

Société Générale European ESG-SRI Conference

Sodexo Presentation

May 12, 2022



Summary

01

Sodexo profile

02

Corporate Responsibility at Sodexo

03

Impacts on:

- Individuals
- Communities
- Environment

04

Governance

05

Fiscal 2021 highlights

01

Sodexo profile



Company profile

The global leader in Quality of Life services

Founded in 1966 by Pierre Bellon, Sodexo is the only company in the world with a unique client offering of **On-site Services**, **Benefits & Rewards Services** and **Personal & Home Services**, the result of over 50 years of experience and an essential factor in the performance of individuals and organizations.



412,000
employees
in 56 countries



€17.4 billion
in consolidated
revenues



100
million consumers
served daily



€12 billion
in market
capitalization
(as of January 5, 2022)



#1
France-based private
employer worldwide ⁽¹⁾



78.3%
employee
engagement rate ⁽²⁾



1.3
million affiliated
merchants



Listed on the **CAC NEXT 20**,
and part of the **CAC 40**
ESG, FTSE4GOOD and
DJSI indices

Key figures as of August 31, 2021

⁽¹⁾ 2021 Forbes Global 2000 ranking.

⁽²⁾ 2021 employee engagement survey sent to 336,183 Group employees, of whom 63% responded.

Our purpose, mission and values



Our purpose

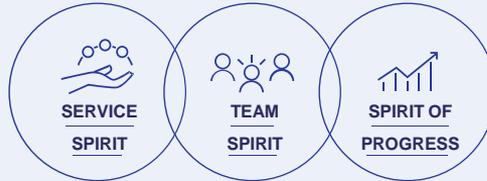
We create a better everyday for everyone to build a better life for all.

Our mission

Improve the quality of life of our employees and those we serve, and contribute to the economic, social and environmental development of the communities, regions and countries in which we operate.

This mission and these values are embodied daily through the commitment of our 412,000 employees, operating in our 3 business activities in 56 countries.

Our values





02

Corporate Responsibility at Sodexo

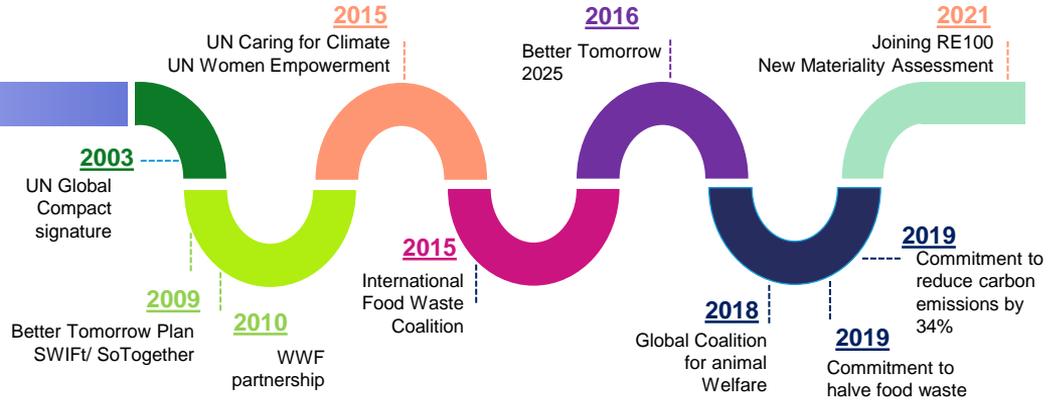


An Ever-increasing focus on sustainability



1966

- **Improve the Quality of Daily Life** of all the people we serve.
- **Contribute to the economic, social and environmental development** of the communities, regions and countries where we operate



Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA



Sustainability Award
Silver Class 2021
S&P Global



Better Tomorrow 2025

Sodexo corporate responsibility roadmap: our commitments and objectives for 2025



OUR ROLE AS AN EMPLOYER

OUR IMPACT ON INDIVIDUALS

1

Improve the quality of life
of our employees, safely
80% employee engagement rate



