WEEFIN

MISSION & IMPACT REPORT FOR THE YEAR 2025

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This report covers the year 2025 and the activities of SAS WeeFin.

1 Editorial from WeeFin's CEO, Grégoire Hug

When I look back on WeeFin's early days in 2018, I picture a team of about ten people doing a bit of everything: consulting, technology, hands-on support. We wore several hats, but we shared a common conviction: finance can become a powerful lever for transformation, provided it becomes more sustainable.

In 2023, we chose to scale up. We evolved our model, raised capital, accelerated our development and enshrined our purpose in our articles of association by becoming a mission-led company ("société à mission"). To me, that decision was not symbolic, it rather reflected a simple idea: if we wanted to help solve the great challenges of sustainable finance — data quality, methodological robustness, analytical rigour, or access to sophisticated tools — we had to give ourselves the means to match our ambitions.

Those means are financial, of course. They rest on our teams' commitment and on the trust of our clients and investors. But they also rest on something less tangible yet essential: a demanding framework **capable of continually challenging us and reminding us why we do this work.**

That is precisely the role played by our Mission Committee. I don't see it as a compliance or governance exercise, but as **a space for dialogue, questioning and rigour.** Thanks to the diversity of the profiles that make it up, it forces us to hold our decisions up against our purpose and never take our convictions for granted.

2025 was a reminder of just how necessary that rigour is. Sustainable finance went through a period of significant turbulence, between developments in European regulation and reversals observed on the other side of the Atlantic. Against that backdrop, we made a clear choice: to strengthen our commitments. **A third funding round, a solution that keeps growing richer, and a team that now numbers more than a hundred people all bear witness to that ambition.** That said, I don't see these figures as an end in themselves. They are, above all, an additional responsibility. Because the expectations of financial institutions are evolving. They are looking for more rigour, transparency and credibility. I am convinced that this is precisely the ground on which we must keep building WeeFin.

We are fortunate to bring together, within the Mission Committee, researchers, clients, industry experts and committed employees. That diversity is precious. **It reflects the ecosystem we want to serve and helps us stay true to our values.** Without this open dialogue, without this shared rigour, it would be far harder to make lasting progress.

Despite the current debates, I remain deeply optimistic. Behind the media noise, the underlying trends remain. Investors continue to raise their sustainability expectations, and capital-allocation decisions bear this out. **In my view, sustainable finance is not retreating; it is maturing.** It is becoming more demanding, more professional and, progressively, inseparable from finance itself.

Ultimately, I feel that WeeFin is following that same trajectory today. We are growing, we are gaining in maturity, and we learn something every day. Our responsibility is to stay true to the convictions that gave rise to us while building the tools that finance will need tomorrow. If we manage that, then **we will have contributed, at our own scale, to making sustainable finance no longer an exception, but simply the normal way of doing finance.**

Grégoire Hug,
CEO and co-founder of WeeFin

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Who is WeeFin and 2025 key figures

Our history

WeeFin's origins lie in one observation: without a comprehensive infrastructure bringing together data, methodology and human expertise, sustainable finance remains swamped by data and absorbed by its management rather than by decision-making.

It was to overturn this state of affairs that WeeFin was founded in 2018, with a clear ambition: **to give financial institutions the backbone they lacked,** so that their sustainability convictions could carry weight well beyond their own scale.

In 2022, WeeFin reached a new, decisive milestone. A first fundraising round, carried out with two impact funds, allowed the team to pursue stronger ambitions for the development of this infrastructure. This first round was followed by a second, in 2023, which consolidated the company's trajectory and brought it further expertise in technological innovation.

In 2025, WeeFin completed a third funding round — a €25 million Series B — to **support its international expansion and continue developing its solution.**

At each of these fundraisings, WeeFin has partnered with independent, European investors, with complementary expertise aligned with its ambitions and its vision of sustainable finance.

Now a benchmark player in the European financial ecosystem, WeeFin has 110 employees, including 15 based in the United Kingdom, and provides its infrastructure to more than 50 major financial institutions in Europe, representing €7,100 billion in assets. WeeFin was named to the Impact 40/120 ranking by Mouvement Impact France, which identifies future impact unicorns, for the third year running, and to the Fintech 100 ranking run by Finance Innovation for the second year running.

"Today, the volume and nature of the data that needs to be processed for sustainable finance are such that technology has become indispensable. At WeeFin, from day one we have wanted to put it to work towards **a clear destination**: building a product that enables better integration of sustainability into financial institutions' investment decisions.
It is this conviction that drives us to innovate for the benefit of the 50+ financial institutions that use our infrastructure."

Matthias Breier,
Chief Product Officer

Our values

> In 2025, WeeFin passed the milestone of 100 employees. A step that brings its own challenges for keeping our mission and our DNA alive. That is why we wanted to strengthen the place of the collective in our values, in the conviction that solutions to the biggest problems are always found together.

Grégoire Hug, CEO and co-founder of WeeFin

At WeeFin, we are committed to creating a working environment where teams collaborate in a spirit of kindness and fairness, where everyone can have a real impact and feel fully recognised. In practice, this means management that values respect and individual responsibility, and decision-making that is deliberately decentralised, so that everyone can contribute, at their own level, to our shared project.

Our values are not the result of chance, nor of thinking done behind closed doors. Defined collectively for the first time in 2023, they emerged from work shared on what they concretely meant for us: in our actions, our habits and our areas for improvement.

In autumn 2025, in a context of strong growth (internationalisation, passing the milestone of 100 employees, new products and new teams), we chose not to let our values become fixed. Dedicated workshops were organised to **revisit them collectively, test them against our new reality, and rephrase them** so that they continue to faithfully reflect who we are and what we are striving towards.

Introduced from the recruitment process onwards, these values form a shared foundation that is reflected in how we work and collaborate day to day. They act as our compass — in everyday decisions **as much as in building our impact objectives and statutory commitments.**

RESPONSIBILITY & FREEDOM to make decisions and act with confidence

- At WeeFin, responsibility is not a constraint imposed from above: it is a mark of trust given to every employee. Everyone is fully responsible for achieving collective goals, which requires both the autonomy to decide and the care to act with discernment.
- In practice, this means the ability to make informed decisions, drawing on a range of viewpoints, cultivating intellectual curiosity, and staying aligned with the company's ambitions. It also means a resolute orientation towards action: every effort must contribute to tangible progress for the team and deliver real value to our clients.
- For employees, this value is a powerful driver of engagement. It offers a framework where initiative is encouraged, where everyone can concretely measure the impact of their work, and where mutual trust replaces close supervision. Being responsible at WeeFin means having the freedom to act and the pride of contributing to something meaningful!

TRANSPARENCY to share what matters

- Day to day, transparency is not just about saying everything: it means sharing what really matters. It is a discipline as much as a culture — that of making available the information, context and data that enable everyone to act in an informed and aligned way.
- In practice, this means favouring clarity about decisions, their rationale and the facts that support them: well-practised transparency saves time, builds trust and avoids the misunderstandings that slow down action.
- For employees, this value is a genuine lever for clarity and effectiveness. Knowing why a decision was made, understanding the direction set, and having the right data at the right time: these all allow everyone to contribute with confidence. At WeeFin, transparency is the condition for smooth collaboration and a lasting relationship of trust, internally as well as with our clients.

