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Summary of our CSR commitments

All responsible and committed



With over 200 years of experience, the Bolloré Group

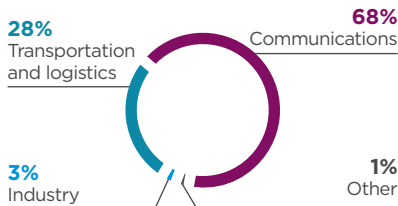
continues to stand out thanks to its ability to adapt, while preserving strong values: humility, excellence, courage, solidarity, agility and innovation. Pursuing its strategy of diversifying its activities⁽¹⁾, particularly internationally, the Bolloré Group now has more than 56,000 employees in 104 countries and posted total sales of 21 billion euros in 2022. In addition, its desire to meet the expectations of its stakeholders and to participate in the development of a sustainable economy is reflected in a CSR policy and in particular in 4 strategic areas that are constantly being reinforced.

(1) On December 21, 2022, the Group sold 100% of Bolloré Africa Logistics to the MSC group.

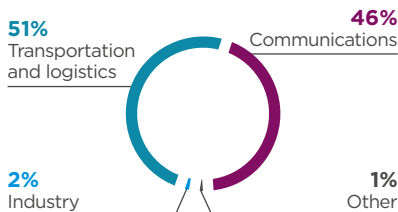
DIVERSITY OF OCCUPATIONS

to promote innovation and ensure a good distribution of risks

WORKFORCE



TURNOVER



2022 CSR KEY FIGURES

ENVIRONMENT

81%
of turnover
of the Group
are covered
by an objectively
measured climate
strategy

78%
of legal entities
covered by
an environmental
management system
(EMS) have at least
one site certified
or labelled by an
environmental
reference system
(compared to 76%
in 2021)

SOCIAL

16,485
recruitments
of which 67% on
permanent contracts

SOCIÉTAL

€16 M
offered by
the Bolloré and
Vivendi groups
for corporate
foundations,
solidarity
programmes,
partnership
and sponsorship
actions, donations
in kind and
pro bono support

Bolloré Group scope including Communications division,
excluding Bolloré Africa Logistics.



Acting

with integrity in our business conduct
and promoting human rights



GOAL

→ Ensure the proper application of our human rights commitments by all our entities

A structured ethical system,

based on the Bolloré Group's Code of Conduct and Ethics and CSR Charter, aligned with international standards (UN and OECD guidelines, United Nations Global Compact, to which the Bolloré Group has been a signatory since 2003, etc.). This system is embodied by a network of compliance officers and human rights correspondents in all our operating territories

Dissemination of the Code of Conduct

translated into 17 languages

94%

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

100%

of central suppliers have received the Responsible Purchasing Charter and the Code of Conduct



Bolloré Group scope excluding Vivendi.



Uniting

and protecting people,
the company's greatest strength



GOAL

→ Being an employer of choice
in the countries where we operate

89.7%

of employees on permanent contracts
by 2022, supported by a social policy that
protects, develops and values employees

77%

of entities covered by a HSE management
system have at least one certified or labelled
site regarding health and safety

83.3%

of women in the Group
trained during the year

4,896

trainees and work-study
programme participants
hosted in 2022, 737
of whom were recruited

Bolloré Group scope excluding Vivendi.



Bolloré Group scope including Vivendi, excluding Bolloré Africa Logistics.



Innovating

in response to major
environmental challenges



GOAL

→ Identifying decarbonation levers for the definition
of GHG emission reduction targets

Diversification and investments in low-carbon products and services

R&D in LMP® batteries,
electromobility, biofuel marketing,
low-carbon logistics solutions

29%

of electricity consumed
comes from renewable
energy sources

85%

of entities covered
by an environmental
management system (EMS)
have at least one site
certified or labelled by
an environmental standard



Bolloré Group scope including Vivendi.



Committing

over the long-term
to regional development



GOAL

→ Supporting local populations through
a structured sponsorship programme

99.6%

of local jobs,
and 96% of local
managers for
an economic
momentum
in the territories

Almost 16

million euros
offered by the Bolloré
and Vivendi groups
in 2022 for corporate
foundations, solidarity
programmes, partnership
and sponsorship actions,
donations in kind
and pro bono support

399

Earthtalent projects
with societal impact
in 49 countries,
of which nearly 70%
are in Africa



vivendi CREATION FOR THE FUTURE



vivendi CREATION FOR THE PLANET

**Innovating
to preserve
the planet**

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

Decarbonation
of activities.
71% reduction of
our GHG emissions
scopes 1 and 2 by 2030
(compared to 2018)

More than 40%
of staff covered
by environmental
certifications in 2022

vivendi CREATION FOR SOCIETY

**Imagining
the society of
tomorrow**

Development
of inspirational content
(films, series,
documentaries,
books, articles)

Canal+
More than
130 contents offered
on "myCanal voit green"
at the end of 2022

Havas
154 pro bono
campaigns for the benefit
of great causes

Gameloft
100% of new games
released during
the year were developed
in accordance with
the Game Development
Diversity Guidelines

vivendi CREATION WITH ALL

**Building
a responsible world
together**

Diversity
equity, inclusiveness
in our teams

Equality
between women
and men, feminisation
of governing bodies
(38% in 2022)

**Equal
opportunities**
More than
5,000 young people
trained for a greater
access to our businesses
by Vivendi Create Joy
and Canal+ Group

