

WILL SOCIETY

**Diversity, Equity, and Inclusion
Commitment Charter**



WILL SOCIETY places inclusion, diversity, and intergenerational collaboration at the heart of its mission to support business growth and address societal challenges. We believe that the future of leadership relies on the balanced integration of talents from all generations and genders, fostering an inclusive environment and serving as a powerful driver for innovation, sustainable performance, and the resolution of complex challenges.

Our Commitments

1. Inclusion and Diversity: Transformational Leadership

We are committed to promoting representative diversity within our community, ensuring that every voice is valued regardless of gender, origin, or experience. Our goal is to achieve gender parity and balanced representation of talents from all backgrounds by 2030, actively integrating members with diverse profiles to enrich our perspectives.

2. Confidentiality and Security: A Core Commitment

The confidentiality of our members is a top priority. To ensure an environment of trust and serenity, we are committed to keeping all interactions within WILL SOCIETY strictly confidential. Journalists or external audiences are not permitted during discussions and events, allowing members to express themselves freely and without reservation. Participation in WILL SOCIETY is a privilege where privacy and security are guaranteed for all.

Specific Commitments:

- **Balanced Representation:** Each year, we aim to increase the representation of underrepresented groups in our initiatives and boards by 10%, prioritizing female talents, individuals from ethnic minorities, and talents with disabilities. Our objective is to maintain gender parity at all levels of leadership by 2030.
- **Cognitive and Sectoral Diversity:** We actively include members with unconventional career paths, from various disciplines and sectors (academia, technology, arts, etc.), to enrich our decision-making processes and strategies.



3. Education and Intergenerational Mentoring: Learning and Sharing

Education is a cornerstone for building inclusive and sustainable leadership. We provide opportunities for intergenerational mentoring, where every member, whether an experienced leader or an emerging talent, engages in knowledge sharing. By 2030, we aim to create hundreds of mentoring pairs, promoting a culture of learning and transmission within our community.

Specific Commitments:

- **Educational Partnerships:** In collaboration with academic institutions and companies, we offer scholarships and leadership programs dedicated to young women and talents from underrepresented minorities. By 2030, we aim to award 1,000 scholarships for personal and professional development.
- **Structured Intergenerational Mentorship:** Each year, we establish pairs between experienced leaders and young talents to enable continuous knowledge exchange. We aim to support 500 pairs by 2030, fostering a culture of intergenerational mentorship.

4. Philanthropy and Social Impact: Driving Sustainable Change

At WILL SOCIETY, we believe in active and targeted philanthropy to promote ethical and responsible leadership. We are committed to supporting educational and social initiatives that enhance access to opportunities for young talents while fostering equal opportunities.

Specific Commitments:

- **Targeted Educational Projects:** We support educational initiatives for young people from disadvantaged backgrounds, emphasizing the development of leadership, science, and technology skills.
- **Inclusive Fundraising Events:** Twice a year, we organize major philanthropic events, allocating part of the funds to local initiatives for direct and meaningful impact. This philanthropic framework reflects our determination to create sustainable change by actively involving our members in projects that transform society.



5. Sustainable and Responsible Leadership: Building the Future Together

We support ethical and sustainable leadership through training programs focused on responsible practices. Our quarterly think tanks bring together leaders and talents to share best practices in sustainable leadership and set progress goals for diversity and inclusion.

Specific Commitments:

- **Ethical and Sustainable Leadership Training:** Deliver annual training programs on responsible and sustainable leadership practices, with a focus on environmental impact and diversity.
- **Strategic connexions :** Establish quarterly think tanks with partners to exchange best practices in sustainable leadership and set goals for progress in diversity and inclusion.

6. Inclusive Technology and Equitable Access: Fostering Innovation

In this era of digital transformation, we are committed to offering technological solutions accessible to all, incorporating tools to track and promote diversity.

Specific Commitments:

- **Inclusive Innovation and Digital Access:** Develop and promote technologies and platforms accessible to all, including individuals with disabilities, while integrating diversity tracking tools into our processes.
- **Technological Skills Training:** Annually offer workshops and programs to train 1,000 young talents from underrepresented backgrounds in technological skills and digital leadership by 2030.



7. Monitoring and Evaluating Results: Measurable Objectives and Transparency

We implement clear performance indicators (KPIs) to evaluate our initiatives and provide transparent reporting to our community.

Specific Commitments:

- Diversity and Inclusion KPIs: Track progress in the representation of underrepresented groups in leadership roles.
- Initiative Impact: Measure the satisfaction and impact of our programs (training, mentoring, events) to adjust and enhance our offerings based on feedback.

8. Investment for Sustainable Social Impact

The revenue generated by the WILL CLUB will fund programs and events to optimize resources and provide an enriching development framework for our members.

This transparency ensures that members know precisely how their contributions are used and guarantees a fair and mission-aligned framework for social transformation.



WILL SOCIETY Strategic D&I Objectives for 2030

- Achieve gender parity and balanced representation of underrepresented groups in leadership roles and boards, targeting **50% female representation, 40% talents from underrepresented minorities, and greater integration of neurodivergent talents** by 2030.
- Increase intergenerational and sectoral diversity within the community by **70%, actively integrating talents from five key sectors** (e.g., technology, arts, finance, education, sciences) to enrich perspectives and foster innovative solutions to European challenges.
- Incorporate generational diversity in boards and leadership projects, aiming for 50% of boards and project teams to include young talents under 35 alongside experienced leaders by 2030.
- **Train 1,000 leaders** from underrepresented groups through mentoring programs, ethical leadership training, and inclusive professional development. Each year, we aim to train at least 150 new leaders to build a new generation of decision-makers in Europe.
- Intergenerational Peer Groups: Create at least 300 intergenerational pairs or groups annually to exchange skills and perspectives, organizing 50 annual workshops to facilitate knowledge transfer between established leaders and young talents.
- Social Innovation: Organize 25 collaborative projects annually involving young talents and leaders to co-create solutions to societal challenges, with measurable impact goals for each project (e.g., reducing inequalities, fostering technological inclusion).
- **Invest €10 million in large-scale educational** and social projects by 2030 to support access to opportunities for young talents from disadvantaged backgrounds and strengthen equal opportunities across Europe.



8. Establish strategic collaborations **with 10 European NGOs** and initiatives by 2030 to develop D&I projects directly impacting at least **5,000 beneficiaries annually**, reinforcing our commitment to an inclusive and equitable future.

9. Partner with four companies sharing our values and commitment to social impact by 2030, strengthening our network and co-creating innovative, high-value projects in diversity, inclusion, and intergenerational collaboration.

10. Expand our impact and presence across Europe by developing monitoring and evaluation initiatives for D&I progress, publishing quarterly and annual reports **tracking 10 key performance indicators** (KPIs) to promote transparency and inspire sustainable transformation.

Amplifying Our Impact

At WILL SOCIETY, we believe in the strength of our commitment to transform leadership and foster inclusive and sustainable environments. Faced with societal challenges, we remain steadfast in our mission, mobilizing our resources to drive change and prepare future leaders to actively engage in this vision.

For more information, contact us at contact@willsociety.com.



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***WHERE SOCIETY CHANGES
THERE'S A WILL.***

