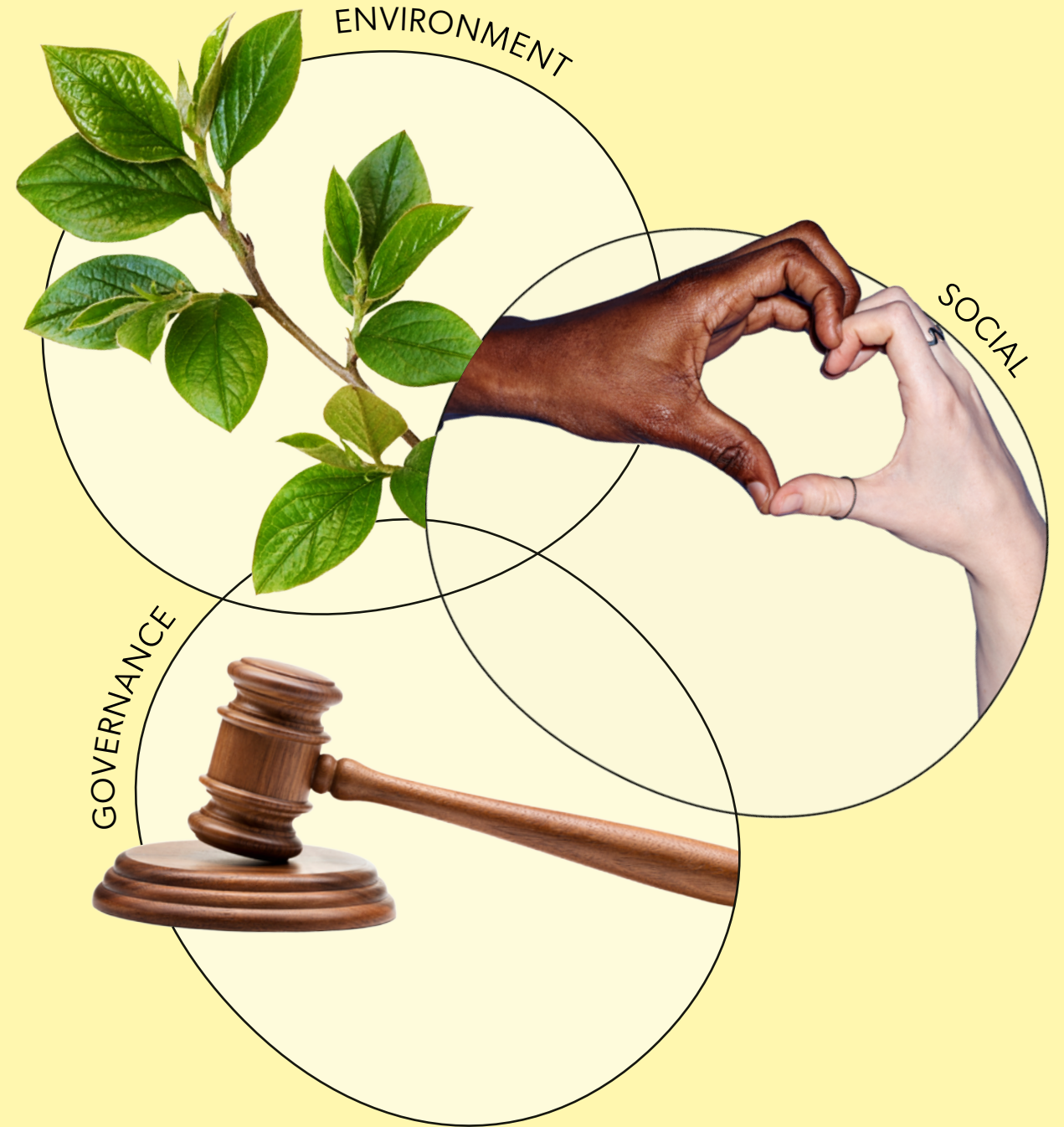


2025 report

Environmental, social & governance



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Introduction

OUR COMMITMENT TO A BETTER WORKING WORLD

We're proud to present our 2025 Environmental, Social, and Governance (ESG) report. It highlights our commitment, the principles we stand by, and the progress we've made over the last 12 months.

In this chapter

2025 highlights

A message from Marisol Hughes, our Chief Legal & People Officer

A message from our ESG Committee

About Wilson

Recognition we're (very) proud of



2025 HIGHLIGHTS

Diverse workforce*



44%
More than 44% of our executive team is female



77%
of our global workforce are women



42%
of our global workforce belong to minority ethnic groups

*Diverse statistics represent the percentage of employees and Board directors who are women and/or from traditionally underrepresented groups.

Recognition & accreditation



BRONZE ECOVADIS MEDAL
Wilson earned a Bronze EcoVadis Medal in 2025 for our sustainability efforts. This ranking places us in the top 26% of companies, above the standard top 35% benchmark.

OTHER RECOGNITION INCLUDES:

Great Place To Work® Certified

Everest Group's 2025 Global PEAK Matrix®

HRO Today's 2025 EMEA Baker's Dozen list

Best Talent Solutions Firm to Work For – 2025 TIARA Awards, US

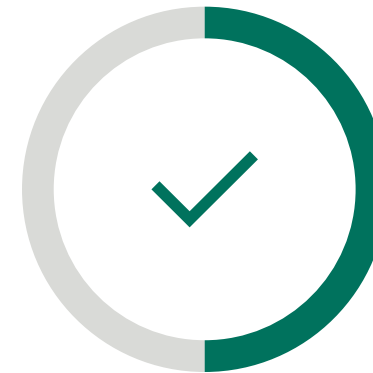
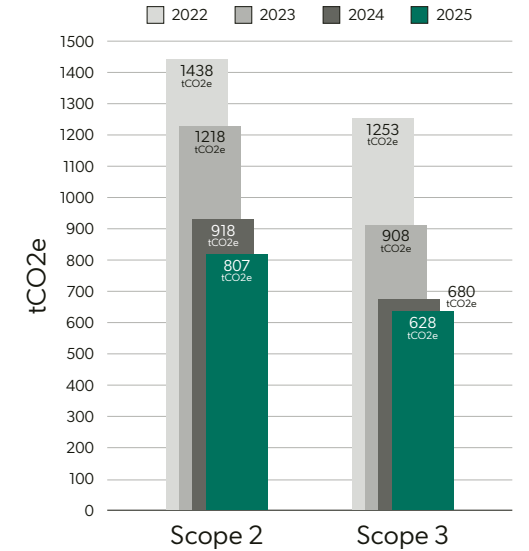
Emerging Talent Initiative – 2025 TIARA Awards, Europe

RPO Team of the Year – 2025 Talent Labs Awards, Europe



Environment

9%
decrease in Scope 2 and 3 emissions (2025 compared with 2024)



ON TRACK
50% by 2030
Goal to have 50% of supply chain committed to carbon neutrality by 2030

A MESSAGE FROM MARISOL HUGHES, OUR CHIEF LEGAL & PEOPLE OFFICER

Everything we do at Wilson revolves around our people. A people-first business, this concept is embedded into all areas of our culture, client partnerships, and everyday life working together. There's no product here – our people and their skills are what clients buy from us, and that makes me feel extra responsible for their well-being. With this being our third ESG report, I'm proud of the progress we continue to make around the ethical and sustainable processes our committee and people achieve every day.

As a mother and an employee here myself, doing our part to minimize our carbon footprint and foster a better world makes a difference. I believe every little bit counts.

That's why ESG continues to be an integral pillar of our strategy for employee well-being, environmental safeguarding, and security for all.

Wilson will always be a place where we celebrate the people we work with and the people who work alongside us.

I'm proud to be part of a mission at Wilson that prioritizes a better future for everyone.

Marisol Hughes

Chief Legal &
People Officer

[Linkedin](#)



A MESSAGE FROM OUR ESG COMMITTEE

We're excited to share Wilson's 2025 ESG report. As a leading global integrated talent solutions provider, we recognize that our responsibility lies beyond delivering high-quality talent solutions to our clients.

