

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)
Information on Eurazeo's CSR strategy								
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
Focus: Eurazeo's responsible investment policy								
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
General information on Eurazeo								
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	-
Governance								
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
Governance of subsidiaries								
Members of Supervisory Boards (SB) and Boards of Directors (BD)	81	-	-	-	-	-	-	D.15
3.2.2 Social and employee-related matters								
3.2.2.1 Introduction								
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	-
3.2.2.2 Working conditions and freedom of association								
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
3.2.2.3 Equal treatment								
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	-
3.2.2.4 Health and safety								
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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3.2.2.5 Attractivity and employability								
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
3.2.2.6 Societal impact								
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	-
3.2.3 Environmental matters								
3.2.3.1 Introduction								
Environmental policy	88	ii. A 2-a-1	-	Article 4 par. 2; Article 10 par. 1	GRI 103 (3)	-	-	C.10 to 12
3.2.3.2 Climate change								
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
3.2.3.3 Site safety and industrial accident prevention								
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	-	-
3.2.3.4 Substances in the air, water and soil								
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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3.2.3.5 Responsible use and consumption of resources								
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
3.2.3.6 Biodiversity								
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
3.2.4 Ethics								
3.2.4.1 Fight against corruption and tax evasion								
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
3.2.5 Respect for human rights								
3.2.5.1 Responsible procurement								
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
3.5 EXTERNAL VERIFICATION OF THE REPORT								
Report of the Auditors	113-117	Compliant	-	-	GRI 102 (56)	-	-	-