

OUR CSR COMMITMENTS

2024 - 2025

LOUIS HACHETTE GROUP

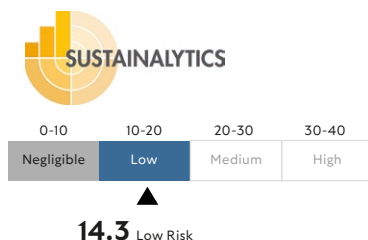
Lagardère's extra-financial ratings improved in 2024:

CDP CLIMAT

Lagardère has been awarded a **B rating** (compared with a C in 2023), as the CDP methodology is strengthened. Among the strengths identified by the rating organisation: the trajectory for reducing greenhouse gas emissions, the implementation of decarbonisation actions (transition plan), the ability to track emissions on the three scopes on an annual basis and the responsible management of natural resources.

SUSTAINALYTICS

Lagardère's ESG risk continues to decline, coming in at **14.3** in 2024 (compared with 16.45 in 2023 and 17.52 in 2022). The analysis highlights Lagardère's 'low exposure to ESG risks and rigorous management of its priority issues', namely human capital, corporate governance, personal data management and cybersecurity.



FOREWORD

Reinventing the present for a better future

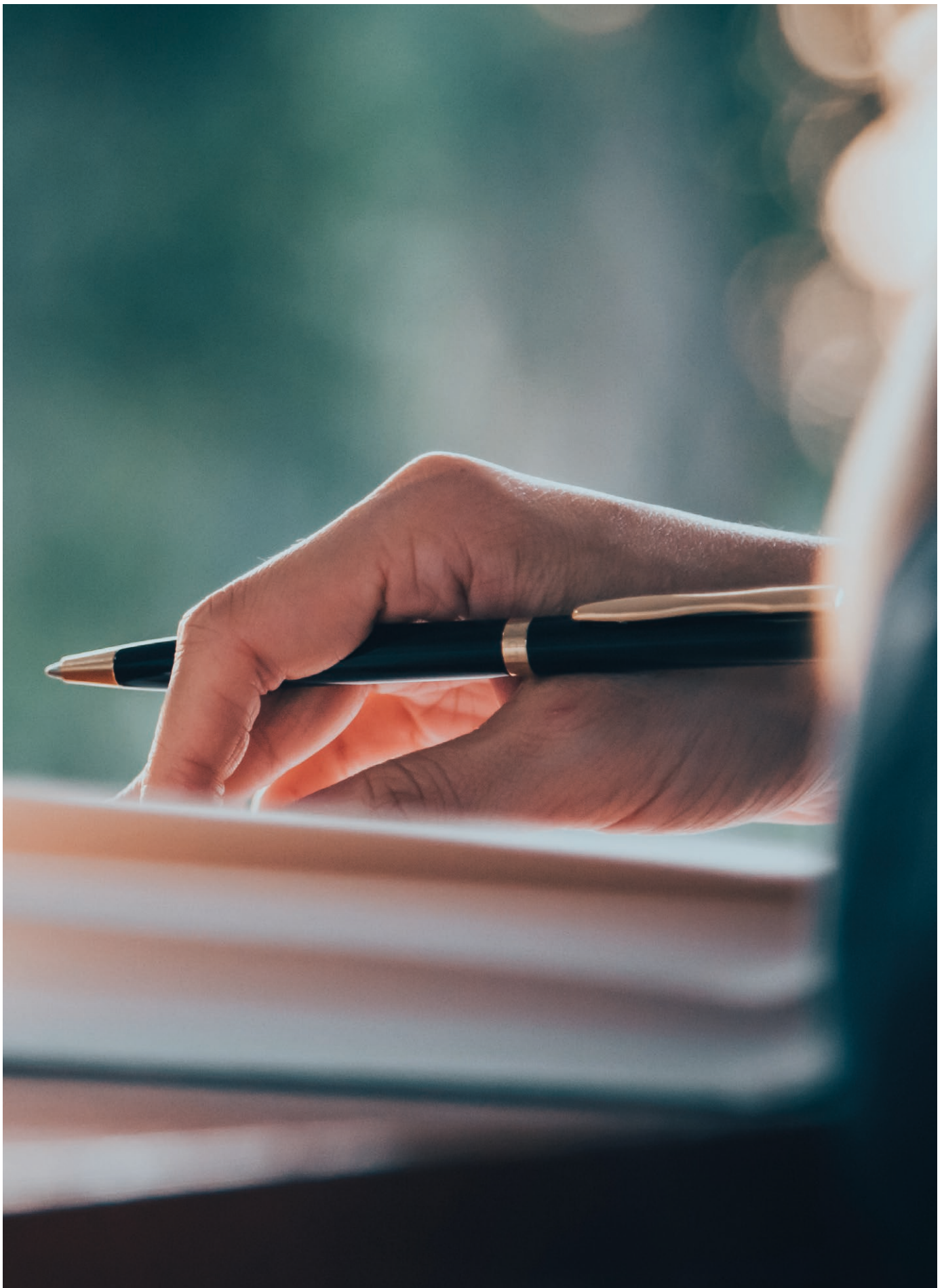
The year 2024 marked the birth of the Louis Hachette Group, bringing together Lagardère and Prisma Media. In terms of CSR, the Group is capitalising on the strong assets of both entities.