Raising awareness about how our people and our clients can make a positive difference to not just the environment, but the world we live in, is something we do daily.

ESG truly is at the heart of everything we do.

We are, and always have been, fully committed to:

- minimizing our environmental impact
- raising awareness of social responsibility
- fostering an inclusive culture, so our people can bring their true selves to work.

In the following report, we've outlined some of our ESG initiatives, the progress we've made in 2025, and the goals we've set for the next 12 months.

We're incredibly proud of everything we've achieved so far and fully intend to build upon this in 2025 and beyond.

ESG COMMITTEE



Nicky Newman
SVP, Corporate Operations



Marisol Hughes
Chief Legal & People Officer



Gail Bleakley
Corporate Operations Coordinator, EMEA



Karli Study
Corporate Counsel



Justin Derie
Manager, People Systems

“I’m incredibly proud to continue my involvement with Wilson’s ESG Committee and to see how far our ESG initiatives has progressed over the past year. As our business evolves, so too does our responsibility to act thoughtfully and sustainably. In 2025, we’ve focused on turning our ESG commitments into measurable action, embedding them into how we operate, how we support our people, and how we serve our communities. ESG is not a separate initiative at Wilson — it’s fundamental to our culture and to the decisions we make every day.”

Nicky Newman

SVP, Corporate Operations | Wilson

ABOUT WILSON

Wilson drives business results through its integrated talent solutions. Powered by talent intelligence, our people partner with some of the world's most admired brands to build and maintain sustainable workforces that thrive.



OUR MISSION

To accelerate talent results for our clients through uniquely integrated solutions.



OUR VISION

To forge thriving workforces through strategic, no-nonsense partnerships that drive continual success.



OUR PEOPLE

- deliver services in 65 countries
- speak 50+ languages
- have 3116 defined skills

Our DNA

Our values are an integral part of the framework we use to build our talent base, develop our people, and assess and reward performance. It's our DNA.

COLLABORATION

We all have a common purpose and goal. We encourage ideas, value teamwork, create better talent solutions, and build strong networks to ultimately establish a better version of the future.

COMMUNICATION

We interact openly and effectively. We don't make assumptions but ask questions instead. We welcome feedback and are active listeners. And we ensure clarity by tailoring our communication style to our audience.

INTEGRITY

We do what's right – not what's easy. We're honest in our actions and communication, build relationships around trust, hold ourselves accountable and, more importantly, practice what we preach.

OWNERSHIP

By taking ownership, we're reliable consultants and practitioners who take responsibility and add value to every single interaction. We give 100%, we understand the value of a strong reputation, and we do it right the first time.

PASSION

We love what we do (really!). We strive to make a difference, are committed to continuously learning to grow our knowledge base and ourselves. We desire to be the very best and drive success through excellence.



RECOGNITION WE'RE (VERY) PROUD OF

We're super proud of the recognition we received in 2025. Each success story reflects the dedication and passion our team has, as well as the value we place in our culture, clients, and processes. We've included a small selection here.



Great Place To Work® Certified
Wilson was proud to be Certified™ by Great Place To Work® in 2025, highlighting its commitment to workplace culture and employee experience.



Best Talent Solutions Firm to Work For
For the second year running, Wilson was named the Best Talent Solutions Firm to Work For at the 2025 US TIARA Talent Solutions Awards.

RPO Team of the Year

Wilson won RPO Team of the Year at the 2025 Talent Labs Awards for driving innovation, recruitment excellence, and outstanding results.

HRO Today's 2025 EMEA Baker's Dozen list

Wilson was featured on HRO Today's 2025 EMEA Baker's Dozen list, securing the third-place spot in the list of top RPO providers.



Everest Group's Global PEAK Matrix®

For the fourth consecutive year, Wilson was recognized as a Leader in Everest Group's 2025 Global RPO Services PEAK Matrix® Assessment.



Emerging Talent Initiative

Wilson won the Emerging Talent Initiative Award at the 2025 TIARA Awards in Europe for driving meaningful diversity outcomes across early careers.



SIA Staffing 100 North America

John Wilson was recognized on the Staffing Industry Analysts (SIA) 2025 Staffing 100 list for his extraordinary vision, resilience, and adaptability.



SIA Staffing 100 Europe

Stewart Cato was named to the Staffing Industry Analysts (SIA) 2025 Staffing 100 Europe list for his contributions to staffing and workforce solutions.



SIA 40 Under 40

Alicia O'Brien was recognized on the Staffing Industry Analysts (SIA) 2025 40 Under 40 list for her impact on the recruiting and staffing industry.

Environment

Minimizing our impact on the environment has always been a top priority and that's why we've got a range of initiatives designed to help our people, partners, and clients do just that.

In this chapter _____

Environmental impact

Environmental sustainability



ENVIRONMENTAL IMPACT

Reducing our environmental footprint has long been a goal of ours – since our inception, actually, way back in 2002. From only leasing energy-efficient office space to digital signatures, we’ve always prioritized preserving our environment while empowering our colleagues, clients, and vendors to do the same.

At Wilson, our operational carbon footprint mostly stems from the greenhouse gas emissions generated by our global workforce through electricity use at home, in one of our offices, or during travel to client sites.

To further understand and address our environmental impact, we conduct an annual environmental survey. This helps us figure out our employees’ contributions to environmental consciousness and allows us to calculate our Scope 2 and 3 emissions. We also use this as an opportunity to suggest things our people can do to be more environmentally conscious. We have sustainability training along with a range of resources for employees to show ways they can save energy and water – both at work and in their day-to-day lives.

Energy-efficient office space

Energy efficiency is a core element in our selection criteria when we’re seeking new office space or when we’re renewing existing leases.

Powered by the cloud

We work from 100% cloud-based systems, ensuring our work is delivered as efficiently as possible. We partner with Microsoft for our core business infrastructure which is committed to sustainable business practices. By 2030, Microsoft is aiming to become carbon negative. And by 2050, it’s planning to remove its historical emissions since its founding in 1975.

Supplier ESG questionnaire

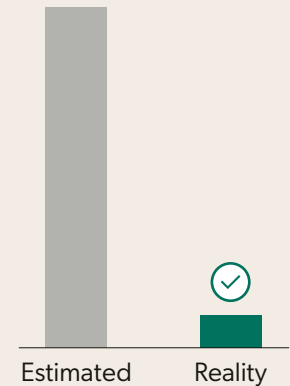
We’ve got a mandatory questionnaire for all suppliers to gather information about their ESG initiatives. There’s a category dedicated to environmental responsibility in our Supplier Code of Conduct as well.

Digital signature solution

All our contracts (and other documents at Wilson) are executed with Adobe Sign. By using e-signatures instead of paper agreements, we managed to reduce our carbon footprint in this area by a whopping 89% in 2025.



All of our office space is certified to green building standards (as of 31 December 2025).



We used an estimated 8,618 grams of CO2 equivalent with Adobe Sign, compared to an estimated 95,254 grams of CO2 equivalent if we’d used traditional paper agreements.

Reduce, reuse, and recycle

REDUCE



Choosing the most sustainable travel options is non-negotiable. In fact, it plays a big role in helping us reduce our Scope 3 emissions.



We always opt for the most energy-efficient office space possible and ensure it's certified to green building standards.



As mentioned, we use Adobe Sign, but we also have a digital-first mindset and avoid printing documents unless absolutely necessary.



We have a wide range of interactive training sessions for employees to help them better understand how to reduce energy use at home.



We do not purchase any single-use plastics in our offices.

REUSE



We reuse our office equipment and furniture and re-purpose as much as we can, both internally and externally.



Disposable items aren't permitted in any of our office kitchens.

RECYCLE



When our IT equipment can't be repurposed, it's recycled.



