

2025 Impact Report



LeARN &
Discover
The WoRLD



Preface

At WEP, we believe that meaningful education begins with connection, and grows into transformation. This first Impact Report reflects our long-term commitment: **to build a more inclusive, connected, and sustainable world by empowering individuals, especially young people, through cultural exchange and educational experiences.**

Our vision of success is a world where people are equipped not only with knowledge, but with empathy and the tools to navigate cultural diversity, engage with global challenges, and lead lives enriched by their experiences abroad. Education, for us, is both a personal journey and a collective responsibility.

This report is a reflection of the impact we've made and a promise of the journey ahead.



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A word from our CEOs

- Lorenzo Agati & Thibaut Hardelay

Since 1988, WEP has been dedicated to creating transformative educational experiences abroad for students worldwide. **We've opened doors to global learning, fostered cross-cultural understanding, and helped shape tomorrow's leaders.**

Today, as we embrace the B Corp framework, we're taking an important step beyond our core mission of cultural exchanges abroad. **We want to act within a strategic and responsible framework that reflects our belief in Corporate Social Responsibility.** This evolution is not a trend but a necessary shift in how we operate and how we serve our community.

At WEP, we believe that adopting a sustainable framework will help us build a more resilient and responsible business model that aligns with the expectations of students, families, staff, and international partners. By embracing B Corp values, which place the environment, community, governance, workers, and customers at the centre, we strengthen our organization and the long-term trust we have built over three decades. **Acting responsibly allows us to serve our community more meaningfully and continue building relationships that last.**

This commitment to sustainability and ethical practices has already sparked profound change at WEP. Our teams are fully engaged, as are our students – their questions, awareness, and willingness to engage have made them ambassadors for a more sustainable future. **Educational experiences abroad are no longer just opportunities for personal growth: they are responsibilities**, ones that we take seriously by integrating these values into everything we do.

“

As a B Corp front-runner, we are part of a sector that is placing greater emphasis on sustainability and ethical practices. Leading with purpose allows WEP to not only align with global trends, but to actively shape the future of educational experiences abroad.

This Impact Report is more than just a summary of achievements; **it is a statement of intent.** It reflects our strong commitment to B Corp values, backed by the full support of our management and teams.

As a certified B Corp, we have a responsibility **to address the environmental impact of international travel.** By transparently tracking our emissions, pursuing CO₂ reduction efforts, exploring lower-carbon alternatives, and engaging our community in climate awareness, we ensure our mission remains aligned with the environmental standards of B Corp. This allows our impact to be not only educational – but increasingly climate-conscious and accountable.

We are proud of the dedication shown by everyone at WEP, and we look forward to continuing this journey with our students, partners, and all who **believe in the power of transformative, responsible educational experiences abroad.**



Lorenzo Agati, Co-founder



Thibaut Hardelay, CEO

“Our goal is to **empower young people** through transformative cultural exchange, creating a **more inclusive and sustainable world**. We envision a future where individuals are equipped with **knowledge, empathy, and tools** to navigate diversity, embrace change, tackle global challenges, and **lead enriched lives.**”

-- Lorenzo Agati & Thibaut Hardelay

Who we are

Looking back, moving forward: the story behind this report

It all began in Belgium in 1988, thanks to the dream of three friends driven by a passion for discovering the world and bringing cultures together. This led to the creation of an organisation now active in Argentina, Australia, Belgium, Denmark, France, Germany, Ireland, Italy, Norway, Poland and Spain, guiding young people through educational journeys abroad: powerful tools for personal growth. **More than 100.000 students** have lived a truly "once-in-a-lifetime" experience with WEP.

This year, WEP Italy celebrates its 30th anniversary so we want to mark this milestone with the publication of the first Impact Report: it allows us to honour our history, share the progress we've made, and transparently communicate our long-term commitment.

It's a way to look back with gratitude and forward with purpose.

WEP joins the global B Corp community

This year, WEP took a bold and meaningful step forward by becoming a certified **B Corp** in Belgium, France, Italy, Poland, and Spain. This achievement reflects our deep belief that business can be a force for good. It's a commitment to putting people, communities, and the planet at the heart of everything we do.



Our sustainability journey

Over the past two years, WEP has strengthened its sustainability efforts through strategic partnerships (including 21Solutions and BetterBusiness, both consulting firms in Belgium) that align with our values of inclusion, education, and environmental responsibility. Thanks to these collaborations, we have:

- calculated our **carbon footprint**,
- measured our **social impact** on families, students, and all our suppliers (mainly partners abroad),
- actively **engaged our staff** around social and environmental topics,
- and became a **certified B Corp**, joining a global community of companies that use business as a force for good.

These steps mark a significant shift toward a **more conscious and accountable way of operating**, laying the foundation for a long-term sustainability strategy that will continue to evolve with our organisation and our stakeholders.

Who we are



Our organization

16

Offices in 11 different countries

Key facts about our offices

- 50% of our offices are powered by **100% renewable energy**.
- **7 dogs** regularly come to the office, contributing to a friendly work environment.

170

Full-time employees

Key facts about our team

- 78% of our team has **lived abroad** for at least three weeks, reflecting a diverse range of international experiences.
- 25% commuting to the office walking or **by bike** and almost 40% uses **public transport**.
- 85% of our workforce **is women**.

+40

International partners

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Our concept of Education

Believe in the future, act in the present

Since 1988, we have empowered young people through cultural exchange and educational experiences abroad, shaping transformative journeys that create long-lasting and sustainable impacts.