Our values

FACING CHALLENGES TOGETHER to move forward as one

- We believe that the most complex challenges cannot be overcome alone. This is the deep-seated conviction behind this value: the sum of intelligence, experience and viewpoints will always go further than any individual expertise, however strong, can achieve alone.
- In practice, this means a culture of collaboration with no hierarchical barriers or silos between teams. Everyone is invited to cross-check perspectives, question received wisdom — including their own — with curiosity and humility, and share their knowledge clearly and accessibly, so that others can build on it and move faster. Critical thinking and teaching are tools in the service of more robust, more innovative solutions, for the team and for our clients alike.
- For employees, this value turns collective work into a genuine engine of professional development and makes WeeFin a place where collective intelligence is a daily reality.

Professional equality, a conviction embedded in our governance

At WeeFin, gender equality is enshrined in our mission-led company framework as a core value.

We have built an environment where everyone progresses in line with their real contribution — a deep conviction as much as a strategic choice. We believe that diversity strengthens cohesion, employer brand and collective performance. Our Executive Committee and our Board of Directors have equal gender representation, and our professional equality index stands at 89/100.

89/100
Professional equality index

It is in this spirit that our Chief Operations Officer, Laura Aich, took part in the PALM programme, an initiative that pairs a female leader with a male ally over six months to work jointly on individual growth and the transformation of corporate cultures. Companies supported through the programme see the rate of women reaching executive committees multiply threefold.

For WeeFin, this is a lever for continuous improvement, fully consistent with who we are and what we continue to build.

"Taking part in the PALM programme was a memorable experience this year. In an environment as demanding as a fast-growing fintech, this framework allowed me to exchange, learn and test my experience to continue enriching my vision as a leader. It also created bonds of solidarity between the participants that continue well beyond the programme itself. The PALM programme is an additional lever to keep improving our practices and our corporate culture."

Laura Aich,
COO of WeeFin

2025 in the rear-view mirror

"In 2025, our teams carried WeeFin's voice across Europe and around the world. Our status as a mission-led company travels with us: wherever we grow, it commits us to bring the same rigour to serving sustainable finance and its stakeholders. This expansion has been accompanied by growing recognition of our work, reflected in the many accolades we have received but also in the trust placed in us by our users and partners."

Marion Aubert,
Co-founder of WeeFin

International expansion

Opened in 2024, the London office has continued to grow and **now hosts 15 employees working on WeeFin's expansion in the United Kingdom**, as well as in other Northern European countries. WeeFin also took part in events in North America (such as New York Climate Week) and in Asia (the Singapore Fintech Festival).

Launch of the AI Lab programme

In line with WeeFin's ambition to put technology at the service of sustainable finance, the team launched a review at the end of 2025 of how AI could be thoughtfully integrated into WeeFin's infrastructure. **This work took the form of the AI Lab programme**, which brought together around ten financial institutions to co-build an AI agent dedicated to sustainability analysis, integrated into WeeFin's infrastructure.

More than 110 employees

representing 15 different nationalities, now work within the WeeFin team.

Awards

After an initial mention in 2024, WeeFin was once again selected **in the Impact 40 category of the 40/120 ranking** by Mouvement Impact France, which lists “future impact unicorns”, as well as in the Fintech 100 ranking compiled by Finance Innovation.

2025

WeeFin also received the 2025 **award for best ESG data management platform** from A-Team Group, for the second year running. And at the Singapore Fintech Festival, the team was presented with **an Excellence Award** in the Inclusive Finance category. These accolades were complemented by individual distinctions: Marion Aubert, co-founder and Chief International Officer of WeeFin, was named to the Forbes 30 Under 30 list and received the 2025 Entrepreneur Award from the media outlet Le Petit Journal.

Partnerships

WeeFin has always aimed to facilitate exchange within the sustainable finance community. That is why, in 2025, the team continued its collaboration with the Forum pour l’Investissement Responsable (the French sustainable investment forum) on mapping public sustainability data sources, while also organising regular discussions with data providers as part of a series of webinars broadcast throughout the year.

50+ financial institutions

use at least one of our infrastructure’s features, representing **€7,100 billion in assets under management**.

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Our mission

Our transformation into a mission-led company

At the genesis of the project, the will to have a positive impact

From its founding to today, WeeFin's development has always been designed with an impact lens, both through the development of sophisticated technology infrastructure and through its expertise in sustainable finance. Its creation is rooted in a shared observation: the financial sector needs to become more transparent and better at explaining itself, particularly on sustainability issues. WeeFin was thus designed to address the challenge faced by financial analysts, who have the power to steer capital towards more virtuous companies but who, for the most part, are swamped by data and spend more time on data management than on taking action.

Enriched by conversations with clients in the field, all our teams have sought to develop a turnkey tool — a technology infrastructure — that makes life easier for financial players and enables them to use sustainability analysis as a competitive advantage.

WeeFin's strength rests on the technical and operational knowledge of its teams in building this ambitious platform, but also on the values that bind employees together: the desire to be transparent, rigorous and responsible.

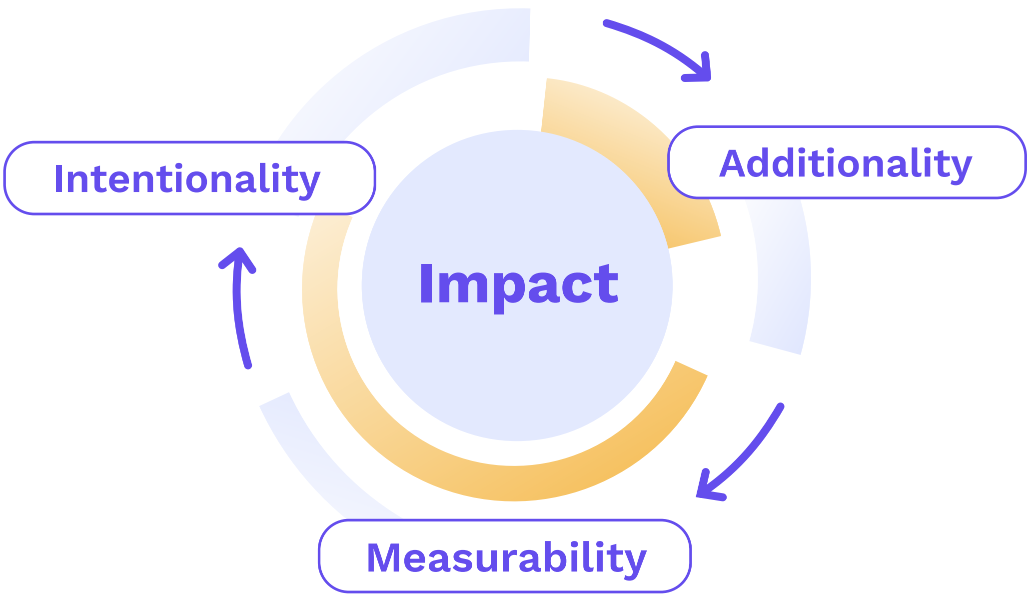
At the heart of our organisation is also the will to build a company that goes beyond hierarchical, traditional company models. Since WeeFin's creation in 2018, all employees have thought about a company model in which impact does not come at the expense of employee wellbeing, where climate and environmental footprint is an integral part of decision-making, and where maintaining sound governance is a priority.

External engagement

We have also formally and publicly joined external initiatives around sustainability and impact: Mouvement Impact France, the Institut de la Finance Durable (French Sustainable Finance Institute), and the Forum pour l'Investissement Responsable.

How does WeeFin embed the impact lens into its activities day to day?