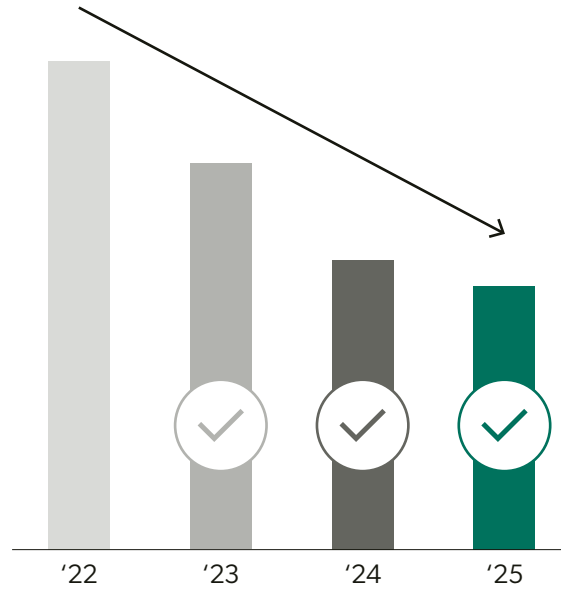
All paper and food waste are also recycled.



Commitments and results

Commitment 5% REDUCTION YEAR-OVER-YEAR OF SCOPE 2 AND 3 EMISSIONS

- **Progress in 2023:** 21% reduction of Scope 2 and 3 emissions in 2023 compared with 2022
- **Progress in 2024:** 25% reduction of Scope 2 and 3 emissions in 2024 compared with 2023
- **Progress in 2025:** 9% reduction of Scope 2 and 3 emissions in 2024 compared with 2025



Commitment 50% SUPPLY CHAIN COMMITTED TO CARBON NEUTRALITY BY 2030



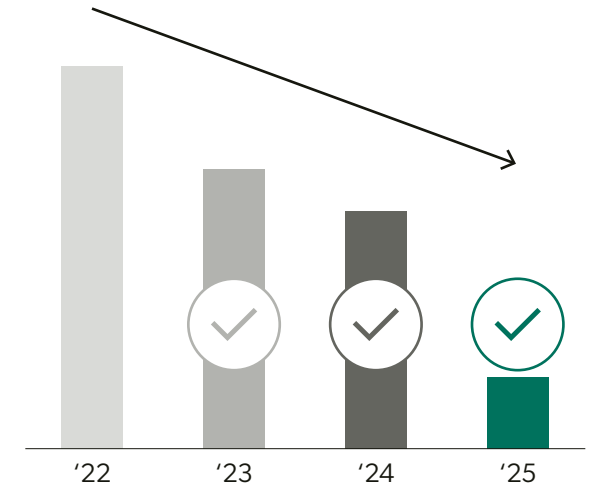
Commitment ALL OFFICE SPACE CERTIFIED TO GREEN BUILDING STANDARDS

- **Progress in 2023:** 100% of our office space was certified to green building standards
- **Progress in 2024:** 100% of our office space was certified to green building standards
- **Progress in 2025:** 100% of our office space was certified to green building standards



Commitment WHEN TRAVEL IS REQUIRED, WE CHOOSE THE MOST SUSTAINABLE TRAVEL OPTIONS

- **Progress in 2023:** 27% reduction in business travel miles
- **Progress in 2024:** 15% reduction in business travel miles
- **Progress in 2025:** 70% reduction in business travel miles



2025 Greenhouse Gas (GHG) Inventory

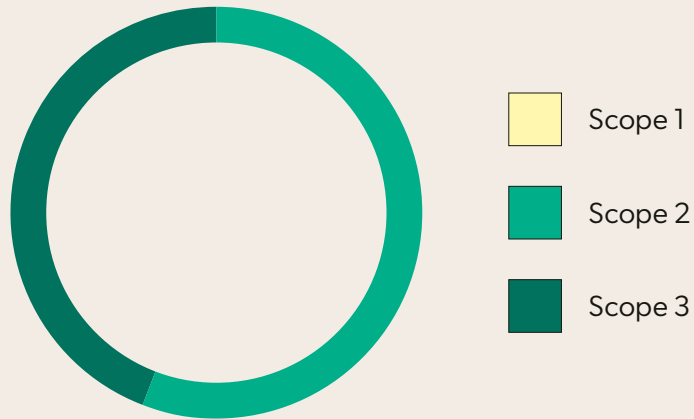
GROSS GHG EMISSIONS 1435 MT CO2e

SCOPE 2 OFFICE EMISSIONS

Electricity 807 MT CO2e



GHG EMISSIONS PROFILE



SCOPE 3 INDIRECT EMISSIONS

SOURCE	PERCENTAGE
Homeworker electricity emissions	60%
Homeworker gas emissions	31%
Transportation - Petrol, Bus, Taxi, train (Commute)	6%
Plane emissions	1%
Hotel emissions	1%
Goods & service purchases	1%

ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is a core component of how we operate as a global business. At Wilson, we're committed to reducing our environmental impact through lowering our emissions and constantly evaluating our carbon footprint against new initiatives and seeking opportunities to operate more responsibly. This includes engaging with suppliers and partners who share our values around sustainable practices across our supply chain. We also submit a survey and provide educational materials every year on how to be more environmentally conscious to preserve the incredible place we all live.

We're committed to building on our progress every year through continuous improvement and transparency. It's through these collective efforts where we can drive meaningful impact while supporting a more sustainable global workforce ecosystem.

Earth Week

Earth Week celebrates the beauty and diversity of our planet, while also raising awareness about how we can protect it. Our Engagement Committee organizes a yearly companywide Earth Week initiative. Coinciding with Earth Day itself, this event includes activities to inspire and educate our people on how to contribute toward a better, healthier planet. It also provides a chance to connect with colleagues from across the globe and their families in meaningful ways.

Activities ranged from swapping a car ride for a bike ride or public transportation, environmental quizzes to raise awareness, and more.



“We have been composting like pros for about a year now with this garden composter!! It's saving us money as we don't have to buy soil for the garden plants anymore!!”



Zinzi Feliu Steenhuisen
Wilson | Barcelona



“So far today, I'm making earth-minded choices for Energy Conservation Day! I walked to the market, worked with the lights off and windows open (after a nice rainstorm too), and even turned off the AC! After work, I plan to fully unplug.”



Blaire Westmoreland
Wilson | United States

Community outreach

Giving back is a big part of who we are. Whether it's supporting global charities or lending a hand to local ones near our offices, making a difference has been part of our culture from day one. It's about more than making a one-off donation, though; it's about coming together as a team to contribute through initiatives like our Give a Day Back program, where employees can pitch in to support the causes close to their hearts.

Spotlight

Day of service

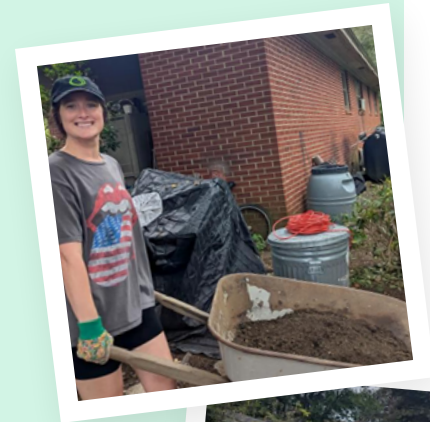
The Raleigh office partnered with Activate Good and Inter-Faith Food Shuttle to support a local community member through the “Gardens for Everyone” program. As part of our day of service, the Wilson team built raised garden beds and provided educational resources to help make growing food at home more accessible. The initiative goes beyond installation, equipping individuals with knowledge around soil health, garden placement, and sustainable design. By combining hands-on support with education, this effort helps empower neighbors to grow their own fresh food.

“At Wilson, community service is part of our culture. Wilson employees are supported to give back to the causes that are meaningful to them. On September 11th, our team in Raleigh joined the Inter-Faith Food Shuttle to build a raised garden bed for a community member, empowering their path to sustainable food systems.”



Brad Thornton

Helping Hands Chapter Leader | Wilson



People

Maintaining sustainable workforces is at the core of our DNA and values. We support continuous upskilling and reskilling to ensure future readiness and keep employees engaged, adaptable, and thriving. This agile approach means we're both competitive and well-equipped to handle whatever comes next with considerable resilience and adaptability.