Education is sustainable by nature: it nurtures empathy, expands perspectives, and equips individuals to navigate cultural diversity, face global challenges and grow into responsible adults.

Each year, thousands of young people step into new cultures, families, languages, and ways of life. They learn to adapt, collaborate and embrace differences, developing a broader and more conscious view of the world. Over three decades, we have seen how experiential learning shapes students who become more aware, more open and more responsible.

These educational experiences abroad transform not only the participants but also the communities they join, and later the workplaces and societies they enrich.

This is the essence of sustainability: preparing individuals to act responsibly and consciously in an interconnected world

A large, yellow, irregularly shaped graphic resembling a speech bubble or a thought cloud. Inside the bubble, the text 'LEARN & DISCOVER THE WORLD' is written in a stylized, black, sans-serif font, with 'LEARN &' and 'DISCOVER' on the top line and 'THE WORLD' on the bottom line.

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Our educational contribution over time

+100.000

WEP students since 1988

Through our work, WEP has helped create a generation of individuals who:

Navigate unfamiliar environments with resilience and curiosity;

Understand the value of diversity;

Learn new languages and life skills;

Build lifelong friendships;

Engage with global challenges, from climate issues to social justice, with greater awareness;

Carry the empathy and tolerance gained abroad into their personal lives;

Experience a journey abroad that leaves a lasting impression for the rest of their lives;

Develop a global citizenship attitude.

Business figures

Believe in the future, act in the present means acknowledging the challenges we face today and taking responsibility for them.

Our **environmental challenge** is significant: 95% of WEP participants travel by plane to access their educational experiences abroad. This reality carries a measurable climate impact that we must address with transparency, ambition, and concrete action. At the same time, we face a **social challenge**: to make these opportunities more accessible and inclusive for all students, regardless of their circumstances or needs. Ensuring equal access is essential if we want our mission to remain meaningful and aligned with our values.

Acting on both fronts is essential if we want to build a future where transformative experiences abroad are both sustainable and truly inclusive. This dual responsibility guides our strategy, informs our decisions, and shapes the way we measure our business performance.

2024-2025

+5.000

Students



+30
destinations
countries



+50
Languages
spoken



200
Local coordinators
in WEP countries



1.000
Hosting families
in WEP countries



12
Types of educational
programs

(Academic programs, Linguistic stays, Work, Internship and Volunteering)



460
schools involved
and met

in WEP countries



660
WEP Buddies
(Former participants who
have lived abroad and
returned with a wealth of
stories to tell)



73%
High School abroad
experience
(Students who participated
in a long-term educational
experience abroad)

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Mission and Values

WEP's values



Passion

We believe in the transformative power of international experiences and are dedicated to helping more people achieve a well-rounded education.



Quality

We prioritize delivering top-quality programs and continuously strive to meet the needs of students, ensuring unforgettable experiences through collaboration.



Empathy

We care for others, respect cultural differences, and foster thoughtful and inclusive communication with students, colleagues, and partners.



Innovation

We embrace change, constantly developing fresh ideas to stay ahead of the evolving needs of our participants and the world around them.



Team work

We believe we are stronger together, supporting one another through open communication, mutual respect, and shared success.

Building sustainability together

At WEP, our values guide the way we work, from how we design our programs to how we engage with our community. Living these values means listening actively to those we serve. This is why we regularly consult our community to better understand their expectations, experiences, and priorities.

This feedback has been instrumental in shaping our sustainability strategy, helping us focus on areas where we can create the greatest shared value and long-term impact. WEP has carried out several targeted surveys to better understand the expectations and experiences of its community, including:

- A comprehensive **employee survey** covering diversity, equity, and inclusion, workplace satisfaction, access to training opportunities, climate awareness, commuting habits, and perceptions of WEP's environmental actions.
- A **customer impact survey** addressed to students and families to evaluate satisfaction and understand how WEP experiences influence personal, academic, and professional choices.
- A sustainability survey addressed to our **suppliers** to assess their environmental and social practices.

The following pages present some of the key insights gathered from these surveys and highlight what our community tells us about our impact.

Mission and Values

Building sustainability together: Employees

A Culture of Inclusion



A climate awareness among employees

97%

Sensitive to climate change

Employees say they are somewhat, very, or extremely sensitive to climate change.

92%

Knowledgeable about climate change

Employees feel they know at least "somewhat" about climate change.

94%

Believe WEP is taking steps to reduce its environmental footprint

Employees believe that WEP is at least "moderately" taking steps to reduce its environmental footprint.

"Not just work, but commitment to the world"

- Laura, Students' Team Coordinator

"Every day we accompany young people on experiences that change their way of seeing the world. It is natural for us to also reflect on our impact as an organisation. The path of social responsibility is not just a project: it is the right way to do our job."

"Change starts with us"

- Mihaela, WEP Finance Director

"The CSR journey has made us look inward as a company. We have reviewed habits, improved processes and made more informed choices. It is inspiring to know that every department can contribute to making a difference."

Mission and Values

Building sustainability together: Students

A Culture of Impact

84%

Rate their overall
experience positively

83%

Would recommend
the experience
(our Net Promoter Score)

89%

Say the experience influenced
important life choices
(studies, career, personal
development)

82%

Report a strong
cultural impact
(change of perspective,
empathy, understanding of
diversity)

91%

Report positive
personal development
(language skills, autonomy,
maturity, self-confidence)

"A year that changed me forever"

- Matteo, year abroad in the USA

"With WEP, I discovered the world, but above all, I discovered myself. I came back more open-minded, more confident and with a new awareness. It was an experience that I will carry with me for the rest of my life."