OUR ROLE AS A SERVICE PROVIDER

OUR IMPACT ON COMMUNITIES

2

Ensure a diverse workforce and
inclusive culture that reflects and
enriches the communities we serve
100% of our employees work in countries
that have gender balance
in their management populations



OUR IMPACT ON THE ENVIRONMENT

3

Foster a culture of environmental
responsibility within our workforce and
workspaces
100% of our employees are trained
on sustainable practices



OUR ROLE AS A CORPORATE CITIZEN

OUR IMPACT ON COMMUNITIES

4

Provide and encourage
our consumers to access healthy
lifestyle choices
100% of our consumers are offered healthy
lifestyle options every day

5

Promote local development and
fair, inclusive and sustainable
business practices
10 billion euro of our business value
will benefit SMEs⁽¹⁾

6

Source responsibly and provide
management services that reduce
carbon emissions
34% reduction of carbon emissions⁽²⁾

7

Act sustainably
for a hunger-free world
100 million *Stop Hunger* beneficiaries⁽³⁾

8

Drive diversity and inclusion
as a catalyst for societal change
500,000 empowered women
in communities⁽³⁾

9

Champion sustainable
resource usage
50% reduction
in our food waste

(1) Small and Medium Enterprises. (2) Absolute reduction in Scope 1, Scope 2 and Scope 3 carbon emissions, compared to a 2017 baseline. (3) Cumulated data since 2015.

Well advanced in our 2025 CSR objectives

Fiscal 2021 highlights

Our **9**
Commitments
Our objectives

 **Individuals**

 **Communities**

 **Environment**

As an
employer



As a
service
provider



As a
corporate
citizen



Our global partnerships supporting Sodexo actions



**OUR ROLE AS
AN EMPLOYER**



**OUR ROLE AS
A SERVICE PROVIDER**



**OUR ROLE AS
A CORPORATE CITIZEN**



Our proprietary tool to track sites progress on sustainability: SEA

The Site Engagement Assessment (SEA) is an interactive site sustainability performance tool that *empowers managers* to track progress, share performance, benchmark against peers, and find resources.



03

Impacts on:

- **Individuals**
- **Communities**
- **Environment**



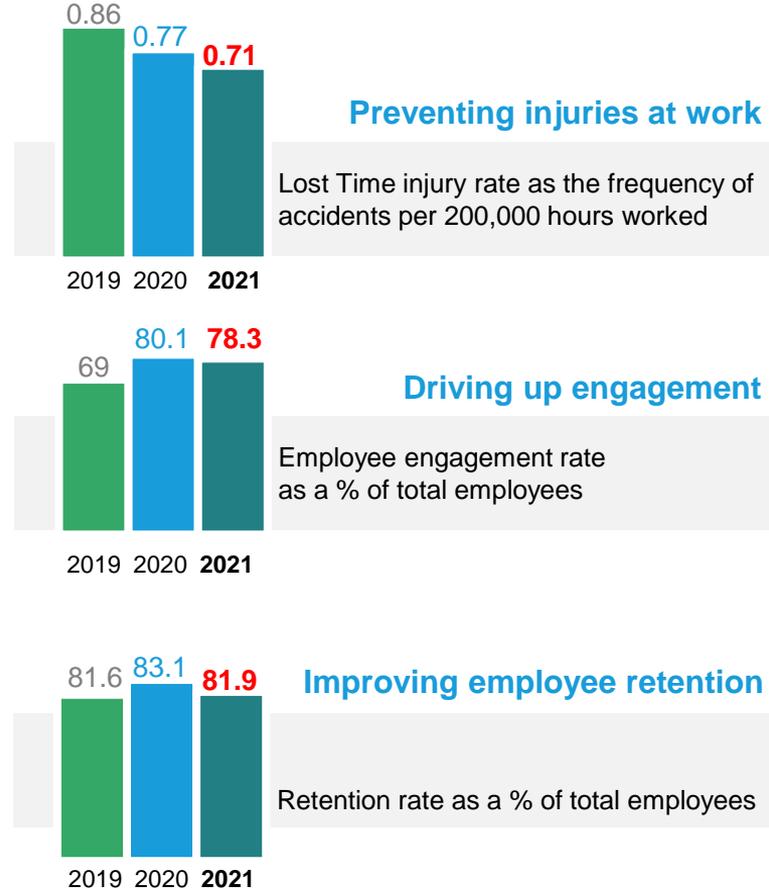
1. DEPLOY QUALITY OF LIFE AND SAFETY AT WORK