In this chapter

Connection through meaningful change

Skills and Skills-Based Organizations (SBO)

Talent development

Internal mobility

GIG Programs at Wilson

Recognition program

Employee well-being



CONNECTION THROUGH MEANINGFUL CHANGE

Mobilizing and motivating the best people gives the best results in everyday life. Finding, attracting, and hiring top talent is something we do daily, not just for ourselves, but for our client partners. Our commitment is to engage better people, resulting in better businesses and a better world for all.

At Wilson, we create opportunities for professional growth through competitive

remuneration, employee training, and recognition of high performers. Our monthly talent development newsletter highlights various learning opportunities and resources available to support growth and development. This helps our employees grow into new skillsets while removing the need to constantly engage external contractors to complete project work.

TRUSTED WORKFORCE SUSTAINABILITY ADVISORS

Successful workforces depend on interconnected elements – including aligning talent strategies with long-term goals instead of short-term gains. Doing this while fostering an environment that attracts talent and keeps employees engaged can be a challenge. Workforce sustainability is a natural solution for leaders needing alignment and balance in their long-term strategy. Last year, we interviewed top leaders and practitioners across HR and TA to help you build resiliency and support a workforce strategy that’s both sustainable and future-ready. Check out our series and reach out if you’d like to learn more on how to foster a sustainable workforce.

[Explore the workforce sustainability series](#)

“Organizations that commit to building resilient, engaged, and adaptable teams reap the rewards of sustainable success.”

SKILLS AND SKILLS-BASED ORGANIZATIONS (SBO)

In 2025, Wilson made significant progress in building the foundations of a Skills-Based Organization (SBO), with a clear focus on understanding, identifying, and developing the capabilities required to support both current delivery and future business growth.

Our efforts were initially focused across our delivery functions, where we undertook comprehensive job profile auditing, alongside detailed skills identification and mapping. Working closely with business leaders, we defined the core skills required for success within each role. This collaborative approach ensured alignment between operational delivery needs and our longer-term strategic direction, creating a strong blueprint for the evolution of our workforce capabilities.

In parallel, we strengthened the role of skills within our learning ecosystem. Through our Talent Development offering, we placed increased emphasis on clearly highlighting the skills

“Our people are our greatest asset – and continuously improving their skills is directly linked to our ongoing success as an organization. Becoming a skills-based organization has helped us build resiliency despite market volatility and identify opportunities to evolve and meet demand for both us and our clients. I’m proud of all our work at Wilson to implement programs that prioritize learning courses, GIGs, and personal development for everyone. It’s led to a stronger, more engaged workforce, where employee and business growth are in total alignment.”



Charles Faigle
EVP, Talent Solutions | Wilson

developed through learning courses, programs, and GIG-based opportunities. This enabled employees to better understand their individual skills profiles, identify gaps, and take proactive steps toward growth and development.

To further embed a skills-led culture, we launched targeted engagement campaigns encouraging employees and leaders to actively identify and record their skills within Workday. This has enhanced the quality and visibility of our workforce data, providing valuable insights into the most prominent skills across the organization.

These insights are now enabling us to better understand our evolving skills landscape, inform future learning priorities, and take a more data-driven approach to workforce planning. Collectively, this work represents a critical step in Wilson’s journey toward becoming a more agile, skills-focused organization, while ensuring our people are equipped to meet the demands of a changing business environment.

TALENT DEVELOPMENT

Our learning and development approach focused on strengthening commercial capability and business impact across the organization. We delivered industry-specific learning pathways that built deep market understanding, enabling teams to operate with greater credibility, insight, and client alignment. We also introduced AI certification programs to equip our people with the tools and mindset to drive efficiency, enhance decision-making, and unlock new ways of working. Alongside this, we invested in leadership growth, developing both technical expertise and behavioral capability—grounded in our company DNA—to enable confident decision-making, effective collaboration, and high-performance outcomes. Learning was designed to be practical and applied, ensuring capability development translated into improved performance and business results.

Business acumen

Throughout 2025, we delivered a Business Acumen Series focused on key areas including Marketing, CWS/MSP, Executive Search, Legal and Contracts, Client Solutions, and Talent Intelligence & Analytics.

Led by senior leaders and subject matter experts, the series created space for deep, insight-led conversations, broadening understanding of how different parts of the business operate and connect.

This approach strengthened commercial awareness and strategic thinking, embedding a stronger business acumen mindset across our diverse teams.

AI certification

We delivered a comprehensive AI certification program, comprising 12 hours of targeted learning designed to build practical capability across the organization.

The program covered key areas including ethical AI use, productivity optimization, generative AI, AI in recruitment, AI-powered market intelligence, sourcing and recruiting strategies, interview processes, data analysis and insights, and marketing applications.

This certification provided a hands-on, practical approach to embedding AI into day-to-day work—enabling teams to enhance performance, elevate their roles, and confidently leverage AI across their core responsibilities.

Future leaders academy

At Wilson, we recognize that effective leadership is a skill—one that requires deliberate focus, practical experience, and a strong foundation.

In 2025 we introduced our new Future Leaders Academy a structured program designed to build a pipeline of capable leaders, equipping them with the tools and confidence to guide teams, make informed decisions, and navigate challenges effectively.

Through a blend of practical learning and applied experience, the program supports participants to transition into leadership roles and succeed in managing people, performance, and priorities.

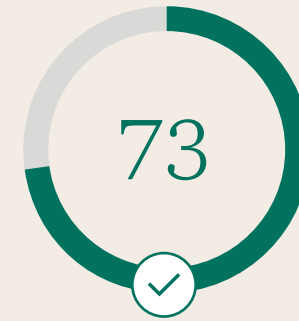
“I want to thank [...] all the team for this amazing experience. It has been an incredible 6 months. I have learned so much about myself and the type of leader I want to become. You gave me lots of knowledge and tools that I will be utilizing for the rest of my professional career.”



Maria Faria

Recruitment Consultant | Wilson

NPS SCORE - FUTURE LEADERS ACADEMY



+24 increase in NPS vs previous program

2025 LEARNING HIGHLIGHTS

24

new learning solutions created

600

live webinar opportunities

32,715

minutes of facilitation

50%

of the teams attending at least 1 live session

10,000

eLearning course completions

INTERNAL MOBILITY

Retaining and developing top talent allows Wilson to be agile and keep up with evolving market demands and economic changes. That's why we prioritize our internal mobility program to ensure all our people are constantly learning, growing, and helping each other along the way.