Given these commitments, impact funds have invested in WeeFin and, quite naturally, indicators have been defined and regularly tracked, whether on our social and environmental policies or our impact on improving the sustainability practices of financial institutions. We have also defined an impact-focused business plan in which we commit to meeting objectives aligned with impact methodology: intentionality, additionality and measurability.



Our intentionality

Intentionality is **the joint pursuit of financial return and a measurable social and/or environmental benefit**. This intentionality must be visible at every stage of our development and must be backed by impact objectives defined ex ante and by the means deployed to achieve them (internal resources, indicator tracking, etc.).

Our strategy and product development are aligned with impact objectives. Wherever possible, these impact objectives contribute to the UN Sustainable Development Goals (SDGs). As part of our activity, we contribute to the following goals:

SDG 9

Industry, Innovation and Infrastructure

SDG 9 aims to build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation. At WeeFin, we contribute to this goal by developing innovative technology solutions for sustainable finance. Our technology infrastructure dedicated to sustainability allows financial institutions to modernise their data management and reporting practices, thereby supporting more sustainable and resilient practices.

SDG 13

Climate Action

SDG 13 calls for urgent action to combat climate change and its impacts. WeeFin supports this goal by helping financial institutions integrate and consider environmental risks as well as the impact of their investments. Our technology facilitates the analysis of companies' climate transition plans, supports the creation of thematic funds around climate and biodiversity, and encourages more effective engagement and dialogue with companies to accelerate their ecological transition. Moreover, in our training sessions and workshops with clients, we seek to promote best market practices so that they are adopted as widely as possible.

SDG 17

Partnerships for the Goals

SDG 17 aims to strengthen the means of implementing the Global Partnership for Sustainable Development and to revitalise it. WeeFin values collaboration and partnerships with a wide range of stakeholders, including institutional investors, asset managers, banks, data providers and technology solutions. WeeFin takes part in numerous working groups, reports and white papers (AFG, IFD, Finance Innovation, SeaBird's Transition Lab, among others).

Our additionality

Additionality corresponds to **the share of measured impact that would not have occurred without the company's activity.** It answers the question: "If my activity had not taken place, would the impact on the environment and/or society have been the same?"

As part of our activity, we support financial institutions in understanding and factoring Environmental, Social and Governance (ESG) criteria into their investment strategy. We carry out this activity with the aim of **helping them make informed decisions that are as ambitious as possible.**

At WeeFin, we aim to become the indispensable catalyst that enables the transformation of financial strategies to generate a lasting positive impact. Thanks to our involvement, investors benefit from:

A comprehensive technology infrastructure serving financial institutions' sustainability strategy

WeeFin's infrastructure for financial institutions aims to become the technological backbone that connects data, methodologies and human expertise to industrialise the entire sustainable finance value chain.

Thanks to its independent and agnostic approach, WeeFin is able to connect to more than 50 data sources, private or public, and to adapt to the methodologies and organisation chosen by its users.
This infrastructure rests on three main pillars:

- **Sustainability data management and the Golden Source**

WeeFin enables financial institutions to collect all their sustainability data, whatever the source, and then aggregate it within a unified "golden source". Through this process, WeeFin's infrastructure reconciles the data, maximises coverage through propagation or proxying processes to compensate for missing data, checks data quality, and carries out the necessary calculations.
Thanks to these tools, financial institutions have access to more reliable data and spend less time (up to 80% on certain tasks) managing it, freeing up valuable resources that can be redirected towards building more ambitious strategies.

- **The Research & Intelligence Studio**

can then draw on this "golden source" to allow analyst teams to explore all this data independently and derive every indicator they need to successfully run their sustainable investment strategy. They can build customised dashboards, but can also rely on the *Methodology Lab* to create, test and deploy their own sustainability methodologies, without additional technical support and without putting their production data at risk. By significantly simplifying and speeding up this process of designing and rolling out proprietary methodologies, WeeFin makes it easier for users to assess the impact of sustainability criteria on their investment decisions and encourages them to integrate these criteria more fully into their choices.

- **The "Operations & Oversight" suite**

Finally, the "Operations & Oversight" suite provides all the tools users need to put this research and analysis work to use for reporting (including audit-ready regulatory reporting), ESG constraint monitoring, and controversy tracking. It also includes a module designed to plan, manage and track all actions carried out as part of shareholder engagement, within a collaborative environment. Thanks to this suite of tools, running more responsible investment strategies becomes easier and faster.

> “A robust technical architecture is not an end in itself: it is the condition that allows WeeFin to keep its commitments over the long term. Processing growing volumes of sustainability data, guaranteeing their reliability, and enabling our clients to use them without any service disruption calls for infrastructure designed to last. This is the requirement that guides our technical choices day to day. A fragile architecture cannot support a long-term mission: performance and robustness are a concrete way of serving sustainability.”

Guillaume Klech, CTO of WeeFin

Training delivered by our sustainable finance experts

We are convinced that for investors, adopting virtuous practices requires a deep understanding of the concepts, methods and data being used. For this reason, we frequently organise training sessions for our ecosystem. Our training covers a range of essential topics such as regulation, methodologies and specific themes (transition plans, biodiversity, etc.) related to sustainable finance. This training is aimed at different audiences:

- **Professional investors**
  We help them navigate the complexity of regulation and adopt advanced methodologies to integrate sustainability criteria into their investment processes.

- **Students**
  By training the next generation of finance professionals, we lay the foundations for a solid understanding of sustainability issues from the very start of their careers.

Training students — a course dedicated to sustainable finance

In 2025, WeeFin delivered **a module entirely dedicated to sustainable finance to Master's students on the Financial Risks and Sustainable Finance track at AMSE,** as part of the Innovation and Finance course. This module covered the full fundamentals of sustainable finance: ESG criteria and their integration into financial analysis, the regulatory framework (SFDR, the European Taxonomy, MiFID II, Article 29 of the French Energy-Climate Law, CSRD), responsible investment strategies (exclusions, shareholder engagement, best-in-class, thematic and impact investing), as well as climate and biodiversity risks and methodologies for building sustainability indicators.

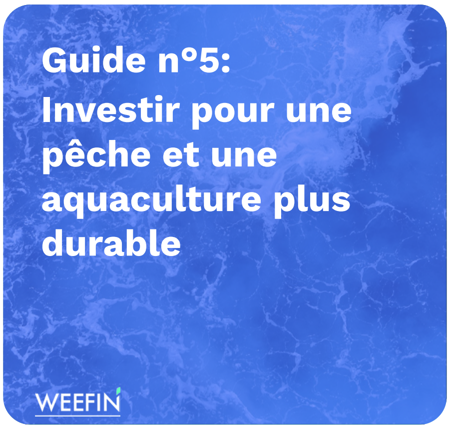
Training today's students means investing in tomorrow's ESG analysts, portfolio managers and financial advisers. It is also a way for WeeFin to spread a rigorous sustainable finance culture upstream, before students enter working life, at a time when the pushback against ESG makes **a solid understanding of its technical and regulatory fundamentals all the more necessary, rather than sticking to positions of principle.**

Beyond the theoretical input, students were immersed in a case study reproducing the real conditions of an institutional tender: a pension fund withdraws €14 billion from an asset manager for sustainability reasons and launches a consultation among competing asset management firms. Split into teams reproducing the organisation of an asset management firm (sales product specialists, portfolio managers, ESG analysts, engagement and voting team), students had to produce, under time pressure, the deliverables of a genuine selection process!