"Now we have another daughter"

- Stefania, Alba's host mother

"It was a very meaningful and challenging experience because of the sense of responsibility that characterises us as a family. I must say that Alba stole our hearts and we grew fond of her right away. This experience has improved us all. I firmly believe that travelling and sharing space and time with people from other cultures is always enriching."

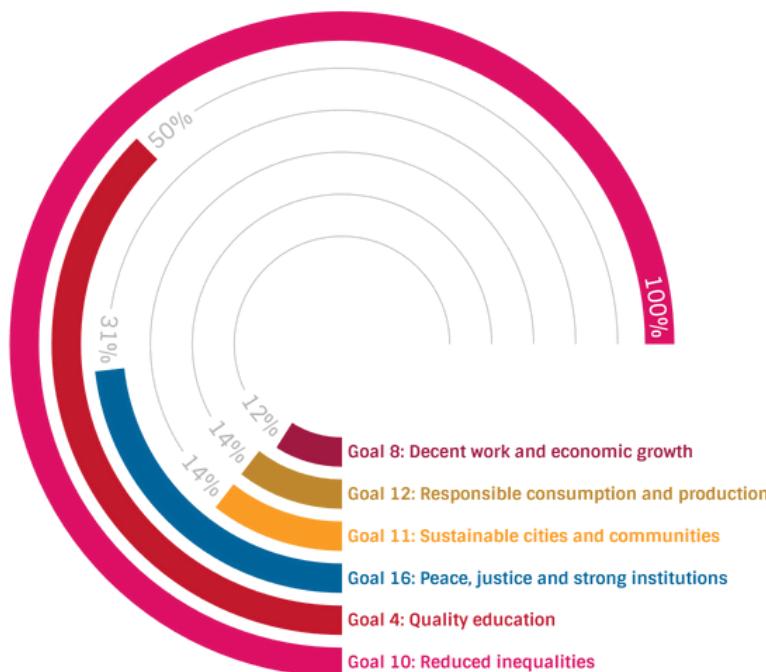


Mission and Values

Alignment with the UN Sustainable Development Goals

In a global context where sustainability has become a shared priority, speaking a common language is essential to ensure clarity, transparency, and collective action. This is why WEP aligns its sustainability efforts with the United Nations Sustainable Development Goals (SDGs).

These goals provide a universal framework that helps actors understand their impact, evaluate their progress, and contribute meaningfully to global challenges. They also allow WEP to connect its mission to **internationally recognised standards** and to assess its contribution with greater precision.



Contributions to the SDGs



10.2 Empowerment and Inclusion.

WEP contributes to the empowerment and the social, economic, and political inclusion of all by fostering cultural exchange and creating opportunities to learn how to live together and promote global citizenship.



4.4 Skills and Access to Employment.

WEP mission is to facilitate international educational exchanges, directly contributing to increasing the number of young people equipped with skills that enhance their access to employment.



4.7 Education for Sustainable Development.

WEP contributes to ensuring that young people acquire the knowledge and skills needed to promote sustainable development, notably through global citizenship education, cultural diversity awareness, and the promotion of a culture of peace.



16.7 Inclusive Decision-Making.

WEP contributes to promoting inclusive, participatory, and representative decision-making by strengthening intercultural understanding and cooperation between nations.

Strategic Axes

To translate our commitments into action, WEP has structured its sustainability strategy around three strategic axes: **Community**, **Environment**, and **Governance**. For each axis, we have identified the most material issues for WEP: those where our activities generate the most significant impacts, and where our ability to act is the strongest. This prioritisation allows us to focus our efforts where they matter most, ensuring a meaningful and long-term contribution to people, communities, and the planet.



Community

- Inclusion and access to educational experiences
- Employee wellbeing and engagement
- Community involvement and civic engagement



Environment

- Students' travel and climate impact
- Employees' mobility and business travel
- Sustainable practices in offices and daily operations



Governance

- Ethical and transparent governance
- Stakeholder engagement and ESG monitoring
- B Corp certification and continuous improvement

1. Community

Education as a driver of inclusion and empowerment

Everyone should have the opportunity to feel part of the change.

As an organisation dedicated to transformative educational experiences abroad, we work to value every individual, embrace diverse perspectives, and foster a sense of shared responsibility among participants, staff, partners, and the communities we collaborate with.

Our social responsibility spans three key areas of the B Corp framework:

- **For our workers**, we are committed to supporting their financial security, health and safety, wellbeing, and long-term professional growth. Engagement and satisfaction are central pillars of our internal culture.
- **For our communities**, we take responsibility for the impact we have in the places where we operate and source from. This includes our commitment to inclusion, equity, civic engagement, charitable initiatives, and a responsible supply chain.
- **For our customers**, we ensure that our programs are delivered with integrity through high-quality services, ethical communication, strong data protection, and open feedback channels. Beyond satisfaction, many of our programs respond to a clear social need: preparing young people to navigate an increasingly complex world with awareness and empathy.

Our ambition is clear: **to ensure that every person, regardless of background or needs, can access the transformative potential of an educational experience abroad and feel empowered to contribute to a more responsible and fairer world.**



1. Community

Education as a driver of inclusion and empowerment

Achievements

We expanded our **pre-departure orientation** to better prepare participants to engage respectfully with new cultures and the environment. This includes practical tools such as a **CO₂-emission calculator** and active citizenship webinars, covering topics such as bullying prevention and the responsible use of AI for language learning.

We strengthened our **Diversity, Equity & Inclusion** policy through staff training on inclusive language and by deepening our commitment to youth integration, gender equality in professional opportunities, and improved support for people with disabilities.