9 Better Tomorrow commitments

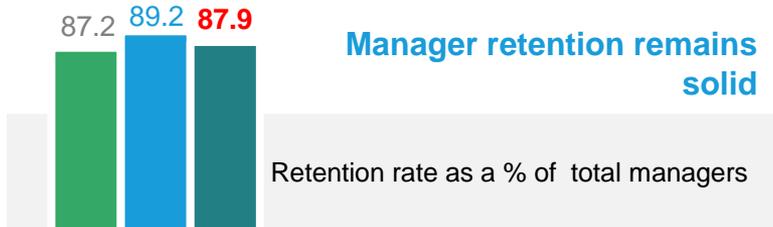
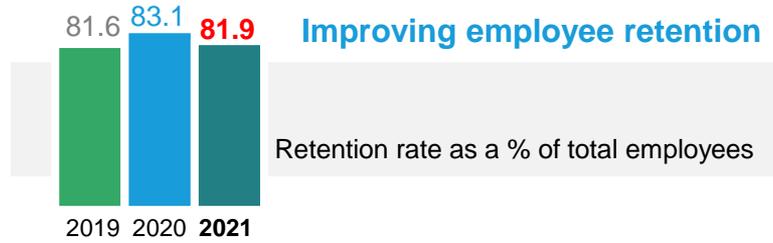
1. Improve the Quality of Life of our employees, safely



Our global Health and Safety programs engage our teams around the world in our **Zero Accident Mindset culture** with simple ideas and tools. These global programs are designed to raise awareness and empower our teams to proactively manage health and safety risks every day, at work and at home.



Retention



2019 2020 2021

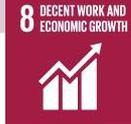
2. ENSURE A DIVERSE WORKFORCE AND INCLUSIVE CULTURE

9 Better Tomorrow commitments

Improve the Quality of Life of our employees

2.

Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve



13 consecutive years in which Sodexo has been listed by DiversityInc among the Top companies for LGBT Employees, for Talent Acquisition for Women of Color and for Executive Women



We are contributing to an inclusive society

Our 5 areas of focus & the hard facts driving our actions

- 60-70% of new graduates are women, and still they are the largest underutilized talent pool in today's global economy.
- 83% of people with disabilities acquire their disabilities during their working lives.
- 1 out of 5 people in the OECD countries has a migration background.

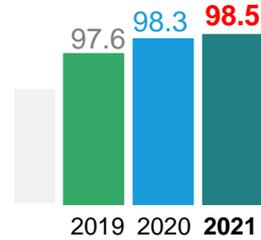


- Between 6% and 10% of global population is estimated to be LGBT+.
- In 2020 Millennials make 35% of the global workforce, by 2025 Millennials will comprise 75% of the global workforce
- Gen Z , the largest generation at 32% of the global population is a key driving force in the consumer market with growing spending and influencing powers.

