

Responsible and committed

Our 2022 CSR commitments
in brief



BOLLORÉ
1822 - 2022

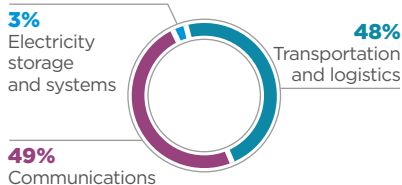
The Group celebrated its 200th anniversary on February 17, 2022. In 200 years, it has never ceased to undertake, driven by a strong desire to innovate. This exceptional longevity is built on its ability to adapt, but also on its strong values: humility, excellence, courage, solidarity, agility & innovation. Listed on the stock market, the Group enjoys a stable, family-majority base of shareholders that enables it to engage in long-term investment processes. It is currently pursuing a strategy of diversifying its activities and expanding internationally. It has more than 73,000 employees in 130 countries and a total revenue of 20 billion euros.



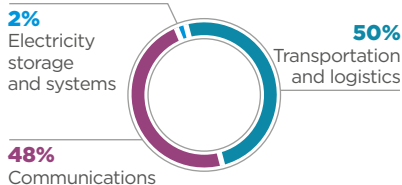
Business diversity

to promote innovation and ensure a good distribution of risk

WORKFORCE



REVENUE



Key CSR figures

ENVIRONMENT

Analysis of our **carbon footprint**, identification of **decarbonization levers** and preliminary work to **define GHG emission reduction targets** in line with the Paris Agreement

2021 CSR REPORTING

Close to **1,000 contributors** in over 900 entities worldwide

SOCIAL

15,487 new hires, of which 64% on permanent contracts

SOCIETAL

Close to **14 million euros** donated by the Bolloré and Vivendi groups in the form of corporate foundations, solidarity programs, partnership and sponsorship actions, in-kind donations and pro bono support



Acting

with integrity in our business conduct
and promoting human rights



Our ethics system and procedures comply
with the strictest standards

A more structured ethical system

Revision and publication in 2020 of the Bolloré Group's Code of Conduct and Ethics and CSR Charter, aligned with international standards (UN and OECD guidelines, UN Global Compact, of which the Bolloré Group has been a signatory since 2003, etc.)

Distribution of the Code of Conduct translated in 15 languages

93% of employees made aware of the Code of Conduct and human rights (e-learning)



Uniting

and protecting people,
the company's greatest strength



Our social policy protects, develops
and values our employees

Publication of the Diversity and Inclusion Charter

74% of employees registered and associated with human resources business lines have taken the diversity and inclusion awareness module

75% of entities covered by an HSE management system have at least one site with a health and safety certification or label

73% of the Group's women trained during the year (Bolloré and Vivendi scopes)



Innovating

in response to major
environmental challenges



Our investments in the development
of sustainable products and solutions
support the energy transition

Diversification and investments in low-carbon products and services

R&D in LMP® batteries, Bluebus, electromobility, etc., Green Terminal certification process, marketing of biofuels (Biofioul Evolution, Koolza), low-carbon logistics solutions

37% of electricity consumed from renewable sources

76% of entities covered by an environmental management system have at least one site certified or labeled by an environmental standard



Committing

over the long-term
to regional development



Our activities support local employment
and contribute to economic development

99.1% local employment, and 92% local managers

Close to 14 million euros donated by the Bolloré and Vivendi groups in 2021 through corporate foundations, solidarity programs, partnership actions and sponsorship, in-kind donations and pro bono support

366 Earthtalent projects with a social impact in 49 countries, of which close to 70% are in Africa



vivendi
CREATION
FOR THE FUTURE



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CREATION
FOR THE PLANET

Act now
to contribute
to a carbon
neutral world

Definition
of a 2020-2035 climate
strategy consistent
with the 2015 Paris
Agreement

Decarbonization of activities
30% reduction in our GHG
emissions by 2025

18%
of electricity consumed
from renewable sources
in 2021

20%
of our workforce
covered by environmental
certifications in 2021.

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CREATION
FOR SOCIETY

Make culture
and education
accessible to
as many people
as possible

Development
of inspiring content
(films, series,
documentaries)

Editis
More than 110 books
relating to
the environment

Havas
Close to 80 pro bono
campaigns towards
major causes



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CREATION
WITH ALL

Build a more
inclusive world
together

Diversity equity and inclusiveness
across our teams

Equality between women and men
Women in management
bodies (35% in 2021)

Equal opportunities
Launch of the Vivendi
Mentoring program
in France