From the workers' perspective, we enhanced our **internal culture** by implementing remote working options and introducing a monthly wellbeing budget per employee. WEP aims to be a welcoming and **inclusive workplace**, offering flexible part-time arrangements for parents, extended leave with job security, an inclusive environment for LGBTQI+ families, dog-friendly offices, and yearly events that involve employees' children.

In addition, we introduced a **Volunteering and Civic Engagement** policy, granting employees 8 hours per year to engage in community initiatives. We also aim to organise at least one collective volunteering activity per office each year, with WEP Buddies (former participants) encouraged to take part, reinforcing our shared commitment to active citizenship.



Projects

Looking ahead, we aim to strengthen the social impact of our work through concrete and measurable actions. We plan to scale up our donation efforts by setting clear annual targets to support projects aligned with our mission.

We are currently launching a partnership with **Greentripper**, through which WEP will match the voluntary contributions made by families to compensate for the environmental impact of travel. These combined contributions will be allocated as monthly donations to environmental projects, with a primary focus on reforestation initiatives.

Over the next three years, our social priorities are:

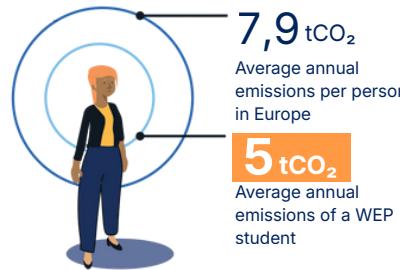
- **Expanding access** for students with disabilities and special needs, ensuring that more young people can safely and fully benefit from an educational experience abroad.
- **Supporting families** through scholarships and crowdfunding initiatives, helping to reduce financial barriers and open our programs to a wider and more diverse range of students.

Our commitment is clear: **To make WEP experiences increasingly accessible, inclusive and within reach for all.**



2. Environment

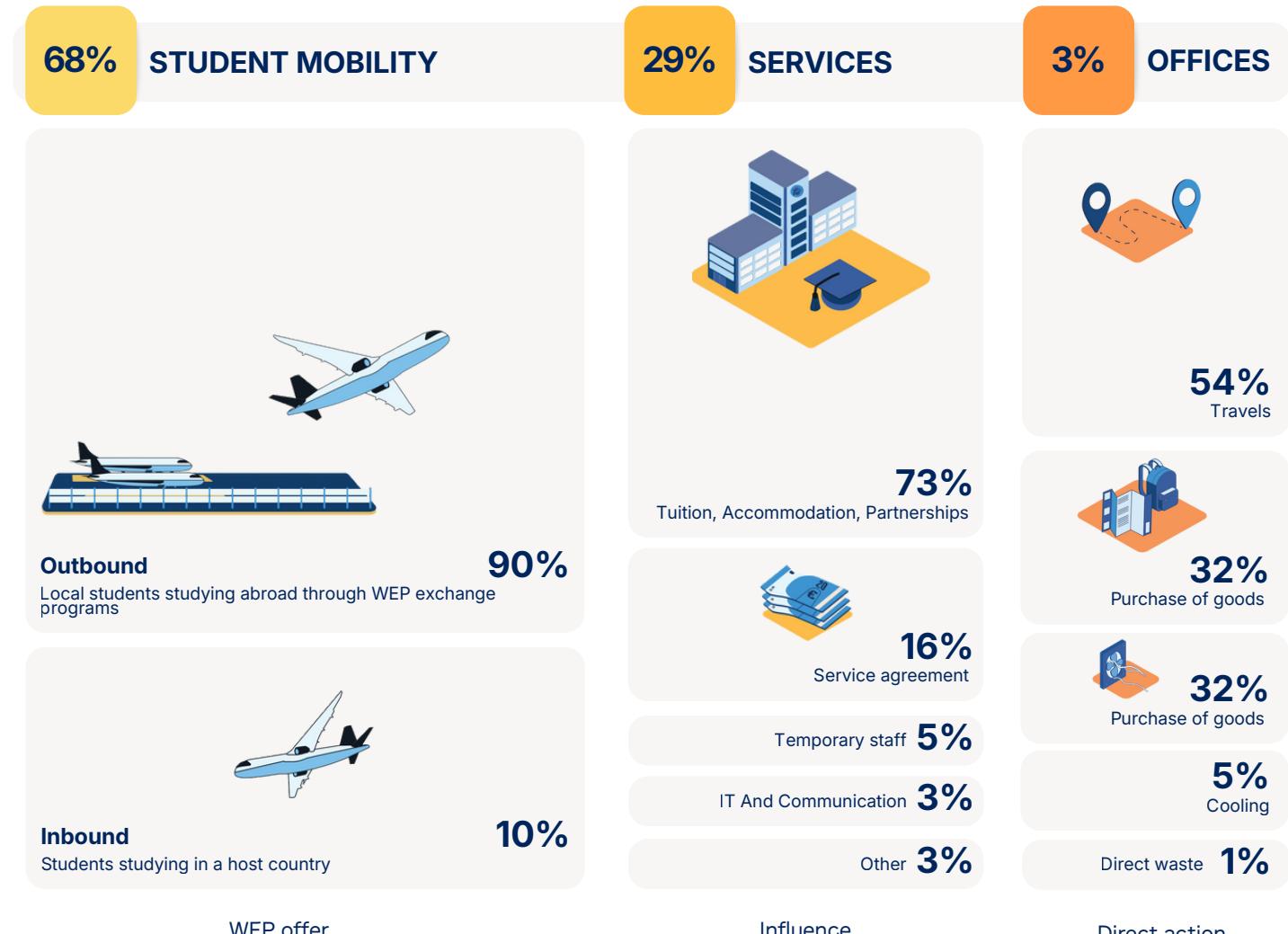
Carbon footprint 2023



In 2023, WEP took a strategic step towards its low-carbon future by adopting a detailed carbon footprint calculation, including the indirect emissions outside our direct control (Scope 3 emissions).