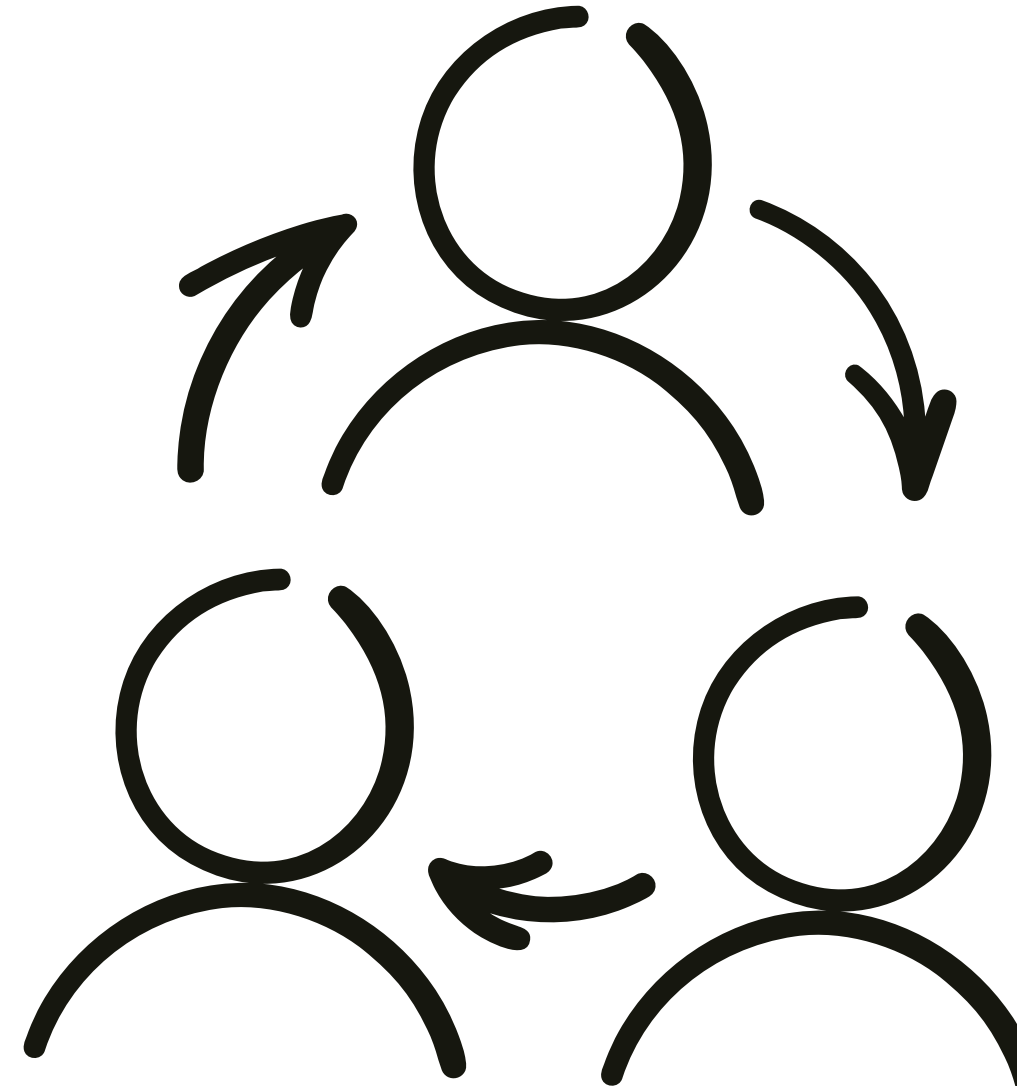
GIG PROGRAMS AT WILSON

In 2025, Wilson's GIG program continued to demonstrate the power of internal mobility and cross-functional collaboration, bringing together 78 participants across 11 distinct initiatives spanning every corner of the business.

GIGs — short-term, project-based opportunities — give employees the chance to contribute their skills beyond their day-to-day roles, fostering professional growth while delivering real impact for the business. This year's program touched a broad range of functions, from Talent Development and Innovation to Legal, Operations, and Total Rewards, reflecting the diverse needs of our organization and the versatility of our people.

Highlights from 2025 include a Mentorship GIG delivered in partnership with our Future Leaders Academy, which engaged 25 participants and reinforced Wilson's commitment to nurturing the next generation of talent. The Wilson Buddy initiative, supporting 15 participants, strengthened our culture of connection and belonging, while the Exploring Talent Intelligence GIG equipped 14 colleagues with forward-thinking skills in data-driven recruitment practices.

Across all 11 GIGs, employees gained exposure to new teams, tools, and challenges — building capability, broadening networks, and contributing meaningfully outside of their primary functions. These initiatives reflect Wilson's ongoing commitment to investing in our people, encouraging agility, and creating an environment where talent can grow in every direction.



RECOGNITION PROGRAM

We like to celebrate our people and their achievements. Top performers are publicly recognized during our monthly all-in calls. We also have a DNA awards program to honor those who best exemplify our DNA traits. We use peer-to-peer online recognition platform Kudos and encourage our employees to give recognition to their colleagues who have gone above and beyond in their roles. Employees can then redeem Kudos points for gift vouchers from a range of global vendors and can also redeem their points to make donations to multiple charities.



ABCD award

The Above and Beyond the Call of Duty (ABCD) Award is our monthly celebration of exceptional leadership. This prestigious accolade is open to nominations from anyone within our organization, highlighting the unwavering passion and dedication our leaders exhibit in driving their teams toward success. It's a testament to the extraordinary commitment that fuels our collective achievements.



GRIT champions

Every month, we also recognize an individual who has shown growth, resilience, innovation and tenacity (GRIT). We have a team GRIT award too.



EMPLOYEE WELL-BEING

An organization's strength lies in its people, and we equip our employees with meaningful insights, resources, and tools to help them thrive every single day. Our holistic approach to wellness focuses on four key pillars: physical wellness, financial wellness, nutritional wellness, and mental wellness.

We have a year-round calendar of activities designed to support our employees' well-being. These activities include:

Wellness ambassadors

These ambassadors help to boost wellness across the company through various initiatives and events.

Mental Health First Aiders (MHFA)

This program is designed to support our employees. Our MHFAs undergo external training to help guide employees to the different resources we have available as well as provide a listening ear and support during challenging times.

Employee Assistance Program (EAP)

Our EAP provides support for our employees and their families on a range of different topics, including health and wellness, personal and family situations, finances, and work-related matters.

Flexible working and MyTime

We have flexible work schedules as well as remote and hybrid work arrangements. We also have a flexible (with no accruals or bank) PTO program known as MyTime.

4th Trimester

A support program for employees who are planning to take maternity leave.

Calm app

All our employees (and family members) have access to guided meditations and specialized music playlists to help with stress and focus, mindful guided movement videos and audio tracks, relaxing sleep stories, tailored content for children, and wisdom-filled masterclasses led by experts via a premium subscription of the Calm app.

8.9

average session (min.)

3,662

mindful days

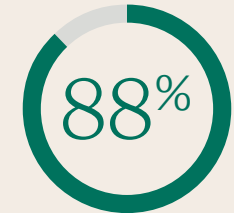
29,117

total sessions

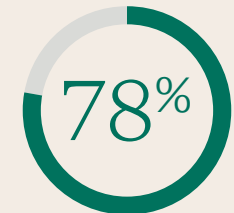
259,565

mindful minutes

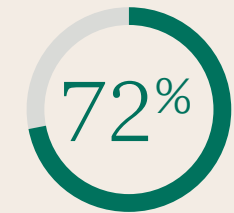
INTERNAL PULSE EMPLOYEE SURVEY RESULTS



of Wilson employees feel supported by their manager day to day.



of Wilson employees feel safe to speak up, raise concerns, and challenge ideas.



of Wilson employees feel they belong and are valued for who they are at Wilson.

Workforce inclusion

Fostering a workplace culture that embraces diversity, promotes equity, inclusion, and ensures a sense of belonging for all our employees is a top priority.

In this chapter

Inclusion: The cornerstone of resilience and innovation

The future is BRITE

DEIB Committee

Supplier diversity program

Disability Confident Employer

Recruitment Industry Disability Initiative

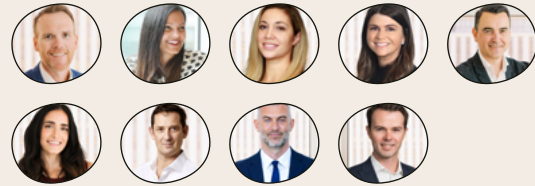
Collaborative Sourcing Community



INCLUSION: THE CORNERSTONE OF RESILIENCE AND INNOVATION

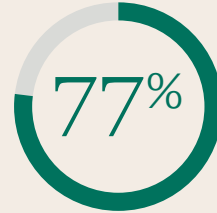
Technological advancements (hello, generative AI), societal evolution, and environmental challenges are redefining how businesses connect with their people, clients, and communities. In an era defined by unpredictability, where change is the only constant, inclusion remains a cornerstone of resilience and innovation, empowering organizations to adapt, thrive, and drive meaningful progress in an ever-changing world.

We're proud to help organizations all over the world build and maintain diverse, inclusive workforces where people can bring their true selves to work. At Wilson, fostering an inclusive workplace is a mindset. One that's ingrained and integrated into everything we do. We demonstrate inclusion through our culture and values and our hiring practices by hiring top talent reflective of our diverse society.

