

SUSTAINABLE DEVELOPMENT POLICY

The FIA World Endurance Championship (WEC), managed by Le Mans Endurance Management (LMEM), contains the most iconic international sports car races and car manufacturers, that inspire, captivate and mesmerise fans across the world.

Our heritage is rooted in the historic 24 Hours of Le Mans, and the FIA World Endurance Championship continues this legacy by hosting races around the world, alongside the leading car manufacturers of the 21st century.

The WEC mission is to disseminate the Spirit of Le Mans across multiple continents, embodying passion, resilience and ingenuity, whilst driving positive environmental, social, and economic impact, by leveraging its global platform, both on and off the track.

Our processes are underpinned by a set of values and principles that guide everything we do:

- Sustainability and stewardship: Minimize our impacts through effective resource management, prevention of pollution and risk management, in our activities and across the supply chain.
- Transparency, Integrity and Accountability: Operate transparently set measurable goals, and maintain accountability to stakeholders.
- Inclusivity: Promote the active engagement of our stakeholders, listening and catering for their needs.
- Education and Awareness: Develop sustainability education initiatives and share our learnings to foster meaningful change among fans, partners, and teams.
- Excellence: Strive for client satisfaction through responsible, high-quality events that balance competition with sustainability.
- Authenticity, legacy and passion: Promote the most competitive and passionate endurance car races, based on the Spirit of the 24h of Le Mans, where extreme conditions and resilience are taken to limits.

To ensure the implementation of effective sustainability measures, compliance with legal and other requirements and continual improvement of our performance, we have implemented a management system in accordance with the requirements of ISO 20121:2024 and the 3-star FIA Environmental Accreditation Scheme, across all sites we operate from.

The leadership team of the WEC aims to follow a solid roadmap to enhance its sustainability performance by defining and pursuing the following commitments:

Greenhouse Gas (GHG) Emissions Reduction and resource management:

- Optimise logistics and operations to achieve a 10% reduction in emissions per race by the end of 2040 ensuring sustainable operations across all events.
- Promote the adoption of energy-efficient and low-emission technology on all equipment used, when possible, and incentivise circuits to promote low carbon mobility for fans and to adopt renewable energy to operate their facilities.
- Strive for carbon neutrality by 2040 in our operations, monitoring, reducing our emissions, and offsetting our residual emissions, following the best international practices.
- Implement circular economy principles and waste reduction and recycling programmes, in branding and office operations.

Health, Safety, and Well-being:

- a. Ensure a safe, secure, and inclusive environment for staff and subcontractors.
- b. Promote personal growth, work-life balance, and mental well-being of our people, measured through regular surveys.
- c. Conduct regular risk assessments and adopt industry best practices in occupational health and safety, with the aim of recording zero incidents.

Education and Influencing Communities:

- a. Leverage WEC's platform to educate fans, partners, and communities about sustainability through social media and communication campaigns.
- b. Inspire global audiences to adopt sustainable behaviours and support environmental and social initiatives.

Client and Stakeholder Satisfaction:

- a. Deliver exceptional, sustainable events that exceed the expectations of fans, sponsors, and stakeholders.
- b. Build trust and long-term relationships with circuits, partners, sponsors, and suppliers to integrate and elevate sustainable practices in all events.
- c. Encourage partners to innovate and meet high sustainability standards, leaving a lasting positive legacy in host communities.

Transparency and Accountability:

- a. Measure, publicly report, and review progress against clear sustainability goals.
- b. Engage stakeholders through open dialogue to refine and enhance sustainability practices.

This Policy is communicated to all internal and external stakeholders and revised once per year, to ensure it remains relevant and appropriate to our context.

Date: 29th April 2025

Frédéric Lequien
CEO of Le Mans Endurance Management