3. FOSTER ENVIRONMENTAL RESPONSIBILITY AT WORK

9 Better Tomorrow commitments

3. Foster a culture of environmental responsibility within our workforce and workspaces



Working with environmental experts

Group revenues from countries employing environmental experts as a % of total group revenues



Training on sustainable practices

Number of employees trained on sustainable practices



SEA for a Better Tomorrow is an interactive, site performance tool that empowers managers to track sustainability progress, share performance, benchmark against peers, and find resources. The tool provides our clients **quarterly reporting and action planning to help achieve sustainability goals.**

- ✓ 60+ Best Practices embedded in tool
- ✓ Customized reporting real time dashboard
- ✓ Real time dashboard
- ✓ Training and engagement

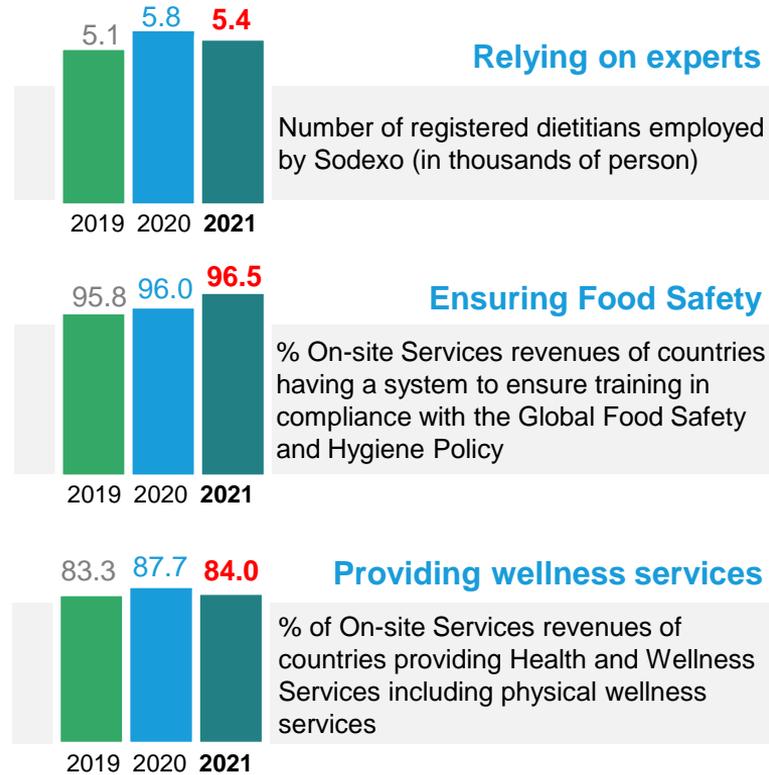
4. ENCOURAGE HEALTHY LIFESTYLE

9 Better Tomorrow commitments

4. Provide and encourage our consumers to access healthy lifestyle choices



The [Future 50 Foods](#) are crucial to a sustainable food system that protects the planet and promotes human health, and they also offer exciting opportunities for culinary experimentation.



5. PROMOTE LOCAL & SUSTAINABLE PRACTICES

A better tomorrow for everyone

9 Better Tomorrow commitments

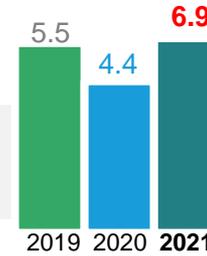
5.

Promote local development, fair, inclusive and sustainable business practices



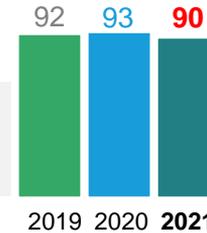
Named the **top-rated company in its sector** for the **17th consecutive year**.

MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM



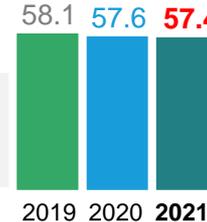
Promoting Small and Local Business

Our business value benefiting SMEs (billion euros)



Supporting Local communities

Group Revenue of countries integrating SMEs into Sodexo's Value Chain(%)



Purchasing fair-trade products

Coffee certified sustainable (%)

Promoting Small and Local Business

Better Tomorrow 2025 Commitment

Currently at
€6.9 billion

€10 billion

*in annual business value
delivered to SME suppliers and
merchants by 2025*

€2 billion

*in annual spend
benefiting **SME**
suppliers by 2025*

€8 billion

*benefiting **SME**
merchants annually
by 2025*

Progress to Date (2021 figures)

Supply Chain Inclusion Program (On-site only)

In Fiscal Year 2021,

€1.3 BILLION

was been spent with SMEs in the countries
where Sodexo is tracking SME spend

Over 17,800 SMEs

have gained access to inputs, support,
and markets through Sodexo's Supply Chain
Inclusion Program.



10+ AGREEMENTS

with local communities, clients, NGOs
and associations to build connections with
local SME suppliers.

**26 SODEXO
COUNTRIES**

have initiatives to integrate SMEs
(covering 85% of on-site revenues)

6. SOURCE RESPONSIBLY & REDUCE CARBON EMISSIONS

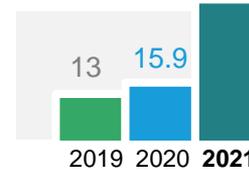
9 Better Tomorrow commitments

6. Source responsibly and provide management services that reduce carbon emissions



In May 2019, Sodexo submitted its **34% carbon emissions reduction objective** for official validation by the Science-Based Target initiative (SBTi), in line with the warming trajectory limited to +1.5° C. This target was **validated by the SBTi** in July 2019.

37.2 Scope 1 and Scope 2 reduction



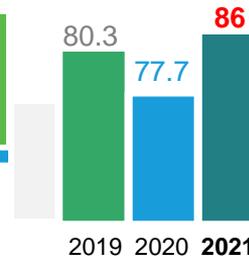
% reduction in absolute Scope 1 and Scope 2 carbon emissions (compared to 2017 baseline)

23.2 Scope 3 Supply Chain reduction



% reduction in absolute Scope 3 Supply Chain carbon emissions (compared to 2017 baseline)

86 Preserving biodiversity



Sustainable fish and seafood as a % of total fish and seafood

7. ACT FOR A HUNGER-FREE WORLD

9 Better Tomorrow commitments

7. Act sustainably for a hunger-free world



Since the start of the global health crisis, Stop Hunger has distributed 8.5 million meals. 41,000 volunteers were involved across 54 countries. An exceptional donation of over 4m\$ helped provide immediate and meaningful support to 200 food banks, NGOs and charities.

Empowering Women

€6.5m

2015-2021 period

Funds invested in programs to empower women working to end hunger in their communities

54

In 32 countries

Projects and initiatives supported

Number of employee volunteers

2018



2019 2020 2021

Number of volunteers that have shared their professional expertise and continued even during the pandemic

Providing solutions against hunger

51.9m

2015-2021 period

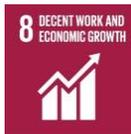
Cumulated number of beneficiaries from the Stop Hunger program (in millions)

8. ADVOCATE FOR A MORE INCLUSIVE SOCIETY

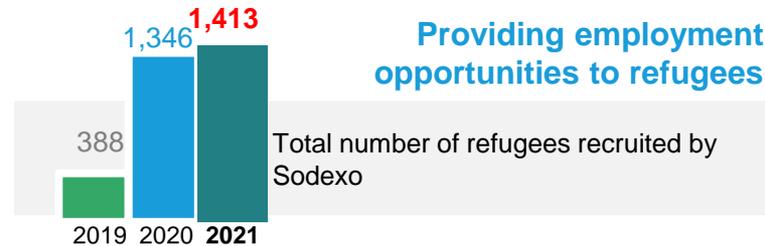
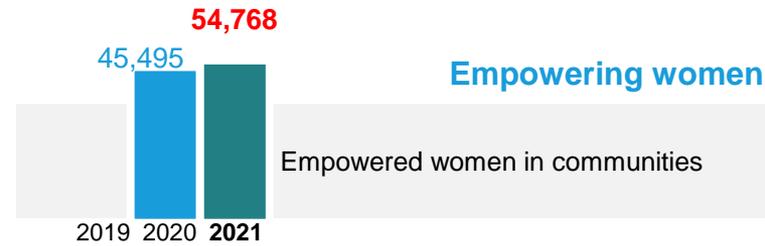
9 Better Tomorrow commitments

8.

