

## CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL INFORMATION 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)	"Disclosure" regulation EU2019-2088	GRI Standards (number and information item)	Global Compact: Advanced Level	Sustainable Development Goal (SDG)	Investors for growth commitments charter (France Invest)
<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 (14)	19	-	-
ESG O+ strategy and objectives	22-23; 58-70	-	TCFD - Indicators c.	Article 10 par. 1	GRI G4 (FS10)	1 to 15; 17 to 18; 20	SDG8	B.9; C.12; D.15 to 16
History of the CSR ESG commitment	70-73; Website	-	-	Article 10 par. 1	-	-	-	D.16
Commitments and recognition	70-73	-	Art 173 - Title II, 1°	Article 10 par. 1	GRI 102 (12 and 13)	17 to 18	SDG8	D.16
Summary of CSR ESG risks and opportunities	74	I. 1	TCFD - Governance b.; TCFD - Risk management c.	Article 3 par. 1	-	-	-	-
Report profile and methodology	106-112	-	-	-	GRI 102 (45 to 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	64-65	I. 1 and 2	Art. 173 - Title II, 1° and 2°; Title III, 1°	Article 3 par. 1; Article 10 par. 1	GRI 102 (11)	1 to 2	SDG8	D.16
Information used for the application of criteria	64-66	-	Art. 173 - Article 1, Title III, 2°	Article 3 par. 1; Article 10 par. 1	GRI 102 (11)	1 to 2	SDG8	D.16
Risks and opportunities related to climate change	89-90	ii. A 2-d-2	Art. 173 - Title III, 3; TCFD - Strategy a. and b.; TCFD - Risk management a. and b.	Article 3 par. 1; Article 10 par. 1	GRI 102 (11)	1 to 2	SDG8; SDG13	C.10; D.16
Methodology and results of the analysis of ESG criteria	66	-	Art. 173 - Title III, 3°	Article 3 par. 1; Article 10 par. 1	GRI 102 (11)	1 to 2	SDG8	D.16
Integration of analysis results in the investment process	64-66	-	Art. 173 - Title III, 4°	Article 3 par. 1; Article 10 par. 1	GRI 102 (11)	1 to 2	SDG8	D.16
<b>General information on Eurazeo</b>								
Business model	32	-	-	-	-	-	-	A.1 to 5
Name of the organization and location of its headquarters	438	-	-	-	GRI 102 (1 and 3)	-	-	-
Organization profile	438	-	-	-	GRI 102 (2 and 6)	-	-	A.1 to 5
Countries where the organization operates	310-328	-	-	-	GRI 102 (4)	-	-	-
Nature of ownership and legal form	438	-	-	-	GRI 102 (5)	-	-	-
Net revenues and total capital	46 ; 379	-	-	-	GRI 102 (7)	-	-	-
Significant changes in size, structure or capital	36-38	-	-	-	GRI 102 (10)	-	-	-
Entities included in the consolidated financial statements	42-45 ; 310-328	-	-	-	GRI 102 (45)	-	-	-

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Direct economic value generated and distributed	248	-	-	-	GRI 201 (1)	-	SDG8; SDG9	-
Risk control resources implemented	74-102; 125-131	I. 1 and 2	-	Article 3 par. 1	-	2; 14	-	SDG10; SDG13
Values, principles, standards and rules of conduct	99-100; Code of conduct		-	Article 3 par. 1	GRI 102 (16)		SDG16	
<b>Governance</b>								
Eurazeo's general governance structure	26-29; 151-184	-	-	Article 4 par. 2	GRI 102 (18)	1; 20	SDG16	D.15
Information on Eurazeo's CSR ESG governance	Website; 70; 183	-	TCFD - Governance a.	Article 4 par. 2	GRI 102 (20)	1; 19 to 20	-	D.15
<b>Governance of subsidiaries</b>								
Members of Supervisory Boards (SB) and Boards of Directors (BD)	81	-	-	-	-	-	-	D.15
<b>3.2.2 Social and employee-related matters</b>								