At both Lagardère and Prisma Media, reducing the environmental footprint is a priority. On the social front, promoting diversity is an essential value within both entities, with particular attention paid to professional equality between men and women. Finally, business ethics guide relations with all stakeholders (employees, suppliers, customers, etc.).

In addition to these fundamentals, Louis Hachette Group has a common vocation: to promote reading in all its forms. Whether in bookshops, through the press, on the radio or in transport areas, reading is given pride of place, revealing the synergies that exist between the Group's different entities. Reading is at the heart of the activities of Lagardère Publishing, which offers a rich selection of books and is constantly working to improve their accessibility. It is also part of our daily lives, through the magazines published by Lagardère News and Prisma Media, and the literary columns broadcast on Lagardère Radio. It also accompanies our travels

with Lagardère Travel Retail, which promotes literary discovery through its network of Relay shops. Reading is also central to the mission of the Hachette Foundation for Reading, which is committed to combating illiteracy and school drop-out rates, and which uses reading as a vehicle for social cohesion. Finally, the Jean-Luc Lagardère Foundation promotes reading by supporting the careers of young writers and booksellers. It also co-organises the "Prix de la littérature arabe", which promotes cultural diversity and reading among young people through the "Prix de la littérature arabe des lycéens".

Louis Hachette Group is a resolutely cultural player with a shared ambition: to make reading a pleasure accessible to everyone, everywhere, while pursuing its commitment to sustainable development.





#1 ENVIRONMENT

3,88

tCO₂e / FTE on scopes 1,
2 and 3 partial* in 2024

100%

of unsold copies recycled
(books and media)

* Employee travel

RELOCATION OF PRINTING



Lagardère Publishing and Prisma Media prefer to print certain editions on French sites in order to reduce emissions linked to upstream transport.

RESPONSIBLE PAPER SUPPLY



Lagardère Publishing and Lagardère News source 99% of their paper from FSC/PEFC-certified sources. All Prisma Media editorial offices use paper from sustainably managed forests.

#1.1 Climate our levers for decarbonisation

As part of its environmental policy, Louis Hachette Group is focusing on decarbonising its activities at every stage of its value chain.

Energy optimisation (scopes 1 & 2)

{ Energy efficiency of buildings and facilities, use of renewable energy.

{ Electrification of the vehicle fleet, use of telecommuting and carpooling.

Decarbonisation of the value chain (scope 3)

{ **Lagardère Travel Retail**
Commitment with suppliers, promotion of more responsible consumption within the Catering business (alternatives to beef and development of flexitarian meals).

{ **Lagardère Publishing**
Optimised management of print runs, reduction in the carbon intensity of paper manufacturers and printers (criteria for selecting suppliers and eco-design of products), reduction in emissions linked to inbound and outbound freight (criteria for selecting logistics service providers and alternatives to air freight).