Drive diversity and inclusion as a catalyst for societal change



Sodexo Ventures has invested in Isahit to support digital inclusion of women in communities (1,200 women so far), mainly in emerging countries (38 countries) through digital work and training.



9. PREVENT WASTE & CHAMPION SUSTAINABLE RESSOURCES

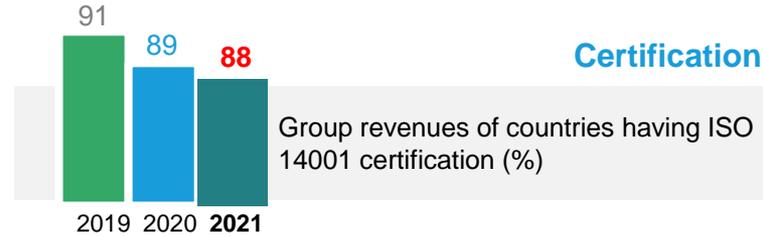
A better tomorrow for everyone

9 Better Tomorrow commitments

9. Champion sustainable resource usage



In 2020, Sodexo was awarded platinum recognition level by ECOVIDIS



45.8% food waste reduction on 878 sites having already deployed WasteWatch



Employee Relief Program to support frontline employees during Covid-19 pandemic

Enabled by
senior executives
and the company

Administrated
locally



US: **extended medical coverage**



Brazil: **food vouchers** distributed



India and China: **paid 50% of minimum wage**



Sodexo Employee
Relief Program

CLIENTS AND CONSUMER PROGRAM TO SUPPORT HYGIENE STANDARDS DURING COVID-19 PANDEMIC



of employees want **information**
on **hygiene and cleanliness**
in the workplace

Source 87%- Harris Interactive / Sodexo tracker / COVID19

rise SAFE
sodexo
Independently Verified

BUREAU VERITAS
1828

BUREAU VERITAS

CHECKED BY BUREAU VERITAS
Check the status here

OTHER INVESTMENTS: Contactless payments & traceability of food

04

Governance

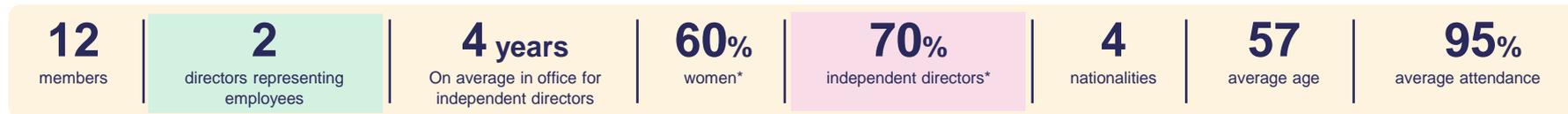


The Board of Directors

Composition of the Board of Directors as of March 01, 2022



Key figures as of August 31, 2021



* Excluding directors representing employees.

Lead Independent Director

Ensuring balanced governance on the Board



Luc Messier

Lead Director,
President of
Reus Technologies LLC

Following the combining of the Chairwoman and CEO roles, the Board of Directors appointed Luc Messier, a Sodexo director since January 2020, as Lead Independent Director.

His main mission is to ensure the proper governance of the company.

The Lead Independent Director has the power to:

- amend the agenda of the Board meetings;
- bring any situations of conflict of interest to the Board;
- in coordination with the Chairwoman, is the Board's spokesperson for investors and shareholders on governance issues.