Educational resources to shed light on ESG issues

Making ESG topics accessible to as many people as possible remains one of our ongoing commitments. Through a range of content, we give financial market participants the keys to understanding these issues and to evolving their practices. This takes the form, in particular, of:

Our sustainable finance Barometer, which takes stock of the ambition level of ESG funds and proposes concrete areas for improvement.



Regulatory and methodological breakdowns, covering both French and European texts and practices such as integrating climate or biodiversity risks into investment strategies.

We Talk Green, our monthly newsletter, open to all, which follows news on the ecological transition and biodiversity.

We Explore ESG: our quarterly meeting with all our clients, dedicated to regulatory news, developments in ESG methodologies and data, and discussions with our experts.

Among these initiatives, biodiversity holds a special place. It is a topic still not well mastered by market participants, held back by the complexity of its concepts, the inconsistency of existing methodologies, and the lack of accessible operational tools. Convinced that this theme must become as central to investment strategies as climate, we have, since 2024, built a collection of dedicated educational guides, published progressively to provide a solid and actionable understanding of the subject.

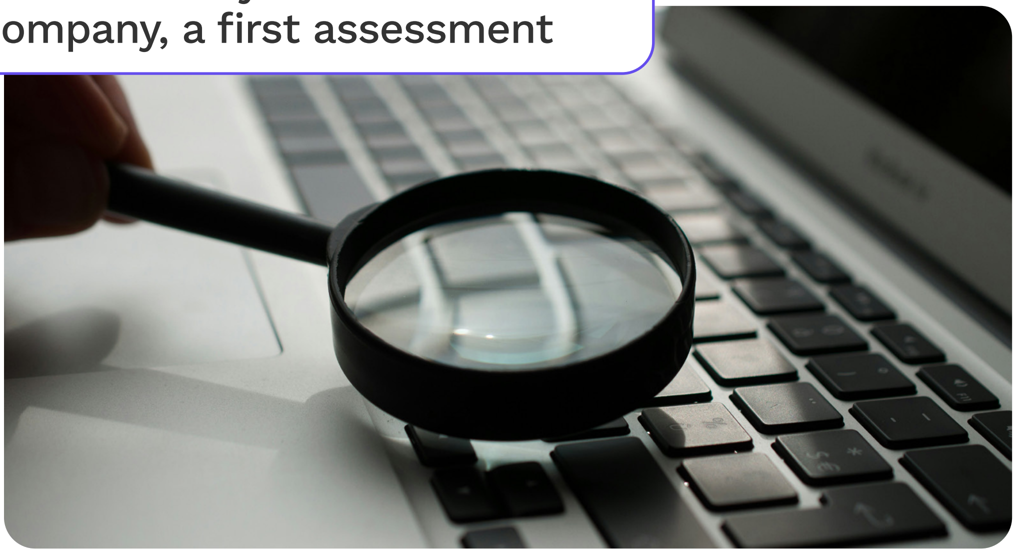
This collection follows a deliberately progressive logic: after a first guide laying out the fundamentals of the link between biodiversity and finance, we sought to help financial companies build their biodiversity strategy by detailing the analysis of their portfolios' impacts and dependencies, then in measuring the associated risks using tools such as the WWF Risk Filter. We then chose to dig deeper into two high-stakes sectors, agriculture and then fishing and aquaculture, proposing for each concrete indicators, examples of exclusions already applied by market participants, and avenues for shareholder engagement.

By documenting, guide after guide, rigorous and operational methodologies, we give financial institutions concrete means to integrate biodiversity into their investment practices, even in the absence of perfectly granular data. This approach fully embodies our purpose: democratising access to rigorous sustainable finance by making biodiversity an issue that every financial player can take ownership of, whatever their initial level of maturity.

Measurability

This involves assessing the relevance of the action deployed. This assessment, carried out and communicated every year, must enable us to refine our strategy and objectives for the future.
By closely monitoring our key performance indicators, we are able to adjust our strategies and ensure continuous improvement of our results.
All of WeeFin's impact indicators have been designed to remain stable over time, to be linked to our mission commitments, to be connected to our business, and to demonstrate both our internal impact (corporate social responsibility) and our external impact.

2023–2025: two years as a mission-led company, a first assessment



In 2023, WeeFin adopted mission-led company ("société à mission") status, continuing an ambition held for five years: to raise the standards of sustainable finance and make them the norm. Adopting a purpose flows directly from the company's DNA. Since then, every employee has contributed in their own way, whether by developing the platform, passing on their expertise through training, or feeding collective thinking through content published every month.

Two years later, this commitment had to be put to the test: in June 2025, WeeFin underwent its first review by an Independent Third-Party Body. Far from being a simple regulatory box-ticking exercise, this review made it possible to verify, with an external and demanding eye, that the mission was not just talk but genuine operational reality.

The verdict confirms the three statutory objectives: they are being fully met, both in the resources committed and in the results produced. The audit does note, however, that there is still room for progress, particularly around the link between our indicators and our objectives, as well as the level of ambition of certain targets — areas we are already working on. The auditor also highlighted the consistency between our mission and our activity, with our platform being its most tangible illustration, as well as the independence and genuine influence of our Mission Committee, largely made up of well-recognised external figures in the financial community. It also noted that our management model, built on accountability and transparency, is precisely what allows the mission to be lived day to day within the teams, making WeeFin a company the auditor itself describes as "mission native".

Who are the members of our Mission Committee?

External experts

Aurélie Baudhuin

Aurélie Baudhuin, driven for many years by responsible investment issues, joined Malakoff Humanis in December 2022 to structure the group's SRI strategy. Over the course of her career, she has already worked on developing new ESG measurement indicators for investments (Social Footprint, Marine Biodiversity Preservation) and has taken part in market-wide discussions, as a member of the SRI Label Committee from 2016 to 2021 and as Chair of the European investor network "Shareholders for Change". In 2025, she took over the chairmanship of the FIR (Forum pour l'Investissement Responsable), confirming her role as a reference point in market debates on responsible investment. She was also selected by AEF Info among the "30 figures who have moved the needle on CSR since COP21", a recognition of her commitment to shareholder dialogue, climate resolutions and the integration of social issues. Today Director of Investments at Malakoff Humanis, Aurélie brings an industry perspective to the responsibility and ethics issues addressed by WeeFin's Mission Committee.

Manuel Coeslier

Manuel Coeslier, a former member of the European Commission's Technical Expert Group on Sustainable Finance, is a well-recognised specialist in carbon footprint, climate contribution and sustainable finance issues. Lead Climate & Environment at Mirova and head of the Mirova Research Center, he notably contributed to the development of the Climate Contribution Framework, a meta-framework for assessing corporate climate contribution to make it more legible, comparable and actionable, built around three pillars: reducing footprint, developing low-carbon solutions, and financing the transition beyond the value chain. His expertise is particularly valuable to WeeFin's Mission Committee and Scientific Committee, notably in assessing the company's ability to help its clients fully integrate environmental issues into their financial activities. His presence in the Choiseul Finance de Demain 2026 ranking, which recognises decision-makers contributing to the transformation of finance, further confirms recognition of his role in the sector's evolution.

Michelle van Weeren

A researcher conducting qualitative studies, Michelle Van Weeren is Assistant Professor of Accounting and Sustainable Development at NEOMA Business School. Her research focuses on sustainable finance, ESG ratings and the dynamics of quantification, with a sociological approach attentive to how actors produce, use and transform extra-financial data. She won the 2022 RIODD-Moody's Prize for the best interdisciplinary thesis on organisations and sustainable development for her work on the evolution of the ESG analyst profession and ESG ratings. More recently, her research has focused on the levers for steering ESG change in complex environments, notably through the role of NGOs, investors and influence strategies in the evolution of large companies' climate commitments. As a researcher, Michelle brings valuable skills in methodology, teaching and critical analysis of ESG data to WeeFin's Mission Committee, contributing to the development and monitoring of a roadmap consistent with WeeFin's statutory objectives.