Having identified student air travel as our primary climate challenge, we wanted to objectively measure our emissions and build a more informed and ambitious low-carbon action plan, enabling us to take informed decisions and align our operations with long-term sustainability goals.

We can now identify our key emission sources, strengthen our environmental commitment, set measurable reduction targets, and better prepare for the stricter regulations that the future will inevitably bring.



2. Environment

Issue 1: Students' travels

When looking at the environmental impact of students' travel, one key challenge clearly stands out: greenhouse gas (GHG) emissions from air travel. Aviation represents a significant share of global CO₂ emissions, and long-distance flights generate particularly high climate impacts per passenger.

For many of our destinations and programs (more than 60% of our participants travel to Canada, Australia, or the USA), choosing an alternative to flying isn't realistic, which limits the options for reducing emissions. There is also a risk of greenwashing if these impacts aren't addressed honestly.

For WEP, recognising these challenges openly is the first step toward meaningful and transparent action.



Projects

Our environmental projects focus on turning awareness into concrete action. Our approach is based on a clear and responsible principle: prioritising emission reduction wherever possible, while supporting certified climate projects to address emissions that cannot yet be avoided.

We developed **awareness and education tools** to help students and families better understand the climate impact of travel. These include a CO₂ calculation tool, WEP Talks (our online sustainability webinars) and dedicated pre-departure trainings, designed to encourage more informed and conscious travel choices.

We strengthened our **carbon contribution initiatives** through a partnership with Greentripper, a climate contribution platform. Families now have the option to contribute to climate projects to offset one ton of CO₂e, and WEP doubles their contribution as a sign of shared responsibility. These contributions support certified projects and are not a substitute for emission reduction.

Within the next three years, we aim to introduce incentives for **greener trips**, with the goal of supporting and promoting train travel for European destinations.

2. Environment

Issue 2: Employees' mobility

Employees' mobility comes with several environmental challenges: business trips can generate high emissions, daily commuting affects air quality and wellbeing, and events often require collective travel.

Achievements

To address this, we introduced a **Business Travel Policy** for our internal staff, with practical guidelines such as prioritising train travel or online meetings whenever possible.

For our events, we have started organising them in a more sustainable way, choosing locations with lower travel impact and adopting **eco-responsible practices** throughout, such as opting for vegetarian meals.



Projects

Looking ahead, we want to make everyday mobility even more sustainable. We plan to introduce a **commuting policy** to encourage greener travel habits among staff.



2. Environment

Issue 3: Promoting sustainability through office actions

At WEP, we strive to set a strong example in our commitment to sustainability, both in our operations and day-to-day activities. This section highlights the importance of environmental leadership within the office, focusing on two key areas: the exemplary behaviour of our staff and our mindful approach to purchasing.

Achievements



Sustainability training: We implement annual sustainability training for all staff.

Renewable energy: Most of our offices are supplied by 100% renewable energy providers.

Responsible purchasing: We have developed a Responsible Purchasing Charter to ensure ethical and sustainable business relationships with suppliers. We prioritise sustainably made goods and, in 2025, all our brochures were printed on 100% recycled paper. Above all, we pay closer attention to the quantity of materials we produce, guided by a clear principle: "reduce". What is not necessary is not produced, helping us avoid waste. In line with this approach, our IT department also favours refurbished devices over new ones.

Sustainability manifesto: A Sustainability Manifesto outlining best practices has been shared with staff for implementation both in the office and while working remotely, together with the Jobs ESG Identity Cards.

Projects



Looking ahead, WEP is committed to further strengthening its sustainability efforts:

We plan to invest more in **staff training** by implementing at least one initiative per year, with a focus on team-building activities such as Clean Up the World, as well as raising awareness about digital footprint, a topic that remains underexplored yet crucial to understanding our environmental impact.