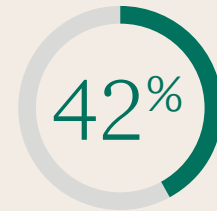


44%

Wilson is proud to have a diverse executive team. 44% are women.



77% of our global workforce are women



42% of our global workforce belong to minority ethnic groups*

*Diverse statistics represent the percentage of employees and Board directors who are women and/or from traditionally underrepresented groups.

THE FUTURE IS BRITE

We create equal opportunities for everyone, without discrimination, to build a workplace where harassment, violence, and intimidation have no place. Our BRITE program helps us achieve this.

BRITE, which stands for Belonging, Respect, Inclusion, Togetherness, and Equity, is all about fostering a safe environment where employees can share their unique backgrounds and stories. By breaking down barriers and encouraging understanding, we're building stronger connections across the entire organization. The program is anchored in education and offers more than 100 hours of educational resources, which are available on our internal site for employees. BRITE is backed by our leadership team, with sponsorship from the board, and is co-chaired by our General Counsel and Chief Legal & People Officer, Marisol Hughes, and CEO, John Wilson.

In addition, we have multiple employee belonging groups (EBGs). These voluntary, employee-led spaces bring people together to discuss the traits and experiences that make them unique. Allies are welcome to lend support and learn.

9 global EBGs

700+ members



40+



MULTI-CULTURAL COLLECTIVE



BLACK WILSON NETWORK



HEROES



MIGHTY INTROVERTS



PRIDE



NEURODIVERGENT



PARENTS @ WILSON



WOMEN WHO LEAD

DEIB COMMITTEE

Diversity isn't one and done – it requires an ongoing commitment. That's why we have a DEIB committee which continuously helps the business achieve a more diverse and inclusive environment by implementing initiatives across the entire company.

SUPPLIER DIVERSITY PROGRAM

We have a supplier diversity program that's designed to increase the inclusion of diverse vendors and contractors within our supply chain. We vet and survey all new suppliers to ensure adherence to our ethical standards. For example, we confirm if the supply partner has a DEIB policy along with diversity and inclusion strategies.

DISABILITY CONFIDENT EMPLOYER

We're proud to be a Disability Confident Employer (Level 2). The government-led initiative was developed in the UK to encourage employers to think differently about disability and long-term health conditions. The program helps employers to challenge attitudes, increase the understanding of disabilities, draw from the widest pool of talent available, secure high-quality, skilled employees, and improve employee morale and commitment by demonstrating fair treatment.



“Over the past year, being recognised as a Disability Confident Employer has reinforced Wilson’s commitment to diversity, equity, inclusion, and belonging (DEIB). We have continued to build on this foundation by fostering an environment where individuals feel empowered to bring their authentic selves to work, while further embedding inclusive practices across the employee experience. Our focus now is on strengthening this progress, ensuring inclusion remains integral to how we operate and grow as an organisation.”



Sharon Gordon
Manager of People Strategy | Wilson

RECRUITMENT INDUSTRY DISABILITY INITIATIVE

Wilson is also a Recruitment Industry Disability Initiative (RIDI) Pioneer. RIDI, established in 2011, works with organisations in the UK to break down the barriers faced by disabled people who enter or progress through the job market.

COLLABORATIVE SOURCING COMMUNITY

We have a Collaborative Sourcing Community and diversity and inclusion sourcing strategies are frequently discussed and shared with the delivery team. The committee has its own continually updated resource portfolio as well that's full of training material, user guides, cheat sheets, and tool reference guides.



Corporate governance

At Wilson, our comprehensive framework ensures governance is regularly prioritized and updated.

In this chapter

Respect

Employee Code of Conduct

Supplier Code of Conduct

Business continuity

Cybersecurity



RESPECT

At Wilson, respect remains the foundation of our business. We continue to strengthen our commitment to protecting the freedom, dignity, and rights of every person connected to our operations; employees, clients, contractors, and suppliers. Guided by the UN Guiding Principles on Business and Human Rights (UNGPs) and aligned with OECD and ILO standards, we integrate human rights considerations across our global operations, policies, and business relationships.

We hold a zero-tolerance stance toward all forms of forced labor, bonded labor, or human trafficking. Child labor is strictly prohibited within both our organization and our supply chain. Every employee, partner, and supplier is expected to follow our Global Code of Conduct and Modern Slavery Statement, which outline our expectations for ethical conduct and human rights due diligence.

In 2025, we continued to identify, assess, and mitigate potential risks in our value chain—particularly related to hiring practices, worker welfare, and supply chain transparency. Our due diligence included ethical sourcing reviews, periodic supplier evaluations, and training to ensure compliance at all levels.

As a global employer, we are proud to ensure a fair, equitable, and inclusive workplace where everyone is treated with integrity and respect. We offer favorable working conditions, uphold the highest standards of health, safety, and well-being, and actively prevent discrimination, harassment, or bullying of any kind. Employees are encouraged to express their views, beliefs, and faiths openly, without fear of retaliation or bias.

We continue to advance our Diversity, Equity, Inclusion & Belonging (DEIB) initiatives to ensure every employee can thrive. Through regular training, well-being programs, and transparent grievance mechanisms, we support both proactive and responsive measures to uphold human rights and corporate integrity.

Wilson is an equal opportunity employer, adhering to all local, state, federal, and international labor requirements. We monitor compliance through periodic internal audits and external reviews to maintain fairness in pay, working hours, overtime, and benefits.

These practices reflect our ongoing dedication to fair labor standards and corporate accountability.

EMPLOYEE CODE OF CONDUCT

Our employees are the face of Wilson. Wilson has clear standards of integrity, confidentiality, responsible communication, and professional behavior; reflecting both our internal values and external commitments under global compliance frameworks.

The Code now includes clearer guidance on topics such as data privacy, anti-bribery, and respectful workplace interaction, ensuring that our workforce continues to represent Wilson's values in an evolving global environment.

SUPPLIER CODE OF CONDUCT

Our suppliers are critical partners in maintaining Wilson's commitment to ethical business. Wilson requires suppliers, contractors, and partners to uphold the same high standards of human rights, fair labor, and environmental stewardship we impose on ourselves.

We emphasize compliance with international labor laws, anti-corruption standards, and environmental regulations, while encouraging transparency through supplier self-assessments and audits. Our ongoing supplier engagement program helps identify and correct potential issues early to ensure mutual accountability and continuous improvement across our value chain.

Beyond compliance, we continually invest in supporting the communities in which we operate—championing social, educational, cultural, and economic initiatives that improve quality of life for our employees, their families, and the broader society.



99% of employees completed compliance training in 2025

BUSINESS CONTINUITY

At Wilson, business continuity is built into our global operations. Our Business Continuity and Disaster Recovery (BCDR) program is regionally tailored and enterprise-wide, ensuring we can prepare for, respond to, and recover from any potential disruption in a seamless and efficient manner.

Our BCDR framework is reviewed, tested, and updated regularly to reflect emerging risks, regulatory changes, and lessons learned through scenario-based exercises. Because our systems are fully cloud-based and integrated across regions, we can sustain continuous business operations even during unexpected events. Should one location be impacted by a natural disaster, system outage, or other disruption, work automatically transitions to alternate resources in another city or country without interruption.

Resilience is central to our operating model. Since our founding, Wilson has maintained an uninterrupted track record of operational continuity, with no material business disruptions, and we remain dedicated to upholding that reliability in every market where we operate.

CYBERSECURITY

Safeguarding our data, systems, and client information is a top priority. Our Information Security and Cyber Risk Management policies provides a comprehensive framework to identify, prevent, and mitigate security threats across our global network.

We maintain a robust Information Security Policy that governs third-party due diligence, ongoing risk assessments, and internal audits to evaluate and strengthen our controls. Wilson is SOC 2 Type II certified, reaffirming our commitment to maintaining the highest standards of information security, privacy, and integrity. Annual external audits provide transparency and assurance to clients, partners, and regulators.