Nathalie Wallace, Chair

Nathalie is an investor passionate about the transition and the circular economy. She has managed funds dedicated to financing high-growth companies in Asia, Latin America and Africa, before turning to the development of asset management firms specialised in sustainable investment, at executive level. As co-founder of ARG(IA) and Managing Partner of Nexus.kl, she supports asset management firms specialised in climate transition in France and the United States, as well as their portfolio companies — fintechs and start-ups developing concrete deep-tech and technology solutions. Drawing on her experience as an investor, her strategic vision and her commitment to positive societal change, she brings a valuable contribution to the work of the Mission Committee.

As Chair of the Mission Committee, Nathalie supports WeeFin in developing a platform that is ever more in tune with the needs of European and North American financial players.

Clara Fayard

After serving as chief of staff at the Mairie de Paris (Paris City Hall), Clara Fayard joined Impactivist (formerly Investir&+), an organisation funded by entrepreneurs to finance and support the scaling-up of high social- and environmental-impact projects. At Impactivist Investir&+, Clara draws on her public-sector experience to help committed start-ups. Since 2022, Impactivist Investir&+, and Clara in particular, have supported WeeFin in defining and tracking its impact indicators. Thanks to this fruitful collaboration, WeeFin invited Clara to join its Mission Committee in 2025. This invitation aims to continue the work already under way and to keep benefiting from her expertise on new projects. Since January 2026, she has also been working as an executive coach and independent consultant for organisations with a social and environmental impact.

Internal member

Pauline Berthouloux

Pauline Berthouloux began her career at a leading European asset manager, before joining WeeFin in 2022 as a Sustainable Finance Expert. She has witnessed the company's rapid growth, taking an active part in work on impact indicators and in organisational discussions as an observer member of the CSE (works council). Thanks to her experience at WeeFin, a key player in the sustainable finance ecosystem, and her knowledge of the company as head of the ESG Expertise and Data Quality teams, Pauline brings a pragmatic view of how the company works and of clients' expectations.

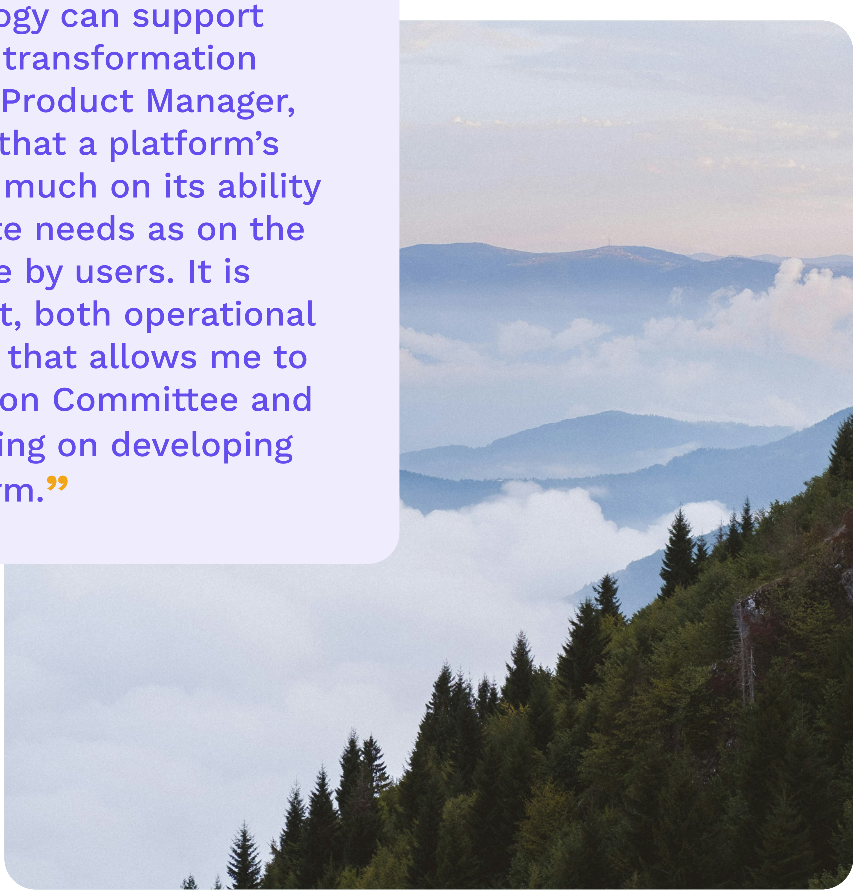
New member

Laura Auroux

Product Manager at WeeFin since October 2023, Laura supports the development of digital solutions serving sustainable finance and organisations' ESG transformation. Drawing on experience in product management at Lemonway and in digital and agile transformation consulting at EY, she combines a solid product culture with the ability to run complex projects, structure user needs and coordinate a range of stakeholders. Within WeeFin's Mission Committee, Laura brings valuable operational expertise on designing products that are useful, responsible and aligned with both market needs and the company's statutory commitments.

“I am delighted to join WeeFin's Mission Committee and to contribute to collective thinking on how technology can support the sustainable transformation of finance. As a Product Manager, I am convinced that a platform's impact rests as much on its ability to meet concrete needs as on the quality of its use by users. It is this requirement, both operational and committed, that allows me to bridge the Mission Committee and the teams working on developing WeeFin's platform.”

Laura Auroux,
Product Manager



Our mission & our statutory commitments

Adopting a raison d'être was the natural extension of our DNA: raising the standards of sustainable finance and making them the norm.

Our raison d'être

Adopting a raison d'être was the natural extension of WeeFin's DNA. The previous wording already reflected this ambition:

WeeFin develops cutting-edge solutions, services and a technical platform that make life easier for these players. We are a catalyst for sustainable finance. For a more demanding sustainable finance. So that sustainable finance more quickly becomes the norm.

This raison d'être has been adjusted with a more concise wording, better reflecting WeeFin's two structuring levers — technology and expertise — while retaining the original ambition of contributing to a more demanding sustainable finance:

Putting technology and expertise at the service of a more ambitious sustainable finance, to make it tomorrow's standard.

This new wording responds to a need to align with the company's current activities. It was discussed with the Mission Committee and approved by the Executive Committee at the General Meeting.

Three statutory objectives tied to our position at the heart of the financial ecosystem

Commitment No. 1

Evolve the solution, with the support of the Scientific Committee, to improve the access, reliability, processing and impact of sustainability data on responsible investment practices.

WeeFin is committed to helping its clients regain sovereignty over their sustainability data, supporting them in implementing sustainability strategies that match their ambitions, and facilitating collaboration around ESG processes. To do this, WeeFin offers a modular SaaS platform with numerous features, such as data centralisation, reporting, commitment tracking and a calculation library.

The Mission Committee's opinion:

The Mission Committee considers that the objective pursued by this commitment is relevant and aligned with WeeFin's mission. It highlights the platform's central role in improving the access, processing and reliability of sustainability data, as well as in supporting financial players towards better sustainable investment practices.
The Committee did note, however, that the wording of the objective seemed relatively narrow given the full range of actions carried out and indicators tracked. WeeFin has therefore updated the title of this commitment so that it more faithfully reflects the actual scope of its actions and associated indicators.