{ **Lagardère News**
Optimisation of the production of the various press titles, reduction in the carbon intensity of media licences (ELLE magazines) in conjunction with franchise partners.

{ **Prisma Media**
Choice of 100% European paper partners and optimisation of manufacturing processes (printers close to distribution centres, quantity management).



Natoo (Lagardère Travel Retail's own brand) is offering travellers the chance to create their own salad using fresh ingredients suitable for vegans and vegetarians..

REDUCING THE USE OF PLASTIC



Reducing the use of plastic is a cross-functional commitment within all Louis Hachette Group entities.

Lagardère Travel Retail is taking action to stop using virgin plastic and to give priority to sourcing recycled or reusable resources (logistics packaging, checkout bags, consumables). After phasing out plastic bags in 2023, its objective is to increase the proportion of recycled plastic water bottles (RPET) to 75% by the end of 2025.

For its part, Lagardère Publishing has rolled out a low-plastic action plan in France, both in the production of products (books, boxes) and in the supply chain. It will be rolled out internationally by 2025.

Prisma Media distributes 100% of its monthly subscriptions in heat-sealed paper packaging, thereby reducing the use of plastic.



#1.2 Resource management and circular economy

Due to the nature of its businesses, the circular economy is also an environmental priority for Louis Hachette Group, making it possible to reconcile resource conservation and long-term cost optimisation, while reducing the CO₂ footprint.

Eco-design and limiting unsold copies at Lagardère Publishing

{ Organisation of eco-design week and an eco-challenge as part of the annual eco-design programme introduced in 2021.

{ Continued deployment of print-on-demand and automated stock replenishment to limit the number of unsold copies.



Combating food waste and waste at Lagardère Travel Retail

{ International roll-out of the FLOW (Fighting to Limit Our Waste) anti-waste programme to combat all types of waste and reduce food waste: anti-waste training provided to more than 800 employees; introduction of better waste measurement; global roll-out of the partnership with Too Good To Go to reduce unsold food.



RESPONSIBLE ADVERTISING

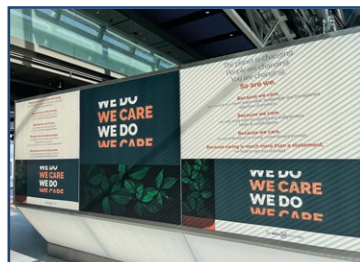


Lagardère Publicité News and Prisma Media are implementing concrete actions to promote more responsible advertising. In 2024, 80 employees of Lagardère News and Lagardère Radio were trained in this area. Prisma Media has signed a partnership agreement with Greenbids to reduce the greenhouse gas emissions of its digital advertising. Prisma Media also uses the EcoImpact calculator from the Syndicat des Editeurs de la Presse Magazine (SEPM) to measure the carbon footprint of its print and digital advertising campaigns. Finally, as part of its commitment to becoming a positive-impact media brand, GEO magazine has adopted a Charter of Commitment to Responsible Advertising. The Charter ensures that editorial and advertising values are aligned, minimises the environmental impact of advertising and encourages the use of responsible advertising.

#1.3 An eco-responsible approach at the heart of customer practicess

To limit their environmental impact, Louis Hachette Group's subsidiaries introduced new practices in 2024 for their customers and commercial partners, whether in product offerings, the management of concert halls or advertising agencies.

{ Lagardère Travel Retail is developing a range of responsible products, 'We care, we do', selected according to various social and environmental criteria. As part of this, the branch will be promoting independently certified products, refillable products, bulk goods and second-hand products.



{ Signature of a new partnership between Ecoprod and Lagardère Radio aimed at labelling audio productions according to their carbon impact.

ecoprod

{ **ISO 20121 certification** obtained for all the activities of the Arkéa Arena in Bordeaux, guaranteeing responsible management of its events.



{ Launch of the **'My concert by bike' operation** at the Arkéa Arena to encourage concert-goers to get to the concert by bike, and thus promote soft mobility.