Cybersecurity awareness is central to our culture. All employees and contractors complete mandatory annual cybersecurity and data protection training, covering best practices in secure communication, password and system security, phishing and social engineering defense, and secure use of remote and wireless networks.

We conduct regular phishing simulations and incident response exercises to evaluate readiness and strengthen our collective defense posture. Ongoing internal initiatives, including proactive monitoring, vulnerability testing, and real-time threat reporting, ensure that every team member plays a role in maintaining a robust cyber defense ecosystem.

We continue to enhance our cybersecurity governance through multi-factor authentication (MFA), continuous monitoring tools, and rapid incident response protocols which are all designed to safeguard the trust placed in us by our clients, partners, and employees.

“Safeguarding our data—and our clients’ data—while maintaining uninterrupted operations is not a once-a-year exercise. It is an ongoing commitment, reinforced by the continuous evaluation and evolution of our policies to address the ever-changing threat landscape businesses face today.”

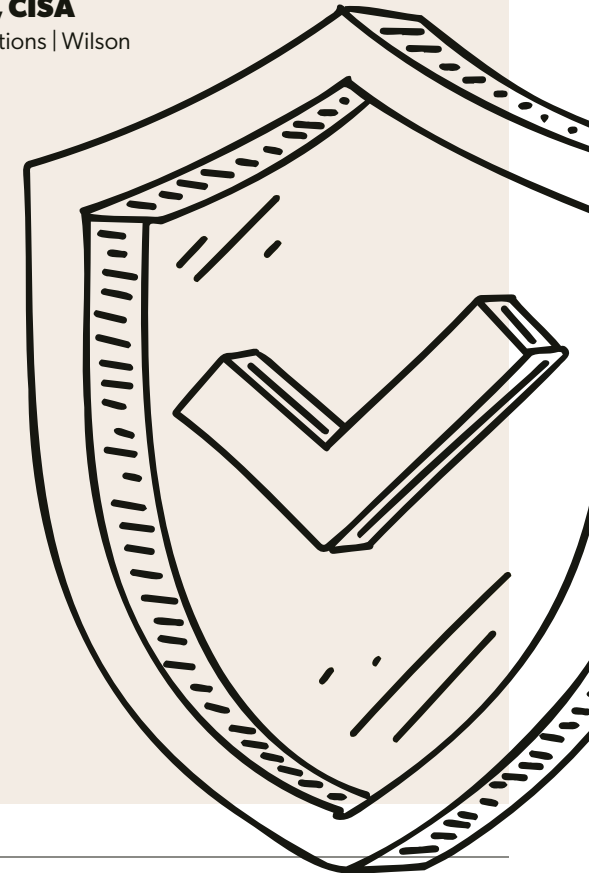


Dale Smerdon, CISSP, CISA

Director, IT - Security & Operations | Wilson



98% of our employees completed our annual cybersecurity awareness training in 2025



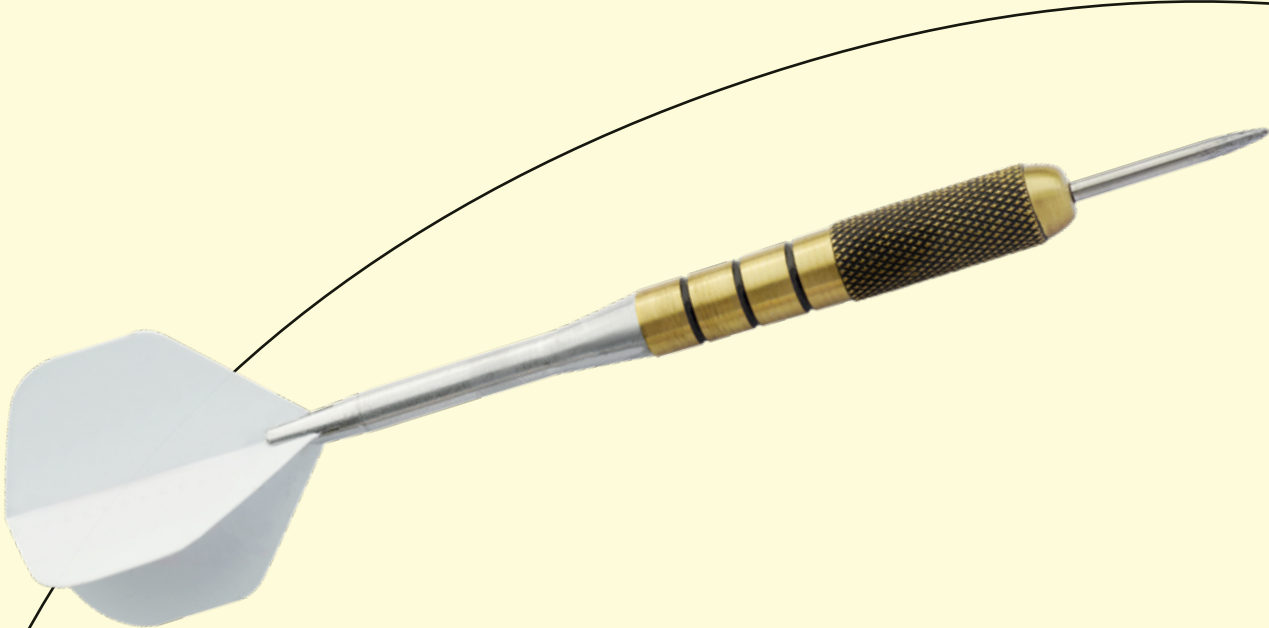
Goals & impact

We've outlined our commitments to achieving a better and more sustainable future for all.

In this chapter _____

Our commitments to align to the UN Sustainable Development Goals

2025 commitments & accomplishments



OUR COMMITMENTS TO ALIGN TO THE UN SUSTAINABLE DEVELOPMENT GOALS

UN GOALS



GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all. This goal promotes healthy lifestyles, preventative measures etc.



QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



GENDER EQUALITY

Achieve gender equality and empower all women and girls.



AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all. Implementing new energy solutions as fast as possible to essential counter climate change.



DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



REDUCE INEQUALITIES

Reduce inequality within and among countries. Equality and prosperity to be available for everyone – regardless of gender, race, religious beliefs or economic status.

WHAT WE DO

- Mental health first aiders
- Wellness Committee
- Unlimited PTO
- Employee Assistance Program
- Calm app subscription

- A comprehensive learning and development program. All employees participate in online and in-person learning with a vast catalogue of courses on offer for professional growth.

- Women Who Lead EBG – supporting Dress for Success
- Wilson is proud to have a diverse executive team made up of 44% women.

- 100% of our office space is certified to green building standards (as of 31 December 2025).

- Code of Conduct for all employees.
- Bi-annual reviews for all employees.

- Offices in multiple countries supporting economic growth.
- We have multiple policies in place to help reduce inequalities including our anti-harassment policy.
- Labor and human rights policy.

UN GOALS

WHAT WE DO



SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable.

- Promoting sustainability to employees.
- All offices are green building certified, and we have dedicated sustainability goals. In addition, single-use plastic is banned, and all our offices have recycling facilities.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

- Recycling facilities available in all offices.
- All IT equipment is recycled.
- We use e-signatures instead of paper agreements.



CLIMATE ACTION

Take urgent action to combat climate change and its impacts. These changes also provide huge opportunities to modernize infrastructure which will create new jobs and promote greater prosperity across the globe.

- Our goal is to achieve a 5% reduction year-over-year of Scope 2 and 3 emissions.



LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

- We do not purchase any single-use plastics for use in our offices.
- We educate employees on sustainability and the importance of protecting our earth.
- We run a week-long "Earth Week" campaign designed to raise awareness about the actions we can all take to be more sustainable.

UN GOALS



PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

WHAT WE DO

- Anti-harassment policy.
 - DEIB training programs.
 - 9 EBGS.
 - BRITE program.
 - Multiple policies including our anti-harassment policy.
 - We host an annual Diversity Summit with remote, live, and on-demand sessions for employees to learn more about our DEIB initiatives and gain insights and best practices.
 - A DEIB Committee which helps establish a supportive and welcoming workplace environment
- in which employees of all backgrounds and demographic characteristics can work together.
- We create opportunities for professional growth through competitive remuneration, employee training, development programs, and recognition of high performers.
 - We commit to actively fostering a learning culture and investing in ongoing professional and career development of our employees.