The Committee then recommended structuring the monitoring of this commitment around three complementary dimensions: platform quality, impact on clients' sustainability practices, and market penetration. This approach makes it possible to better track WeeFin's different levers of impact, from the reliability of the data integrated through to the platform's adoption by financial players.

The Committee also stressed the importance of better tracking platform usage, in order to identify the features most used by clients and better assess their operational impact. These indicators should help guide future product developments and strengthen the link between platform developments and users' real needs.

Finally, the Committee noted that WeeFin's impact on improving clients' sustainability practices cannot be measured solely through quantitative indicators. It therefore recommended supplementing this monitoring with impact-oriented questionnaires and targeted qualitative interviews, to better understand the platform's concrete contribution to the evolution of clients' sustainable practices.

> "Having supported WeeFin for three years on defining its impact indicators, I joined the Mission Committee in 2025 with one conviction: WeeFin's uniqueness lies not only in its technology infrastructure, but in its ability to pass on what it knows through its training and its various content, such as the annual Barometer. It is this educational dimension, aimed at the whole market and not just its clients, that makes WeeFin an essential player in evolving sustainable finance practices."

Clara Fayard,
Executive Coach, former VC, Board Member and Chief of Staff

Our objectives	Initial target	Results at end of 2025
Providing our clients with a technology tool that allows them to adopt best investment practices	Conduct at least 2 critical platform reviews by a scientific committee per year before end of 2025.	6 critical reviews were carried out in 2025. Follow-up on the Committee's conclusions is being formalised.
	Three pilot funds on the platform undergo an assessment of their social and environmental performance in Q4 2025.	A dedicated internal workshop was held. The work revealed the methodological limits of the initial objective, which needs to be redefined. The approach now favoured is a qualitative questionnaire sent to clients, supplemented by individual interviews.

Enabling our clients to expand their sustainability practices	At least 55% of clients consider that WeeFin helps them improve their sustainability practices.	**71%** of clients considered that WeeFin had helped them improve their sustainability practices in 2025.
	20 new clients rolled out with access to at least one platform module.	Since 2024, **17 new clients** have gained access to the platform, bringing to 41 the total number of clients with access to at least one module by the end of 2026.
	50% increase in the amount of assets under management on the WeeFin platform between 2024 and 2026.	The amount of assets tracked on the platform rose from €6,100 billion in 2024 to €7,100 billion in 2025, an increase of 16.4%.
Enabling our clients to access more reliable and comprehensive ESG data	**15** new data sources, private or public, are added to the platform.	15 new data sources were integrated into the platform. 53% of sources have been analysed; the remaining sources will be reviewed progressively.
	Provide clients with **the results of technical and functional checks** on the sustainability data they use.	Clients have access to check results directly via the Data Management module, once they have subscribed to it. A dedicated data-quality team was created in 2025.
Monitoring and analysing platform usage through the lens of impact	Deploy a usage-tracking tool and analyse user behaviour.	The Amplitude tool has been deployed. 8 clients have approved data collection; the tool is implemented in the test environment, with production rollout planned for 2026 among approved clients.
	Conduct interviews with clients to understand their usage and the platform's impact on their sustainability practices.	At the end of 2025, the questionnaire was being drafted by the ESG Expertise team in collaboration with Michelle Van Weeren, Mission Committee member. A qualitative client interview framework still needs to be formalised, with a target sample to be defined.

> Beyond simply providing the technology, our statutory commitment requires us to concretely assess our solution's contribution to the transformation of sustainable strategies. Only genuine, in-depth exchange with our financial partners allows us to accurately identify the levers of impact activated by the platform and to continually refine its scope.

Louise Piette, ESG Expert at WeeFin, in charge of the clients' "Impact" questionnaire

Commitment No. 2:

Become the voice of a more transparent sustainable finance through regular contributions across the financial community, and share knowledge by giving access to publications, studies and various content on sustainability issues, in order to make them easier to understand.

Whether with senior executives, asset managers, sustainability analysts, or with tomorrow's finance professionals still at school, WeeFin has established itself firmly in the sustainable finance landscape. Building on this position, its goal is to champion a more transparent and more ambitious sustainable finance. Throughout the year, WeeFin's teams continued to offer educational content, freely accessible, and sought to engage with a range of stakeholders, enabling everyone to access the tools they need to better understand the issues at stake, whether regulatory or methodological. 2025 was marked by the launch of a series of free webinars with data providers, to help the whole financial community better get to grips with their methodologies.

The Mission Committee's opinion:

The Mission Committee considers that the objectives associated with this commitment are relevant and consistent with WeeFin's mission. It recognised the efforts made to promote a more transparent and ambitious sustainable finance, notably through content production, publication of the Sustainable Finance Barometer, participation in market consultations, and outreach to the financial ecosystem.

The WeeFin Barometer was identified as an original and well-regarded initiative. The Committee did recommend strengthening its reach, in particular by expanding its distribution, developing a clearer key message accompanied by metrics tracked over time, and asserting WeeFin's analyses and recommendations more strongly.

The Committee also noted that the current indicators mainly measure the volume of actions carried out, such as the number of publications, conferences or pieces of content produced, without always making it possible to assess their real impact. It therefore recommended supplementing this monitoring with audience and outcome indicators, to better measure the actual reach of the content and its contribution to changing the practices of the audiences reached.

Finally, the Committee encouraged WeeFin to continue its education and training work, particularly in a context where sustainability topics are facing more visible criticism. Client clubs, training sessions and outreach to students were identified as actions to better integrate into the monitoring of this commitment.

> Sustainable finance is going through a pivotal period: it needs to gain clarity without losing ambition. By contributing to consultations, producing educational content and sharing the lessons of the Barometer, WeeFin plays a useful role in bringing regulatory requirements closer to the operational realities of financial players.

Manuel Coeslier, Lead Expert, Climate & Environment at Mirova

Our objectives	Initial target	Results at end of 2025
Becoming the voice of a more transparent sustainable finance through regular contributions across the financial community	**Publish a sustainable finance barometer** to identify areas for improvement among players on the transparency and ambition of their sustainability practices.	**The 2025 WeeFin Barometer** was published in April 2026. For this third edition, the WeeFin team analysed the sustainability strategies of 60 funds classified Article 8 and 9 under SFDR.
	At least 350 hours dedicated to reflection on sustainable finance in think tanks, round tables, working groups or consultations.	**375 hours** were dedicated to sustainable finance reflection, including 16 conferences, 17 consultations and 2 working groups.
Sharing knowledge and making sustainability issues easier to understand	Publish at least **20 educational pieces of content** each year, via WeeFin or the press, to shed light on sustainable finance issues.	20 pieces of content were published: **10 articles, 4 guides and 6 webinars**. The Committee recommends supplementing this tracking with audience and impact indicators to better measure the real reach of the content.
Number of people reached	Raise awareness of or train at least **300 people**, including 5 decision-makers.	In 2025, WeeFin raised awareness among 672 people, including 10 decision-makers, on core sustainable finance topics such as transition plans, shareholder engagement and climate risks.

Commitment No. 3:

Bring our values to life within the company, by nurturing in every employee the responsibility, transparency and collaboration needed to act and make progress.