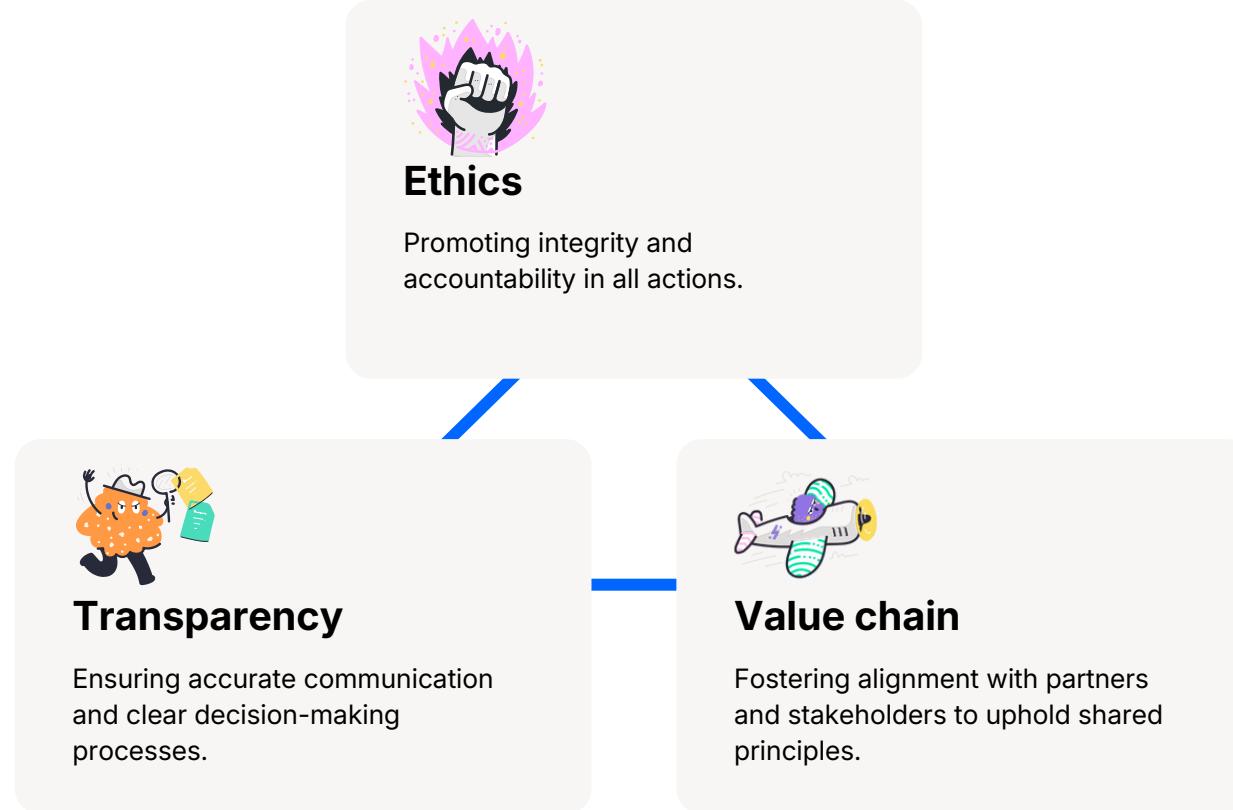
We will implement a structured **waste reduction** policy across all offices, helping us minimise waste and contribute meaningfully to protecting the planet.

We are creating visible "Eco Tips" in our offices to raise **environmental awareness** among employees and visiting families. In parallel, we are working toward a No Single-Use policy, reinforcing our commitment to reducing waste and promoting responsible daily practices.

3. Governance

Issue: Anchoring sustainability in our governance

The Governance axis focuses on strengthening the foundations of responsible and sustainable practices across the organisation. Our approach is built around three key pillars:



Together, these pillars define a governance model designed to build trust, support long-term sustainability, and drive continuous improvement across the organisation.

3. Governance

Issue: Anchoring sustainability in our governance



Achievements

WEP's governance achievements reflect our ambition to anchor sustainability at the heart of the organisation.

We raised **ESG awareness across all levels**, from the Board of Directors and shareholders to employees, students, and partners. This collective approach fosters a shared understanding of responsibilities and supports a strong, long-term sustainability dynamic. We also introduced Jobs ESG Identity Cards to link daily work to our ESG goals.

To ensure these commitments are fully embedded, we **formalised** several engagements through clear **charters and policies**. This included updating our **Company Statutes** to enshrine a protected mission and developing key reference documents such as our Code of Ethics, Responsible Purchasing Policy, and Diversity, Equity & Inclusion commitments.

To steer and coordinate these actions, an international **CSR Coordinator**, reporting directly to management, was appointed, ensuring consistency and alignment across countries.

In parallel, WEP strengthened its **ESG monitoring system**. In 2025, a structured approach to calculating and assessing environmental and social impacts was launched, improving our understanding of stakeholder expectations and the real impact of our programmes.

Finally, these foundations enabled WEP to define a **five-year strategic roadmap**, providing clear direction for governance, priorities, and future sustainability actions.



Projects

Looking ahead, after reinforcing our internal practices, we want to take the next step by working more closely with our suppliers, especially our international partners abroad, to **build stronger synergies** and develop shared projects that reflect our values.

We also plan to continue **investing in transparent communication**, a principle WEP has embraced from the very beginning and one we consider essential for building trust across our entire community.