#2

SOCIAL

46%

of top
executives are
women

81%

of employees trained to
combat harassment
(moral, sexual)

93/100

on the Professional Equality Index
in France

#2.1 Promoting equal opportunities

Social commitment is part of Louis Hachette Group's DNA, capitalising on the strong values of Lagardère and Prisma Media, both of which have a long-standing commitment to equal opportunities.

Prevention of harassment

{ Deployment of e-learning to all Group employees to raise awareness of **moral and/or sexual harassment**.

employees on second-parent leave.

{ **Promoting women in technical professions at Prisma Media**, where they are traditionally under-represented.

Professional equality

{ **Deployment of female talent development programmes at Lagardère Travel Retail** in Spain, Portugal and Poland to support the professional development of women and Gender Equity Certification obtained in Italy.



Prisma Media employees deconstruct clichés about technical professions as part of International Women's Rights Day.



{ Hachette Livre in France has a number of **initiatives to support parenthood**, including 100% salary continuation for



Hachette UK named one of The Times' 50 Best Employers for Gender Equality in 2024

INTEGRATION OF PEOPLE WITH DISABILITIES



At Louis Hachette Group, the inclusion of people with disabilities is a commitment shared by all its business lines.

Hachette Livre created its Mission Handicap in 2015. In France, it promotes recruitment, job retention and support for people with disabilities, in particular through workstation adjustments.

For its part, Lagardère Travel Retail France has set up a disability awareness programme, including a company agreement for the recruitment of workers with disabilities.

Prisma Media has signed the Diversity Charter and has been a partner of the association for the social and professional integration of disabled people since 2011.



#2.2 Combating discrimination

Louis Hachette Group combats all forms of discrimination through concrete actions carried out by its entities.

Inclusive recruitment at Lagardère Travel Retail

{ **Policy of combating discrimination** by systematically including a reference to the diversity of profiles in job offers, and local actions, such as the recruitment programme for young people from disadvantaged backgrounds launched in 2022 in partnership with Lima airport.

Diversity of origins at Lagardère Publishing

{ **Inclusive recruitment initiatives in France:** Training in inclusive recruitment and management, partnerships promoting equal opportunities with «Nos Quartiers ont des Talents» and the Priority Education Agreements of Sciences Po, etc.

{ **Continuation of the Changing the story programme** in the United Kingdom and the United States to promote diversity within our teams.

Integration of young people from priority education networks at Prisma Media

{ **Young people from priority education network** and enhanced priority education network in Gennevilliers are offered work placements and work-study schemes to promote equal opportunities while strengthening the company's local roots.

14hours

of training per employee,
on average, in 2024



Lagardère Travel Retail in Italy awarded
'**Top Employer**' certification for excellent
working conditions

#2.3 quality of life at work, training

With more than 34,000 employees worldwide, Louis Hachette Group is committed to guaranteeing quality of life at work and encouraging skills development.

Employee training and professional development

{ Deployment of an **e-learning platform** for all Group employees in order to invest in employee skills development.

{ In all Lagardère Travel Retail entities, **launch of a Retail** training programme for sales staff, including face-to-face sessions and events to strengthen team spirit.

{ In response to changes in the press and media professions, **Prisma Media has set up the Management of Jobs and Career Paths** system to anticipate skills requirements and prepare employees for changes in their roles.

Olympic and Paralympic Games, participation in the Quality of Life and Working Conditions week involving 450 employees in workshops, webinars, etc.

{ Initiatives designed to encourage employees to adopt **good health practices** at Lagardère News and Lagardère Radio: breast cancer screening, 'No Smoking Month' challenge, etc.

{ Employee engagement surveys at Lagardère Travel Retail, Lagardère Publishing (Spain) and Prisma Media, which measure the **well-being and quality of working life** of employees and identify areas for improvement.

Quality of life at work and employee commitment

{ Actions taken at Lagardère Publishing to improve the **quality of life at work**: events organised around the Paris 2024





#3

SOCIETAL

98%

of Lagardère Publishing's new titles accessible*
to people with disabilities

5 739

employees involved in solidarity
actions, totalling 40,133 hours of
work

EDUCATION IN PUBLISHING AND MEDIA PROFESSIONS



The various Louis Hachette Group entities introduce young people to professions in the sector and support emerging talent.