<b>3.2.2.1 Introduction</b>								
Social and employee-related policy	75	-	-	Article 4 par. 2; Article 10 par. 1	GRI 103 (2)	6 to 8	SDG8	B. 6 to 9
Permanent and non-permanent workforce	76	ii. A 1-a-1	-	-	GRI 102 (8)	6 to 8	SDG8	-
Breakdown of workforce by region	76	ii. A 1-a-1	-	-	GRI 102 (8); GRI 405 (1)	6 to 8; 15	SDG8	-
Breakdown of workforce by employment contract and professional category	76	-	-	-	GRI 102 (8); GRI 405 (1)	6 to 8	SDG8	-
<b>3.2.2.2 Working conditions and freedom of association</b>								
Part-time employees	78	ii. A 1-b-1	-	-	-	6 to 8	SDG8	-
Collective agreements	78	ii. A 1-d-2	-	-	GRI 102 (41)	6 to 8; 15	SDG8; SDG10	-
Social dialogue mechanisms	77-78	ii. A 1-d-1	-	Article 4 par. 2; Article 10 par. 1	GRI 407 (management approach)	6 to 8; 15	SDG8; SDG10	B.6
<b>3.2.2.3 Equal treatment</b>								
Measures to promote equal employment	61-62; 79-80	ii. A 1-f-1	-	Article 4 par. 2; Article 10 par. 1	-	6 to 8; 15	SDG5; SDG10	-
Anti-discrimination policies	61-62; 79-80	ii. A 1-f-3	-	Article 4 par. 2; Article 10 par. 1	-	6 to 8; 15	SDG5	-
Breakdown of workforce by gender	81	ii. A 1-a-1	-	-	GRI 102 (8); GRI 405 (1)	6 to 8; 15	SDG5; SDG8	-
Composition of governance bodies (SB or BD) by gender	28-29; 81; 158-159	-	-	-	GRI 405 (1)	15	SDG5	-
Independent directors on governance bodies (SB or BD)	28-29; 158-159	-	-	-	-	-	SDG16	-
Composition of decision-making bodies by age	158-159	-	-	-	GRI 102 (22); GRI 405 (1)	15	SDG16	-
<b>3.2.2.4 Health and safety</b>								
Workplace health and safety	82-83	ii. A 1-c-1	-	Article 4 par. 2; Article 10 par. 1	-	6 to 8; 15	SDG3; SDG8	-
Absenteeism	83	ii. A 1-b-2	-	Article 4 par. 2; Article 10 par. 1	GRI 403 (2)	6 to 8; 15	SDG3; SDG8	-
Workplace accidents	83	ii. A 1-c-2	-	Article 4 par. 2; Article 10 par. 1	GRI 403 (2)	6 to 8	SDG3; SDG8	-
Social welfare coverage	83	-		Article 4 par. 2; Article 10 par. 1	GRI 401 (2)	6 to 8	SDG8	-

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<b>3.2.2.5 Attractivity and employability</b>								
New hires and departures	85	ii. A 1-a-2	-	-	GRI 401 (1)	6 to 8	SDG8	B.7
Compensation and trends	84-85	ii. A 1-a-3	-	-	-	6 to 8; 15	SDG8	B.9
Employee shareholders	85	-	-	-	-	6 to 8; 15	SDG8	B.9
Training policies	84-85	ii. A 1-e-1	-	Article 4 par. 2; Article 10 par. 1	-	6 to 8; 15	SDG4; SDG8	B.8
Training hours	85	ii. A 1-e-2	-	-	GRI 404 (1)	6 to 8	SDG4; SDG8	B.8
<b>3.2.2.6 Societal impact</b>								
Measures in favor of the health and safety of consumers	86-87	ii. A 3-c	-	-	-	-	SDG3	-
Partnership and corporate sponsorship actions	62; 86-87	ii. A 3-a-4	-	-	-	3 to 4, 15 to 18	SDG1; SDG4; SDG10; SDG17	-
Stakeholder dialogue	86-87	ii. A 3-a-3	-	-	GRI 102 (9, 40, 42, 44)	15; 18; 21	SDG17	-
<b>3.2.3 Environmental matters</b>								
<b>3.2.3.1 Introduction</b>								
Environmental policy	88	ii. A 2-a-1	-	Article 4 par. 2; Article 10 par. 1	GRI 103 (3)			C.10 to 12
<b>3.2.3.2 Climate change</b>								
Energy consumption and measures taken to improve energy efficiency	89-91	ii. A 2-c-ii-3	TCFD - Indicators a.	Article 4 par. 2; Article 10 par. 1	GRI 302 (1)	9 to 11; 15	SDG7; SDG12; SDG13	C.12
Greenhouse gas (GHG) emissions	89-91	-	Art. 173 - Title III, 3°	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG13	-