3. Governance

Issue: Anchoring sustainability in our governance

WEP is a certified B Corp

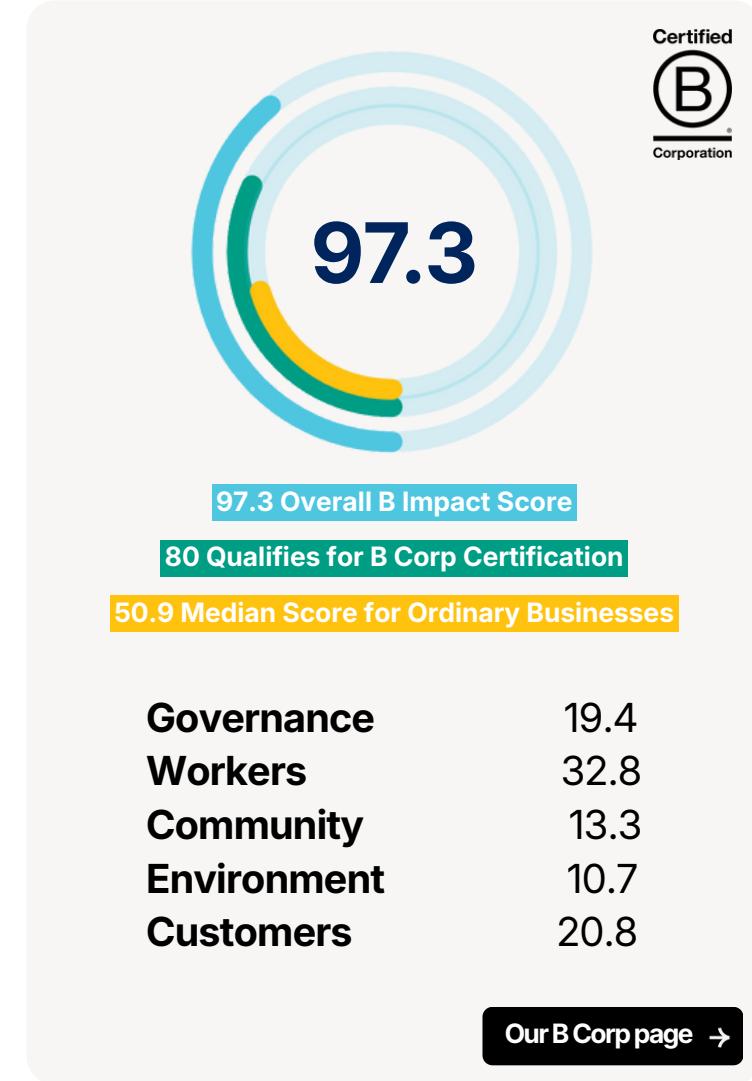
Becoming a B Corp was a natural choice for WEP, as we believe that every decision we make has an impact. That is why we chose to measure it in a transparent and rigorous way through the B Impact Assessment, which evaluates companies across five key areas: **governance, workers, community, environment, and customer** value.

Earning this certification aligns us with a global movement of businesses committed to creating positive change. We are proud to stand alongside organisations that believe business can, and should **be a force for good**.

Impact Business Model: Education

The IBM Education assessment is a key component of our B Corp verification process. It evaluates the educational value, quality and integrity of our programs through a detailed review of our academic partnerships, learning structures and participant support systems. This assessment confirms that WEP's activities are not only operationally robust but also genuinely educational, mission-aligned and beneficial for the young people we serve.

By documenting our curriculum foundations, partner selection, quality assurance processes and student learning outcomes, the IBM Education reinforces the credibility of our work and helps ensure that our programs continue to meet high international standards.



Conclusion

At WEP, we believe that every educational experience we organise leaves a mark: on the young people who travel with us, on the communities that welcome them, and on the future we all share.

We know that inspiring change begins with living it. That is why we are committed, every day, to working in ways that are ethical, inclusive, and sustainable.

In the years ahead, we will continue to sharpen our climate strategy, remove financial, social, and physical barriers to accessing our experiences, deepen our accountability toward all stakeholders, and strengthen our role as a driver of global citizenship.

The world we hope to help build through our programs starts with the choices we make, the values we uphold, and the culture we nurture within WEP.



Appendices

General note: Structure and reference framework

The information disclosed in this report and in the appendices is based on a set of recognised standards, reference frameworks and structured stakeholder engagement processes.

These frameworks form a consistent methodological foundation supporting the preparation of the impact report and the related VSME disclosures.

The main reference frameworks and methodologies used are the following:

- The carbon footprint assessment carried out in 2024 by 21Solutions, conducted in accordance with the Bilan Carbone® methodology and the GHG Protocol framework. This assessment provides the basis for the quantification and disclosure of greenhouse gas emissions and other climate-related indicators presented in the report and in the environmental sections of the appendices.
- The B Corp certification framework, applying the B Lab Standard (version 1.6). This framework supports the collection and structuring of a wide range of social and governance-related information, including policies, practices, performance indicators and management approaches disclosed throughout the report. As part of this process, WEP also formally amended its bylaws, thereby strengthening its governance commitments.
- Stakeholder engagement processes implemented in the context of the collaboration between BetterBusiness and WEP. These processes include dedicated questionnaires and qualitative inputs from internal and external stakeholders.

These methodologies and sources ensure the consistency and reliability of the information disclosed throughout the report. In the interest of transparency, WEP remains available to answer any questions or provide further clarification upon request.

This report was prepared by BetterBusiness, whose team brings together recognised and qualified experts, certified or trained in the B Corp, Bilan Carbone®, GRI and CSRD frameworks, in order to ensure methodological quality, analytical relevance and the accuracy of the information presented in this document.

Appendices

Methodological note on the appendices

The appendices have been specifically designed to disclose the information required under the EFRAG **Voluntary Sustainability Reporting Standard for non-listed SMEs** (VSME). They provide a clear and structured overview of all indicators required by this European framework, in line with the work published by EFRAG ([see the VSME standards](#)), and ensure comprehensive coverage of the applicable requirements.

The VSME disclosures are presented in the form of standardised tables, each corresponding to a specific section of the VSME framework. These tables are intended to facilitate clarity of the disclosed information. Each table includes the following columns:

Datapoints	2023 - 2024	Unit	Standard	Paragraph
Identification of the relevant key performance indicator, aligned with the VSME disclosure requirements.	Quantitative or qualitative information reported for the relevant reporting period.	Unit of measurement used for the indicator, where applicable.	Reference to the applicable VSME module or standard code.	Reference to the corresponding paragraph of the VSME standard.

For certain disclosures that are purely quantitative in nature and more strategic, the "Unit" column has been replaced by a direct reference to the relevant sections of the impact report that support and detail the information disclosed. The explicit mapping between indicators and VSME paragraphs facilitates transparency and traceability between the disclosed information and the applicable reporting requirements.