Lagardère Publishing offered 80 young people the opportunity to discover the publishing professions in Vanves as part of the Pass Culture programme.

For their part, Lagardère News and Lagardère Radio joined forces with CLEMI for the 35th Press and Media in Schools Week and welcomed nearly 250 young people throughout the week. In addition, Lagardère Radio welcomed 64 trainees from 3ème and 2de in 2024. The company also organises the Lauga Delmas Scholarship, which enables a winner to join the Europe 1 editorial team for several months.

Prisma Media supports young talent through the 7th edition of the GEO Young Reporter Grant, offering a future journalist or photojournalist the opportunity to produce a report published in the magazine and on its website. Finally, as part of Press and Media Week in schools, the company distributed 20,400 magazines, in paper and digital format, to schools to enrich their teaching materials.

#3.1 Access to education and culture

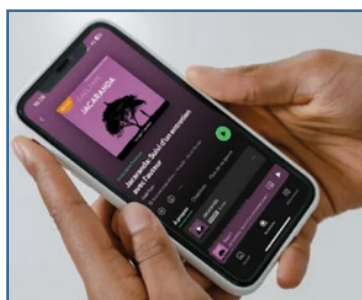
Louis Hachette Group's activities (publishing, press, radio, live performances) produce informative, educational and cultural content. They therefore have a key role to play in facilitating access to education and contributing to the democratisation of culture.

Measures taken to promote accessibility

{ Development of digital books and natively accessible 'ePub 3' formats in order to reach a wider range of readers, even those who are the most distant from books because of their **disability, and development of audiobooks** (partnership with Spotify), which also enables wider access to content at Lagardère Publishing.

{ Training journalists in writing in plain language to make content more accessible to people with disabilities at Prisma Media.

{ Provisions for people with ASD (Autism Spectrum Disorders) in Lagardère Live Entertainment's theatres.



#3.2 Promoting reading

From Prisma Media, which is developing a new youth segment, to the Hachette Foundation, via Europe 1's book reviews and the literary prizes organised by Lagardère Travel Retail via its Relay network, all the Louis Hachette Group's entities are working to promote reading.

A rich selection of books from Lagardère Publishing

{ Lagardère Publishing, the world's third-largest publisher of books for the general public, publishes more than 15,000 new titles every year. With more than 200 publishing brands covering all publishing segments for the general public (school and after-school, literature, illustrated, paperbacks, etc.), promoting reading is at the heart of its business.

The pleasure of reading when traveling with Lagardère Travel Retail

{ Lagardère Travel Retail, through its Relay network, is strengthening the link between reading and travel. The 47th edition of the RELAY Voyageurs Lecteurs Prize promotes literary discovery, while the RELAY-SEPM Magazine of the Year Prize rewards the most daring, creative and committed titles.



Introduction to reading at an early age with Prisma Media

{ With its brands and titles reaching 2 out of 3 French people, Prisma Media targets a wide audience and is developing the youth segment. The launch in 2024 of the magazine Mortelle Adèle, designed in collaboration with the authors of the famous comic strip, introduces 8-12 year-olds to the press and reading.



Daily literary events with Lagardère Radio

{ In addition to a literary column broadcast every day on the Europe 1 morning show, Nicolas Carreau's programme «La Voix est Livre» celebrates authors and their works every week. Europe 1 is also involved with the Europe 1 x GMF Literary Prize, which rewards a work that celebrates the collective and human values.

The promotion of reading and writing among underserved audiences through the Hachette Foundation for Reading

{ Created in 2021, the Hachette Foundation is committed to two main missions: combating illiteracy and school dropout, and promoting social cohesion through reading.

Since its creation, it has supported **29 passionate and committed associations** who, every day, promote reading.



+50hours

of 'green' content on Lagardère
Radio stations



122

impactful contents published
in Prisma Media magazines

#3.3 Publication of impactful content

Lagardère Publishing, Lagardère News, Lagardère Radio and Prisma Media contribute to raising awareness, informing and promoting responsible values through their editorial productions.