Born April 21, 1964. Nationality: dual Canadian and American

Graduate of the University of Sherbrooke (Civil Engineering) and of UC Davis (Viticulture and Enology). Luc Messier began his career in engineering and project management at Pomerleau. He joined the Bouygues group in 1993 as an engineer, project manager in Hong-Kong and in South Africa and was later appointed Chief Executive Officer of the Bouygues subsidiary handling construction work in Hong Kong.

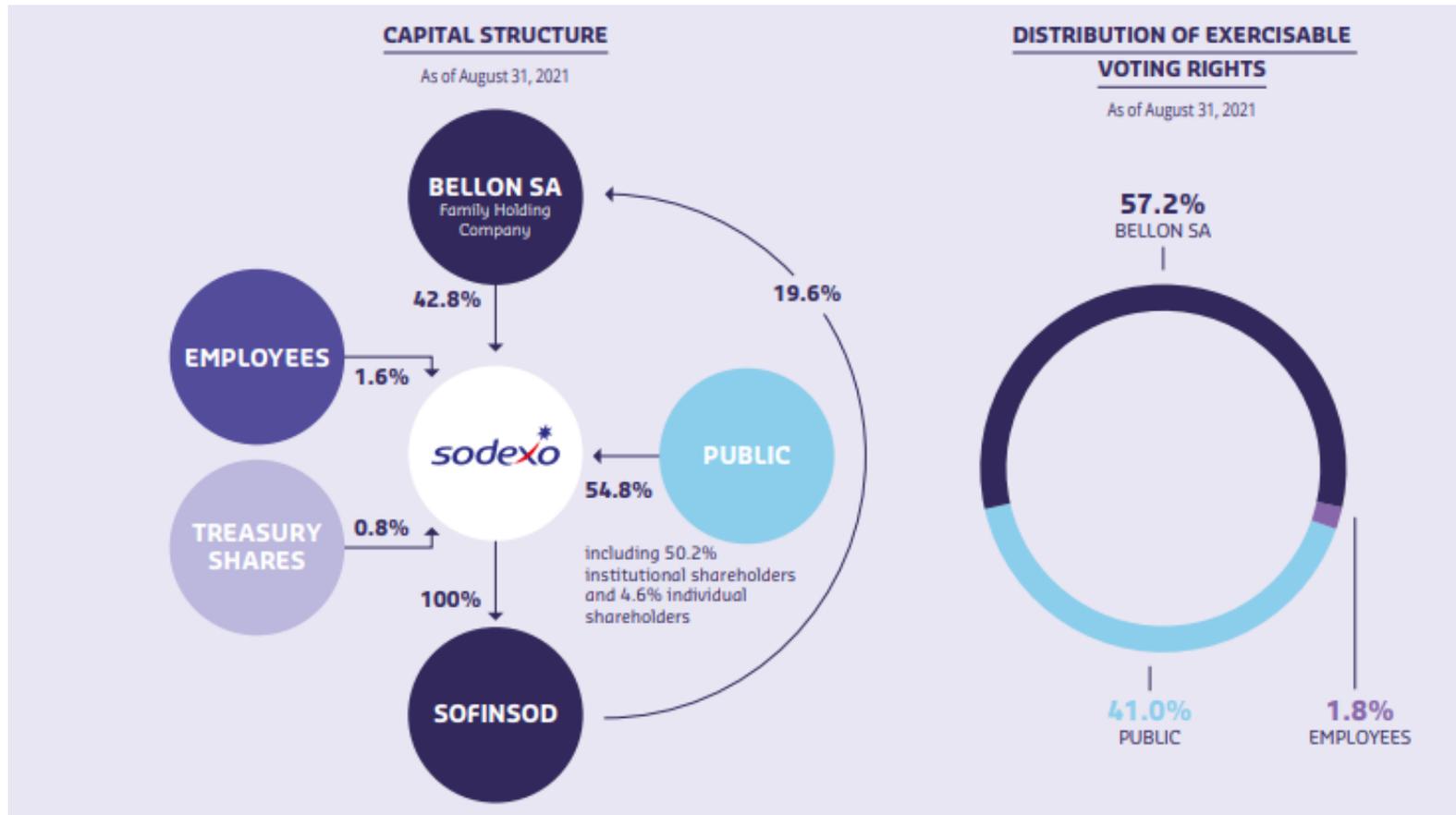
In 2003, he joined Technip as Chief Operating Officer and was then named President and Chief Executive Officer of Technip Offshore Inc. before being appointed President and Chief Executive Officer of Technip USA.