The wording of Commitment No. 3 has been revised to clarify its scope and refocus it on WeeFin employees. Now centred on our three values — responsibility, transparency and the collective — the new wording is more clearly aligned with the indicators tracked. Consistent with what we promote to our clients — more transparency and clarity in finance — we apply these same principles to how we ourselves operate. We are committed to bringing to life, day to day, a working environment guided by these values, which we consider essential and fully aligned with our status as a mission-led company, where everyone has the freedom and trust needed to act and progress.

The Mission Committee's opinion:

The Mission Committee took note of the evolution of Commitment No. 3, now more focused on WeeFin's employees and internal practices. It considers that this evolution helps clarify the objective and make it less open to interpretation, while anchoring it more directly in the company's day-to-day life.

The Committee also stressed the importance of tracking how concretely employees embrace WeeFin's values, particularly in a context of strong company growth. It recommended developing indicators to better assess the internal climate, employee satisfaction, and how values are lived day to day.

Finally, the indicator on gender equality has been removed from the Mission Committee's tracking, as it is already monitored as part of the company's regulatory obligations.

> "The availability of sustainability data says nothing, in itself, about how it is actually used in investment decisions. This is precisely the limitation of the impact questionnaires WeeFin sends to its clients: they give a satisfaction rate, but not a detailed understanding of what the platform actually changes in their practices. The qualitative interviews we have built together with WeeFin's Sustainable Finance Expertise team aim precisely to fill this gap, in order to document how WeeFin transforms its clients' sustainability practices."

Michelle van Weeren,
Assistant Professor at KEDGE Business School, specialising in sustainable finance and ESG scoring issues

Our objectives	Initial target	Results at end of 2025
Building a company consistent with our commitments to all our stakeholders	Implement **a decentralised governance system,** assessed by employees, with weekly collegial monitoring.	**The OKR system** was assessed by employees. This assessment identified areas for improvement relating to how participatory governance works and how well the system is embraced by teams, and helped define follow-up actions.
	Define targets linked to employee satisfaction regarding WeeFin's values.	WeeFin's values were reviewed. **Three values were retained:** responsibility and freedom, to encourage initiative-taking and alignment with shared objectives; collective problem-solving, to foster the sharing of expertise and constructive confrontation of ideas; and transparency.
Ensuring internal practices that are fair and consistent with WeeFin's values	Formalise **a fair pay policy.**	The fair pay policy was reviewed and formalised. **A performance framework was defined and rolled out,** with a first cycle of assessment and calibration completed. Further work is planned to refine the frameworks and tools available to managers.

“The backlash sustainable finance is going through today must not distract us from what matters: continuing to demonstrate, through the rigour of data and the robustness of methods, that responsible investment delivers measurable results. As an institutional investor, I see this requirement every day: financial players no longer have any room for approximation in their sustainability commitments. This is precisely what WeeFin contributes to, by helping its clients make their data more reliable and document their practices rather than simply showcase them.”

Aurélie Baudhuin, Director of Investments at Malakoff Humanis

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Horizon 2026

Interview with

Nathalie Wallace,
Chair of the Mission Committee

Against a backdrop of growing scrutiny of sustainability, how can WeeFin continue to champion sustainable finance that is credible and useful to its clients?

The pullback ESG is experiencing today is not, in my view, a rejection of sustainable finance itself, but the symptom of a heightened demand for rigour. For years, it sometimes suffered from an excess of promises and a shortage of proof. This is precisely the ground on which WeeFin has a role to play.

Our conviction is that credibility cannot simply be declared: it has to be demonstrated through data. By helping financial players structure, make reliable and trace their sustainability data, WeeFin shifts the debate from the register of intention to that of proof. **Credible sustainable finance is finance capable of documenting its choices, explaining its methodologies and reporting on its results, beyond political cycles and passing trends.**

Usefulness, for its part, comes from our refusal to pit financial performance against extra-financial performance. The infrastructure WeeFin is developing does not aim to impose an orthodoxy, but to give investors the means to manage their commitments with the same rigour they apply to their investment decisions. This is how investors in the climate and societal transition can remain relevant, whatever turbulence arises: not by defending sustainability as a cause, but by equipping it as a discipline.

As WeeFin grows, how do you preserve the ambition of the mission without diluting it under the pressures of growth?

The tension between ambition and growth is real, and it would be naïve to deny it. But I believe that, in WeeFin's case, the mission is not an added extra that resists growth: it is its engine. WeeFin's development rests precisely on the promise of better-equipped sustainable finance. Betraying that promise would mean sawing off the branch that WeeFin's whole model rests on.

The Mission Committee's role is to ensure that this consistency holds at every stage of expansion, particularly as WeeFin opens up to new markets, in Europe and North America in particular. **Preserving ambition does not mean freezing the mission** in its original wording; it means making sure it **continues to run through our strategic decisions, our product trade-offs and our culture,** as teams grow and issues become more complex.

In concrete terms, this calls for vigilance on a few points: that growth choices remain aligned with our purpose, that new employees make the mission their own rather than passively inheriting it, and that we measure our impact with the same rigour we demand of our clients. Dilution is never a sudden event: it is a succession of small compromises. The Committee's duty is to make them visible before they become irreversible.

Review of the 2025 roadmap

The 2025 roadmap was co-built with the Mission Committee, and discussions helped adjust the relevance and level of ambition of the objectives set.

A roadmap continuously adjusted

Several targets were revised or refined on the advice of Committee members:

- **Hours dedicated to sustainable finance reflection:** target raised from 150 to 300 hours per year, as the initial objective was judged too easily achievable given the hours already committed.

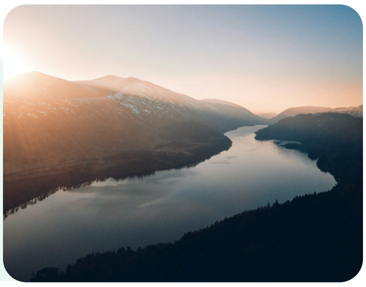
- **Professional equality index:** target kept at 85 for WeeFin, as the Committee considered that, at WeeFin's scale, small variations can have a disproportionate effect on the index; this indicator was subsequently removed from the Committee's own tracking, having become a regulatory requirement.

- **Educational content published:** target lowered from 30 to 20 per year; the very definition of "educational content" still needed to be clarified, however.

- **Market effects on assets tracked:** at the Committee's request, WeeFin began work to better isolate the platform's own contribution from market effects in tracking assets under management.

Commitment No. 1

Evolve the solution, with the support of the Scientific Committee, to improve **the access, reliability, processing and impact of sustainability data** on responsible investment practices.



- The Scientific Committee reviewed all live modules in 2025, as planned.
- **71% of clients surveyed** consider that WeeFin helps them improve their ESG practices, a result that exceeds the initial 50% target; the Committee recommends raising this objective for 2026–2027.
- The indicator on the number of portfolios tracked was judged not very representative of real impact (a large number of portfolios can represent a limited volume of assets); the Committee recommends replacing or supplementing it with an indicator on the type of players and geographic areas involved.
- The target of **15 new data sources integrated** was met, though the Committee flags a medium-term ceiling as available sources become scarcer.
- Provision of data quality-control results to clients progressed for clients of the Data Management module.
- The “Assessing the improvement in a portfolio’s environmental and social criteria” project was the subject of a dedicated workshop: the work revealed significant methodological limitations (market effects, difficulty of attribution), leading the Committee to judge the objective, as currently worded, not fit for purpose, and to recommend reformulating it around a qualitative questionnaire and targeted interviews.
- The “Platform usage rate” project was launched, with the progressive rollout of Amplitude and the definition of behaviours and metrics to track; this work continues in 2026.