Committed publishers at Lagardère Publishing

{ Lagardère Publishing's publishers promote the emergence of high-impact content by tackling diverse themes such as ecology, feminism, inclusion and diversity. Examples include the ecological and activist publisher La Plage, the inclusive publishing brand Dialogue Books in the UK and the feminist collection Les Insolentes at Hachette Pratique.



Broadcasting 'green' content at Lagardère Radio

{ Lagardère Radio is continuing the Climate Media Contract set up with Arcom to monitor the number of hours devoted to environmental topics on its stations. In addition, the branch submits annual reports to Arcom on the various themes it has undertaken to address in its programmes: the fight against violence against women, the environment, healthy eating and

lifestyle, disability and parasport, women's sport and media education.

Prisma Media publishes positive impact content

{ Prisma Media publishes impact content in all its magazines. In particular, the company has accelerated GEO's transformation into a positive-impact brand. This development, which began in 2023, took concrete form in 2024 with the publication of a charter committing the company to 'responsible journalism' and a partnership with Change Now. The aim is to make GEO a medium that highlights nature and those who take action to protect it.



DONATING ADVERTISING



Lagardère News and Lagardère Radio are committed to supporting a number of associations by donating space on their stations and in their press titles. Beneficiaries of this initiative include the Red Cross, the Établissement Français du Sang, the Fondation de France and organisations fighting multiple sclerosis.

In the same spirit of solidarity, Prisma Media supports major causes by offering advertising space to increase their visibility and impact.

#3.4 Employee volunteering sponsorship and support for creativity

Actions supported by employees: volunteering and sponsorship skills

Actions led by employees: volunteering and skills-based sponsorship

{ In all the Group's divisions, employees get involved with various associations during their working hours, either on a one-off basis through voluntary work, or on a longer-term basis through skills sponsorship.



Continuation of the long-term partnership between Lagardère Publishing and Bibliothèques Sans Frontières, involving 34 employees through skills sponsorship.

Initiatives supported by Group entities: support for associations and corporate philanthropy



Use of Lagardère Live Entertainment's concert halls to host associations, such as the Restos du Coeur concert at the Arkéa Arena

FONDATION Jean-Luc
Lagardère

The Jean-Luc Lagardère Foundation supports cultural creation by awarding grants to young cultural and media professionals every year. In 2024, nine grants were awarded for a total of €170,000. The new winners join the 364 who have already received awards from the Foundation since it was set up in 1990. The Foundation is also developing partnerships with associations and major institutions that share the same commitment to a shared culture open to all.



#4

GOVERNANCE

87%

of Lagardère employees received
anti-corruption training in 2024

95%

of new Prisma Media
employees have taken
anti-corruption training
by 2024



Lagardère anti-corruption code of conduct

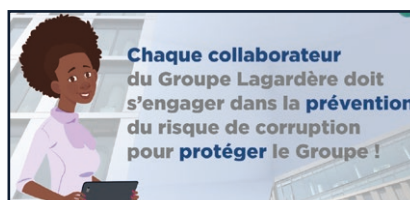
#4.1 Promoting business ethics

In terms of governance, business ethics are a priority for both Lagardère and Prisma Media, through the fight against corruption, secure supplier relations and the protection of personal data.

Combating corruption

{ All employees covered by an **anti-corruption Code of Conduct** at Lagardère and Prisma Media.

{ Deployment of an **e-learning programme** on anti-corruption for all Lagardère employees and new arrivals at Prisma Media.



{ Provision of an **ethics hotline** for Lagardère and Prisma Media employees.

Subcontracting and suppliers

{ Application of a Responsible Supplier Charter (updated in 2024) at Lagardère and Prisma Media.

{ Continuation of the collaboration between EcoVadis and Lagardère to regularly assess the environmental, social and ethical performance of Lagardère's suppliers and subcontractors.



{ Continuation of the third-party integrity assessment process at Prisma Media.



LOUIS HACHETTE GROUP

Contact

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