

SODEXO IN A SNAPSHOT

OUR ACTIVITIES

Sodexo is the world leader in **Quality of Life** services, organized around **3 activities**:



ON-SITE SERVICES

Integrate a wide array of services to improve quality of life and enhance organizational performance across three client segments:

- **Business & Administrations**
- **Health Care and Seniors**
- **Education**



BENEFITS AND REWARDS SERVICES

Driven by technological innovation, the stand-alone and customized Quality of Life solutions:

- simplify and recognize the work of employees,
- encourage healthier lifestyles,
- promote better work-life balance,
- facilitate personal development and social interaction.



PERSONAL AND HOME SERVICES

Improve quality of life for individuals of every age, across three areas:

- **Child Care**
- **Concierge Services**
- **Home Care services**

SODEXO TODAY

20.7 billion
euro in consolidated revenues

427,000
employees

+100
professions

80
countries

100 million
consumers served daily

#1
France-based private
employer worldwide⁽¹⁾

68%
level of employee
engagement⁽²⁾

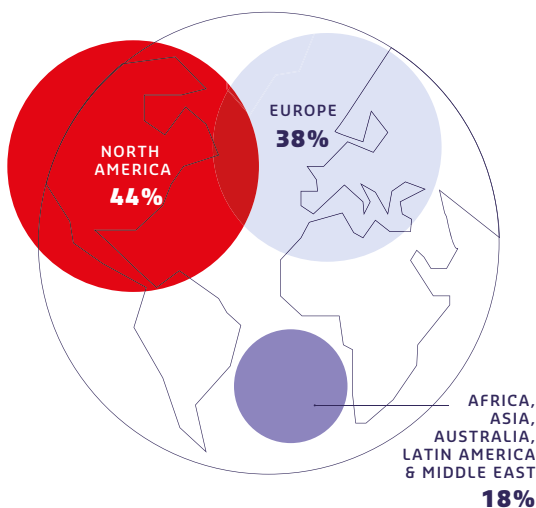
#1
in its industry sector
in both the Dow Jones
Sustainability Index (DJSI)⁽³⁾
and the 2017 RobecoSAM
Sustainability Yearbook⁽⁴⁾

#2
in its sector
among the World's Most
Admired Companies⁽¹⁾

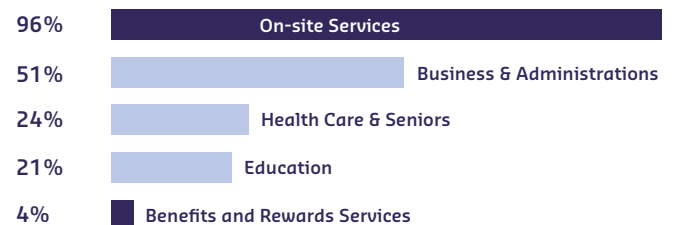
and #1
for Innovation,
Social Responsibility
and Global Competitiveness⁽¹⁾

CONSOLIDATED REVENUES DISTRIBUTION (FISCAL 2017)

BY GEOGRAPHIC ZONE



BY ACTIVITY AND CLIENT SEGMENT



¹ 2017 Fortune 500 ranking.

² 2016 employee engagement survey sent to 371,761 Sodexo employees of which 211,501 responded.

³ The Dow Jones Sustainability Indices (DJSI) provide a global ranking of the companies most advanced in the area of sustainable development. They are jointly compiled by the S&P Dow Jones Indices and RobecoSAM.


⁴ The RobecoSAM Sustainability Yearbook is the world's most comprehensive publication on corporate sustainability performance. More than 3,400 companies in 59 industries were evaluated according to economic, financial, environmental, social and environmental economic indicators.

OUR CORPORATE RESPONSIBILITY ROADMAP

The social and environmental commitments adopted by Sodexo since its creation are fundamental to its existence and are at the core of everything it undertakes.

NINE COMMITMENTS FOR A BETTER TOMORROW

As a company that promises to improve quality of life of people, corporate responsibility lies at the heart of everything we do. Our approach to corporate responsibility considers not only the different roles that we play as a large global organization, but also the different impacts our actions have in the world.

	OUR IMPACT ON INDIVIDUALS	OUR IMPACT ON COMMUNITIES	OUR IMPACT ON THE ENVIRONMENT
OUR ROLE AS AN EMPLOYER	 <p>Improve the Quality of Life of our employees</p>	 <p>Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve</p>	 <p>Foster a culture of environmental responsibility within our workforce and workspaces</p>
OUR ROLE AS A SERVICE PROVIDER	 <p>Provide and encourage our consumers to access healthy lifestyle choices</p>	<p>Promote local development fair, inclusive and sustainable business practices</p>	<p>Source responsibly and provide management services that reduce carbon emissions</p>
OUR ROLE AS A CORPORATE CITIZEN	 <p>Fight hunger and malnutrition</p>	<p>Drive diversity and inclusion as a catalyst for societal change</p>	<p>Champion sustainable resource usage</p>

THREE MATTERS CLOSE TO OUR HEART

1 ACTING FOR A HUNGER-FREE WORLD

It is about acting for a better quality of life. For 21 years, Sodexo employees brought this determination to life by creating and supporting Stop Hunger. This year, thanks to **82,000 volunteers*** in **41 countries**, Stop Hunger distributed 6 million meals and collected nearly USD 6.3 million. We invested more than USD one million in programs to empower women, who represent the most effective solution for eliminating hunger. For more information, please visit www.stop-hunger.org

* Our employees, their families and friends, clients, consumers and suppliers.



2 IMPROVING GENDER EQUALITY

Our internal Gender Balance study showed that teams with a **male-female ratio of between 40% and 60%** delivered the best results over a three-year period. We are working to increase the number of women among our Group senior leaders to **40% by 2025** and to boost gender equality in facilities management, a key growth area. To hold our senior executives accountable, we have linked the target to the **individual annual incentive which represents 10%**.

3 PREVENTING FOOD WASTE

1/3 of all food produced in the world is wasted. Through our comprehensive global WasteWatch program, Sodexo teams have shown it is possible to reduce food waste by 45% within a few months. A centralized reporting tool measures and tracks both "kitchen waste" and "plate waste" caused by overproduction, spoilage, expiration and behavior with action plans implemented to reduce it. Preventing food waste contributes to reducing carbon footprint.



ABOUT SODEXO

Founded in Marseilles, France, in 1966 by Pierre Bellon, Sodexo has built its growth on the **fundamental principles** that today unite **427,000 employees worldwide**.

OUR MISSION

is twofold:

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

OUR VALUES

- Service Spirit
- Team Spirit
- Spirit of Progress

OUR ETHICAL PRINCIPLES

- Loyalty
- Respect for people and equal opportunity
- Transparency
- Business integrity

2017 AWARDS

MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

13 years consecutive as industry leader for Sustainability

ROBECOSAM Sustainability Award Gold Class 2017

10 years in the RobecoSAM Sustainability Yearbook


FTSE4Good

Sodexo is a constituent of the FTSE4Good Index

FORTUNE
WORLD'S MOST ADMIRABLE COMPANIES

DiversityInc
2017 TOP 50 FOR DIVERSITY

ETHICAL
2017

EURONEXT
vigeoiris
EUROZONE 120

CDP
DRIVING SUSTAINABLE ECONOMIES