	GRI 405	405-1	15	SDG5	-
Independent directors on governance bodies (SB or BD)	59; 67; 136-138	-	-	-	-	-	SDG 16	-
Composition of decision-making bodies by age	136-138	-	-	GRI 102; GRI 405	102-22; 405-1	15	SDG 16	-
3.2.2.4 Health and safety								
Workplace health and safety	68-69	II. A 1-c-1	-	-	-	6 to 8; 15	SDG 3; SDG 8	-
Absenteeism	69	II. A 1-b-2	-	GRI 403	403-2	6 to 8; 15	SDG 3; SDG 8	-
Workplace accidents	69	II. A 1-c-2	-	GRI 403	403-2	6 to 8	SDG3; SDG 8	-
Social welfare coverage	69	-	-	GRI 401	401-2	6 to 8	SDG 8	-
3.2.2.5 Attractivity and employability								
New hires and departures	71	II. A 1-a-2	-	GRI 401	401-1	6 to 8	SDG 8	B.7
Compensation and trends	71	II. A 1-a-3	-	-	-	6 to 8; 15	SDG 8	B.9
Employee shareholders	71	-	-	-	-	6 to 8; 15	SDG 8	B.9
Training policies	70-71	II. A 1-e-1	-	-	-	6 to 8; 15	SDG 4; SDG 8	B.8
Training hours and expenditure	71	II. A 1-e-2	-	GRI 404	404-1	6 to 8	SDG 4; SDG 8	B.8
3.2.2.6 Societal impact								
Measures in favor of the health and safety of consumers	72	II. A 3-c	-	-	-	-	SDG3	-
Partnership and corporate sponsorship actions	73	II. A 3-a-4	-	-	-	3 to 4, 15 to 18	SDG 1; SDG 4; SDG 10; SDG 17	-
Conditions of stakeholder dialogue	72-73	II. A 3-a-3	-	GRI 102	102-9; 102-40; 102-42 to 102-44	15; 18; 21	SDG17	-

		Non-Financial Performance Statement (Article R. 225-105 of the French Commercial Code)	Article 173 – VI and Task Force on Climate- related Financial Disclosures (TCFD)	GRI Standard			Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Charter of commitments for investors in growth (France Invest)
	Page or external reference			GRI Standard number	Information item				
3.2.3 Environmental matters									
3.2.3.1 Introduction									
Environmental policy	74	II. A 2-a-1	-	GRI 103	103-3				C.10 to 12
3.2.3.2 Climate change									
Energy consumption and measures taken to improve energy efficiency	75-77	II. A 2-c-ii-3	TCFD - Indicators a.	GRI 302	302-1	9 to 11; 15		SDG 7; SDG 12; SDG 13	C.12
Greenhouse gas (GHG) emissions	77-78	-	Art. 173 - Title III, 3°	-	-	9 to 11; 15		SDG 13	-
Greenhouse gas emissions (scopes 1 and 2)	77-78	II. A 2-d-1	TCFD - Indicators b.	GRI 305	305-1; 305-2	9 to 11; 15		SDG 12; SDG 13	-
Greenhouse gas emissions (scope 3)	77-78	II. A 2-d-1	TCFD - Indicators b.	GRI 305	305-3	9 to 11; 15		SDG 12; SDG 13	-
Fight against climate change	75-77	II. A 2-d-2 to II. A 2-d-3	Art. 173 - Title III, 3°; TCFD - Strategy c.	-	-	9 to 11; 15		SDG 13	C.12
3.2.3.3 Site safety and industrial accident prevention									
Amounts, means and measures devoted to the prevention of environmental risks and pollution	79	II. A 2-a-2 to II. A 2-a-3	-	-	-	9 to 11		SDG 8; SDG 12	C.10
Compensation paid in respect of environmental litigation	79	-	-	GRI 307	307-1	9 to 11		-	-
3.2.3.4 Substances in the air, water and soil									
Evaluation and certification procedures	80-81	II. A 2-a-1	-	-	-	9 to 11; 15		SDG 8; SDG 12	-
Preventive, reduction and remediation measures in respect of air, water and soil emissions seriously impacting the environment	80	II. A 2-b-1	-	-	-	9 to 11; 15		SDG 6; SDG 12; SDG 14; SDG 15	-
Air emissions (NO <sub>x</sub> and SO <sub>x</sub> )	81	II. A 2-b-1	-	GRI 305	305-7	9 to 11		SDG 12; SDG 13; SDG 14; SDG 15	-
3.2.3.5 Responsible use and consumption of resources									
Water consumption and action to optimize water consumption	82-83	II. A 2-c-ii-1	-	GRI 303	303-1	9 to 11; 15		SDG 6; SDG 12	C.12
Total waste production	83	-	-	GRI 306	306-2	9 to 11		SDG12	-
Waste prevention, recycling and reduction measures	82-83	II. A 2-c-i-1	-	-	-	9 to 11; 15		SDG 12	C.12
Measures in the fight against food wastage	82	II. A 2-c-i-2	-	-	-	9 to 11; 15		SDG 12	C.12
Raw material consumption and measures to improve the efficiency of their utilization	82-83	II. A 2-c-ii-2	-	-	-	9 to 11; 15		SDG 8; SDG 12	C.12

## Additional information

Universal Registration Document cross-reference table

		Non-Financial Performance Statement (Article R. 225-105 of the French Commercial Code)	Article 173 – VI and Task Force on Climate- related Financial Disclosures (TCFD)	GRI Standard					
	Page or external reference			GRI Standard number	Information item	Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Charter of commitments for investors in growth (France Invest)	
<b>3.2.3.6 Biodiversity</b>									
Measures to preserve or develop biodiversity	84	II. A 2-e-1	-	GRI 304	304-2	9 to 11; 15	SDG 14; SDG 15	C.11	
<b>3.2.4 Ethics</b>									
<b>3.2.4.1 Fight against corruption and tax evasion</b>									
Actions in the fight against corruption	85-86	II. B 1	-	GRI 102; GRI 205	102-16; 205-1	12 to 15	SDG 16	D.13 to D.14	
Actions in the fight against tax evasion	86	-	-	GRI 207	207-1	12 à 15	ODD16	D.13 à D.14	
<b>3.2.5 Respect for human rights</b>									
<b>3.2.5.1 Responsible procurement</b>									
Identification and analysis of CSR risks; Action and prevention plans; Appraisal and monitoring procedures	87-88	II. B 2-a to 2-b	-	GRI 204; GRI 308; GRI 414	Managerial approach	3 to 11; 15	SDG 8; SDG 12; SDG 16	C. 10	
<b>3.5 External verification of the report</b>									
Report of the Auditors	98-102	Compliant	-	GRI 102	102-56	-	-	-	