The appendices cover the four main categories of the VSME framework, as follows:

1. General information
2. Environmental disclosures
3. Social disclosures
4. Governance disclosures

Appendices

Table 1: General Information

Datapoints	2023 - 2024	Unit	Standard	Paragraph
Reporting Period	Sept 2023 - Sept 2024	-	B1	24 (b)
NACE sector classification code	NACE O - 79.11	-	B1	24 (e)
Omitted disclosure or sensitive information	None	-	B1	25
Undertaking's legal form	Public limited liability company	-	B1	24(e)
Size of balance sheet (total assets)	On demand	EUR		
Turnover	54 529 415	EUR		
Employees	139	Headcount		
Sustainability certifications or labels obtained	B Corp (Score: 97,3)	-		
List of sites location	Brussels (BE) Milano (IT) Torino (IT) Roma (IT) Oderzo (IT) Lyon (FR) Paris (FR) Madrid (ES) Warsaw (PL)	-		
Sustainable practices and policies in place	Yes Topics covered: Climate change, pollution, workforce, communities and business conduct	-	B2	26-28

Appendices

Table 2: General Information - Strategic framework

Datapoints	2023 - 2024	in the Impact Report	Standard	Paragraph
Practices and initiatives towards a more sustainable future	1) WEP's mission: Empowering young people through transformative cultural exchange. 2) Internal organization: Calculation of WEP's carbon footprint, measurement of social impact, engagement of staff around ESG topics.	Introduction (p.4) Introduction (p.5)	C2	48
Description of target (related to a policy)	1) WEP's mission: Creating a more inclusive and sustainable world. 2) Internal organization: Operating in a more conscious and accountable way, and plan a long-term sustainability strategy.	Introduction (p.4) Introduction (p.5)	C1	47 (a)
Main services offered	Educational experiences abroad	-	C1	47 (b)
Main markets served	B2C	-	C1	47 (c)
Main business relationships	Clients (Students)	-	C1	47 (d)
Strategies concerning sustainability issues	WEP's strategic axes: 1) Community: Education as a driver for inclusion and empowerment. 2) Environment: Carbon footprint, issues identification and promotion of sustainable practices. 3) Governance: Anchoring sustainability with principle and action-oriented achievements.	Strategic axes (p.13-22)		
	Alignment with UN SDG 4, 10 and 16.	Mission and values (p.12)		
	B Corp certification and continuous improvement.	Introduction (p.5)		

Appendices

Table 3: Environmental Disclosures

Datapoints	2023 - 2024	Unit
Scope 1 GHG emissions	71	t CO ₂ eq
Scope 2 GHG emissions	6	t CO ₂ eq
Scope 3 GHG emissions	24 496,4	t CO ₂ eq
Total GHG emissions	24 573,4	t CO ₂ eq
Scope 1, 2 and 3 emissions intensity	0,450	t CO ₂ eq / kEUR
Total energy consumption	111,64	MWh
Is WEP operating in high impact sectors ?	No	-
Is WEP legally required to monitor its pollutant emissions ?	No	-
Sites in biodiversity sensitive areas	0	m ²
Total water withdrawal (approximated)	741,17	m ³
Total water withdrawal in high water-stress sites (approximated)	294,4	m ³
Application of circular economy principles	No	-
Total waste disposed (approximated)	22,73	tons
Use of significant material flows	No	-
Identification of climate-related hazards and transition events creating risks for WEP	No	-

Standard	Paragraph
B3	30
B3	50-53
B3	31
B3	29
C3	55
B4	32
B5	33
B6	35
B7	37
B7	38 (a) and (b)
B7	38 (c)
C4	57

Appendices

Table 4: Social Disclosures

Datapoints	2023 - 2024	Unit	Standard	Paragraph
Breakdown of employees by contract (Permanent/Temporary)	139 / 0	employee	B8	39 (a)
Breakdown by gender (M/F/Other/ND)	30 / 109 / 0 / 0	employee	B8	39 (b)
Distribution by country of employment contract				
Belgium	40			
Italy	68			
Spain	8			
France	23			
Employee turnover rate	19,5	%	B8	40
Work-related accident rate	0	%	B9	41
Collective bargaining agreements coverage	100	%		
Compliance with the applicable minimum wage	100	%	B10	42
Wage gap between employees (by gender)	NA	-		
Annual training per employee (Male)	5,75	hour		
Annual training per employee (Female)	11,95	hour		
Annual training per employee (Average)	10,95	hour		
Male at management level	7	employee		
Female at management level	21	employee		
Female to Male ratio at management level	3	-		
Self-employed workers (without personnel) working exclusively	0	workers	C5	59

Appendices

Table 4: Social Disclosures (continued)

Datapoints	2023 - 2024	Unit	Standard	Paragraph
Human rights policy in place	Yes Topics covered: Child and forced labour, human trafficking, discrimination, accident prevention and others	-	C6	61 (b)
Internal complaint-handling mechanism in place	Yes	-	C6	61 (c)
Incidents in workforce (related to child and forced labour, human trafficking, discrimination or else)	No	-	C7	62 (a)
Incidents involving workers in the value chain, affected communities, consumers and end-users	No	-	C7	62 (c)

Appendices

Table 5: Governance Disclosures

Datapoints	2023 - 2024	Unit
Convictions and fines incurred	No	-
Revenues from controversial activities (weapons, cultivation and production of tobacco, coal, oil, gas, chemical production)	0	EUR
Eligibility for EU Paris-aligned Benchmarks	Yes	-
Governance body in place	Yes	-
Female board members	0	member
Male board members	7	member
Gender diversity ratio in governance body	0	-

Standard	Paragraph
B11	43
C8	63
C8	64
C9	65