Commitment No. 2

Become **the voice of a more transparent sustainable finance** through regular contributions across the financial community, and share knowledge by giving access to publications, studies and various content on sustainability issues, in order to make them easier to understand.

- **The third edition of the WeeFin Barometer** was published, covering 60 ESG funds classified Article 8 and 9 under SFDR and analysed using more than 200 criteria; it was praised by the Mission Committee as an original and differentiating initiative.
- WeeFin took part in **17 regulatory consultations** in 2025, contributing to meeting the target for hours dedicated to market-wide reflection (raised to 300 hours/year). The views and messages conveyed through these consultations were presented to the Mission Committee, and a public article is available online.
- The educational content target was met based on the adjusted target (20/year), but the Committee notes that current indicators measure the volume produced rather than the reach or real impact of the content; it recommends adding audience and outcome indicators.
- Against a backdrop of more visible media and political scrutiny of ESG, the Committee recommends **strengthening the educational dimension of WeeFin's public contributions**, as demand for sustainable finance solutions remains strong, particularly in Europe.

Commitment No. 3

Bring our values to life within the company, by nurturing in every employee the **responsibility, transparency and collaboration** needed to act and make progress.

- The OKR system was assessed by employees, the company's values were revised, and a fair pay policy was formalised.
- Statutory Commitment No. 3 was reworked to be **refocused on employees** and made less open to interpretation.

Overall, the Mission Committee considers that the 2025 roadmap's objectives remain relevant and aligned with WeeFin's mission. Several projects, however, revealed methodological limitations or a need to refine certain indicators, prompting an **evolution of the 2026 roadmap towards a more qualitative and more granular measurement** of WeeFin's impact.

The 2026 roadmap

Meeting in the early weeks of 2026 to review the statutory commitments as at 31 December 2025, the Mission Committee made several recommendations that shape the 2026 roadmap.

Like that of 2025, this roadmap commits all WeeFin employees to viewing their activities through the lens of its statutory commitments; it will be presented to the Executive Committee.

RESTRUCTURE THE INDICATORS FOR COMMITMENT NO. 1

CONTEXT

The Committee judged the current title of Commitment No. 1 too narrow given the diversity of indicators tracked (Scientific Committee review, but also data quality, client usage, contribution to ESG practices).

OBJECTIVES

We have already adjusted the commitment's wording accordingly. The next step is to group the indicators into three categories — platform quality, impact on clients' ESG practices, and market penetration.

Committee recommendations

This restructuring should help **better showcase, internally and externally,** the contribution of each indicator to WeeFin's mission.

ASSESS THE IMPROVEMENT IN A PORTFOLIO'S ENVIRONMENTAL AND SOCIAL CRITERIA (NEW METHODOLOGY)

CONTEXT

The pilot workshop held in 2025 revealed significant methodological limitations, particularly the difficulty of isolating WeeFin's own contribution from market effects.

OBJECTIVES

1. **Replace** the direct quantitative measure with a qualitative questionnaire sent to clients.
2. **Supplement** this questionnaire with targeted interviews.

Committee recommendations

Structure these interviews within a clear methodological framework (targeted questions, a limited number of open-ended questions), on a defined sample shared in advance with Committee members, and measure the time savings the platform enables, which clients can then reallocate to higher-value activities (shareholder dialogue, engagement).

CONTINUE TRACKING THE PLATFORM'S USAGE RATE

CONTEXT

The rollout of Amplitude across all modules is under way.

OBJECTIVES

1. **Finalise** the usage metrics to track through the lens of impact.
2. **Identify** user profiles and their position in the value chain.

Committee recommendations

Consider bringing in a profile from the Customer Success or Sales teams to join the Mission Committee, to better represent client usage in this work.

OPEN A REVIEW OF ARTIFICIAL INTELLIGENCE

CONTEXT

Artificial intelligence is playing a growing role in WeeFin's product development and internal processes.

OBJECTIVES

1. **Document** current uses of AI at WeeFin.

2. Define a framework guaranteeing **ethical use of AI** internally (principles, providers, control mechanisms).

3. Explore tools that could help clients **improve their impact** through AI.

Committee recommendations

Put together a dedicated file on this project, to be presented at an upcoming Mission Committee meeting.

STRENGTHEN THE MEASUREMENT OF AUDIENCE AND IMPACT OF PUBLIC CONTRIBUTIONS

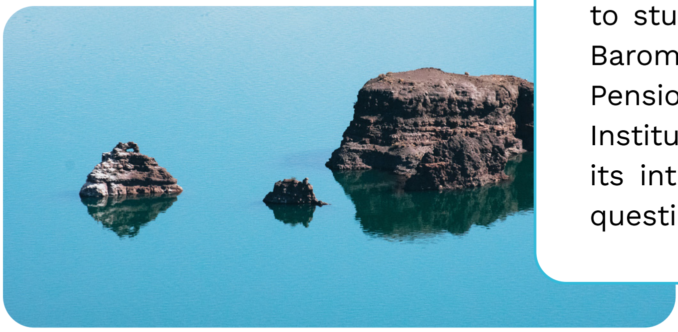
CONTEXT

Current indicators for Commitment No. 2 mainly measure the volume of content and actions carried out, without always reflecting their real reach, in a context where ESG is facing more visible criticism, even though demand remains strong, particularly in Europe.

OBJECTIVES

1. Add **audience indicators** (webinar participants, readers of publications and the Barometer) and **outcome indicators** (changes in the practices of those trained).

2. Set longer-term, **quantified audience** targets.



Committee recommendations

Include client clubs and training sessions in this tracking, including those delivered to students; broaden the distribution of the Barometer to specialist networks such as Pensions for Purpose (United Kingdom) or the Institut de la Finance Durable; strengthen its international dimension; and explore the question of private markets for its next edition.

2026

Commitment No. 1

Platform quality

- All modules continue to be reviewed by the Scientific Committee.
- Data-quality control results are made available to 100% of Data Management module clients, supplemented by a risk matrix by provider/data type.

Impact on clients' ESG practices

- At least 65% of clients consider that WeeFin helps them improve their ESG practices (target raised in light of the 71% result achieved in 2025).
- Structured qualitative interviews are conducted with a sample of clients defined with the Mission Committee.
- A qualitative questionnaire replaces the direct quantitative measure of the improvement in portfolios' E and S criteria.

Market penetration

- New clients are onboarded to the platform, tracked by type of player and geographic area (replacing the "number of portfolios" indicator).
- Newly integrated datasets are systematically reviewed by WeeFin's experts; work begins in 2026 on the medium-term evolution of this indicator.

Commitment No. 2

A more transparent and demanding vision of sustainable finance

- A fourth edition of the WeeFin Barometer is published, with its reach increased through a precise and monitored distribution plan.
- At least 300 hours are dedicated to sustainable finance reflection carried out by the financial community.

Raising awareness of sustainable finance issues

- 20 pieces of educational content are published, supplemented by audience indicators (webinar participants, readers of publications and the Barometer) and outcome indicators.
- Client clubs and training sessions delivered, including to students, are included in indicator tracking.

Commitment No. 3

- The feasibility of an eNPS is studied with the CSE (works council) to measure employee satisfaction with regard to WeeFin's values.
- A profile from the Customer Success or Sales teams joins the Mission Committee.

WEEFIN

Put sustainability at the heart of your investments

Regain sovereignty over your ESG data, develop more ambitious sustainability strategies, and collaborate more easily on ESG processes.

REQUEST A DEMO