Greenhouse gas emissions (scopes 1 and 2)	91-92	ii. A 2-d-1	TCFD - Indicators b.	Article 4 par. 2; Article 10 par. 1	GRI 305 (1 and 2)	9 to 11; 15	SDG12; SDG13	-
Greenhouse gas emissions (scope 3)	91-92	ii. A 2-d-1	TCFD - Indicators b.	Article 4 par. 2; Article 10 par. 1	GRI 305 (3)	9 to 11; 15	SDG12; SDG13	-
Fight against climate change	59-61; 89-92	ii. A 2-d-2 to II. A 2-d-3	Art. 173 - Title III, 3; TCFD - Strategy c.	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG13	C.12
<b>3.2.3.3 Site safety and industrial accident prevention</b>								
Amounts, means and measures devoted to the prevention of environmental risks and pollution	93	ii. A 2-a-2 to II. A 2-a-3	-	Article 3 par. 1; Article 4 par. 2; Article 10 par. 1	-	9 to 11	SDG8; SDG12	C.10
Compensation paid in respect of environmental litigation	93	-	-	Article 3 par. 1; Article 4 par. 2; Article 10 par. 1	GRI 307 (1)	9 to 11	-	-
<b>3.2.3.4 Substances in the air, water and soil</b>								
Evaluation and certification procedures	94-95	ii. A 2-a-1	-	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG8; SDG12	-
Preventive, reduction and remediation measures in respect of air, water and soil emissions seriously impacting the environment	94	ii. A 2-b-1	-	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG6; SDG12; SDG14; SDG15	-
Air emissions (NOx and SOx)	95	ii. A 2-b-1	-	Article 4 par. 2; Article 10 par. 1	GRI 305 (7)	9 to 11	SDG12; SDG13; SDG14; SDG15	-

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<b>3.2.3.5 Responsible use and consumption of resources</b>								
Water consumption and action to optimize water consumption	96-97	ii. A 2-c-ii-1	-	Article 4 par. 2; Article 10 par. 1	GRI 303 (1)	9 to 11; 15	SDG6; SDG12	C.12
Total waste production	97	-	-	Article 4 par. 2; Article 10 par. 1	GRI 306 (2)	9 to 11	SDG12	-
Waste prevention, recycling and reduction measures	96-97	ii. A 2-c-i-1	-	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG12	C.12
Measures to combat food waste	96	ii. A 2-c-i-2	-	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG12	C.12
Raw material consumption and measures to improve the efficiency of their utilization	96	ii. A 2-c-ii-2	-	Article 4 par. 2; Article 10 par. 1	-	9 to 11; 15	SDG8; SDG12	C.12
<b>3.2.3.6 Biodiversity</b>								
Measures to preserve or develop biodiversity	98	ii. A 2-e-1	-	Article 4 par. 2; Article 10 par. 1	GRI 304 (2)	9 to 11; 15	SDG14; SDG15	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	99-100	ii. B 1	-	Article 4 par. 2; Article 10 par. 1	GRI 102 (16); GRI 205 (1)	12 to 15	SDG16	D.13 to D.14
Actions in the fight against tax evasion	100-101	-	-	Article 4 par. 2; Article 10 par. 1	GRI 207 (1)	12 to 15	SDG16	D.13 to D.14
<b>3.2.5 Respect for human rights</b>								
<b>3.2.5.1 Responsible procurement</b>								
Identification and analysis of ESG risks; Action and prevention plans; Appraisal and monitoring procedures	101-102	ii. B 2-a to 2-b	-	Article 3 par. 1; Article 4 par. 2; Article 10 par. 1	GRI 204; GRI 308; GRI 414 (management approach)	3 to 11; 15	SDG8; SDG12; SDG16	C.10
<b>3.5 EXTERNAL VERIFICATION OF THE REPORT</b>								
Report of the Auditors	113-117	Compliant	-	-	GRI 102 (56)	-	-	-