PARTNERSHIPS FOR THE GOALS


Strengthen the means of implementation and revitalize the global partnership for sustainable development.


- Encourage offices globally to be as sustainable as possible.
- We only lease sustainable offices.
- We have a Supplier Code of Conduct which outlines our expectations for vendors.
- All suppliers must complete an ESG questionnaire and tracker so we can better determine supplier sustainability.

2025 COMMITMENTS & ACCOMPLISHMENTS


Progress is part of the journey, and at Wilson, we're proud of how we've continuously strengthened our environmental, social, and governance practices through clear goals, measuring our progress, and transparent reporting. Embedding ESG into our business strategy and day-to-day operations has ensured it's remained a mainstay priority.


We continue to engage our people and partners to evolve our processes and drive more sustainable practices. As we look ahead, we're excited about building momentum through our accomplishments and driving innovation and stakeholder engagement to enhance our performance and drive a positive impact in the work we do.


 **Actioning feedback**
We'll continue to action the feedback we get from our people to drive impactful change.

 **Future Leaders Program**
Our Future Leaders Program launched successfully, with over 30 emerging leaders completing the program in its first cohort. Building on this momentum, we plan to continue and expand the program in future years to strengthen our leadership pipeline and support sustainable growth.

 **Diversify our supply chain**
We'll further diversify our supply chain.

 **Continue reducing our emissions**
We'll carry on raising awareness about the importance of further reducing our carbon footprint. We plan a 5% reduction in Scope 2 and 3 emissions year-on-year.

 **Cybersecurity**
We'll continue to strengthen our cybersecurity program to mitigate threats.

 **Leading the way**
We'll expand diversity in leadership roles within the business.

Onwards & upwards

Bronze EcoVadis Medal

Wilson is proud to have earned a Bronze EcoVadis Medal in 2025 for our sustainability efforts. This ranking places us in the top 26% of companies, above the standard 35% benchmark. We were evaluated across four pillars: environment, ethics, labor & human rights, and sustainable procurement.



Appendix

Our appendix outlines our alignment with UN Sustainable Development Goals.

In this chapter _____

Supporting data aligned
with UN Sustainable
Development Goals

SUPPORTING DATA ALIGNED WITH UN SUSTAINABLE DEVELOPMENT GOALS

LABOR AND HUMAN RIGHTS

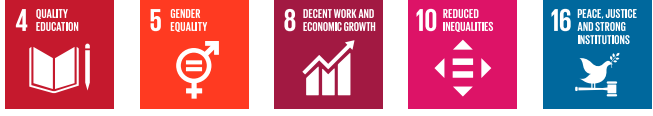
OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

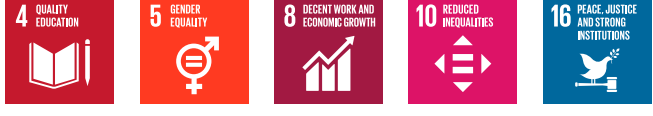
All our employees, regardless of location, receive regular performance and career development reviews



All employees receive professional development through a comprehensive learning and development program



Every single employee receives training on diversity (including unconscious bias training), discrimination and/or harassment



In 2025, 77% of our total workforce were women and 23% were men



In 2025, 54% of executive positions (VP and above) were female



We grant special remuneration/ time off for any overtime worked



LABOR AND HUMAN RIGHTS (CONT'D)

OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

All employees receive paid annual vacation as part of our MyTime program



All employees receive 24 hours' rest within a timeframe of seven consecutive days



All employees are paid statutory minimum wages



Our transparent recruitment process is communicated clearly and formally to all candidates



All employees receive a regular assessment of individual performance bi-annually



All employees receive individual development and career plans



LABOR AND HUMAN RIGHTS (CONT'D)

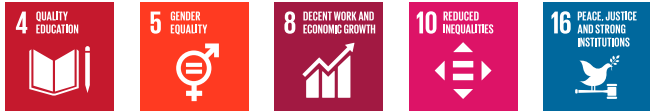
OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

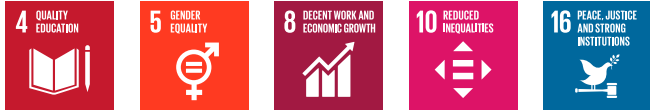
We have official measures to promote career mobility, including our GIG program, goal setting training, and code of conduct around promoting career mobility



We have an EEO statement with multiple processes in place to prevent discrimination in professional development, including our BRITE program



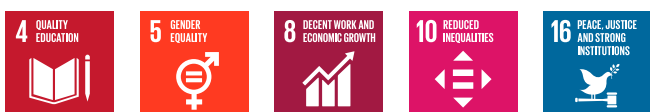
We have a Code of Conduct for anti-harassment and anti-retaliation which includes details of our whistleblowing procedures



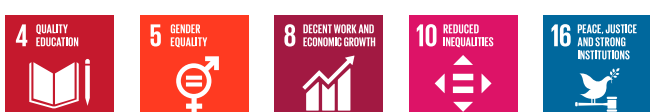
A remediation procedure is in place if any cases of discrimination and/or harassment are identified



We have various support groups and nine employee belonging groups to support minorities/vulnerable groups



We have dedicated programs to support all development including women's development and mentorship

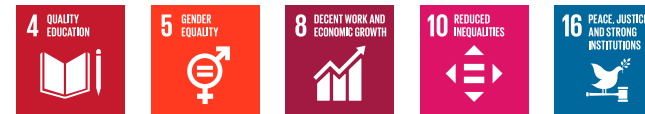


LABOR AND HUMAN RIGHTS (CONT'D)

OBJECTIVES/ACTIONS

We conduct regular wage audits to ensure wage equity across the business

RELATED UN SUSTAINABLE DEVELOPMENT GOALS



We report on KPIs covering employee health and safety, working conditions, diversity, equity, inclusion, and belonging and external stakeholder human rights



ENVIRONMENT

OBJECTIVES/ACTIONS

We've got an environmental policy which includes details on what we do to reduce energy consumption and greenhouse gases. It also includes details of our waste management/recycling initiatives

RELATED UN SUSTAINABLE DEVELOPMENT GOALS



We have an IT hardware refurbishing/recycling program for all offices



ETHICS

OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

We have formal policies in place covering corruption and conflict of interest, fraud, anti-competitive practices and information security



We conduct regular audits of control procedures and have a dedicated approval procedure for sensitive transactions – covered in our Code of Business Conduct



We have an extensive awareness training program covering the data breach procedure that all employees must complete. Our Information Security Policy covers due diligence on third parties, information security risk assessments, and audits of control procedures to prevent information security breaches



Our Cyber Incident Response Plan highlights the procedure to manage any breaches of confidential information



Our Record Retention and Destruction Policy details our records retention schedule



ETHICS (CONT'D)

OBJECTIVES/ACTIONS

RELATED UN SUSTAINABLE DEVELOPMENT GOALS

Our Information Security Policy includes measures to protect third party data from unauthorized access and/or disclosure



Our Record Retention and Destruction Policy provides guidelines for gaining stakeholder consent about the processing, sharing and retention of confidential information



We hold the Privacy Shield Certification related to business ethics issues



SUSTAINABILITY PROCUREMENT

OBJECTIVES/ACTIONS

The Code of Business Conduct outlines our formal policy on sustainable procurement on environmental issues and our policy on labor practices and human rights

The Corporate Social Responsibility Policy details our Supplier CSR Code of Conduct

RELATED UN SUSTAINABLE DEVELOPMENT GOALS





Wilson drives business results through its integrated talent solutions. Powered by talent intelligence, our people partner with some of the world's most admired brands to build and maintain sustainable workforces that thrive.

WILSON.HR | LINKEDIN

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