Between 2007 and 2015, he served as Senior Vice President for ConocoPhillips, where he was responsible for projects, aviation and procurement.

Since 2015, he has been President of Reus Technologies LLC, a technology development company that acts primarily as an angel investor in new technology, focused ventures.

Luc Messier is also a member of the Board of Directors of Bird and of Greenfield Holdings.

Sodexo SHAREs: ownership and voting rights



05

Fiscal 2021 highlights



Key strategic priorities

To accelerate our transformation and increase our competitiveness

Boost US growth

Accelerate the
food model transformation



Manage more actively our portfolio

Enhance the effectiveness
of our organization

Financial overview

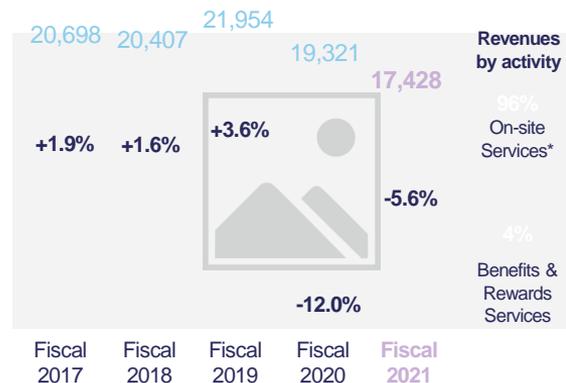
Fiscal 2021 - Data as of August 31, 2021

€17.4 billion
in consolidated revenues

3.3%
in UOP margin

€139 million
in Group Net Profit

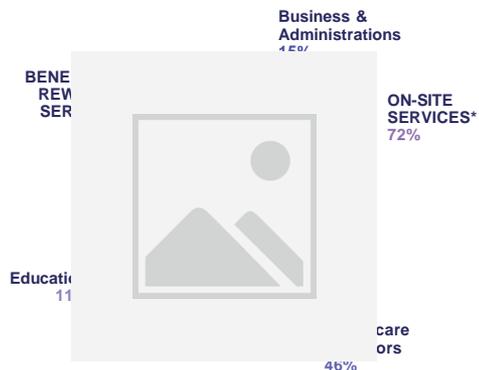
Evolution of Consolidated Revenues and of Organic Growth



● Group consolidated revenues (in millions of euro) ● Organic growth (in percentage)

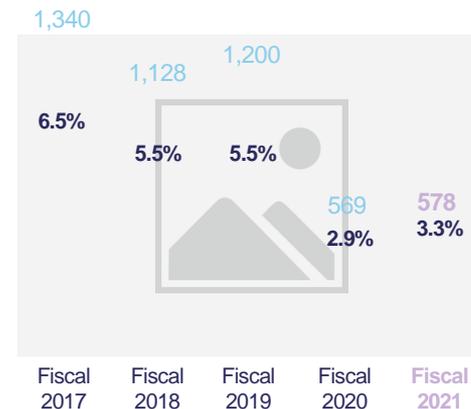
*Including Personal & Home Services.

Underlying Operating Profit before corporate expenses & intragroup elimination by activity and client segment



*Including Personal & Home Services.

Underlying Operating Profit and Operating Margin



● Underlying operating profit (in millions of euro) ● Operating margin (in percentage)

Financial calendar



*These dates are purely indicative and are subject to change without notice.
Regular updates are available in the calendar on our website www.sodexo.com*

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