

Extra-financial performance statement

2021/2022



“ *This world cannot change simply because we want it to change.
It will change when we are the change ourselves.* ”

Cyril Dion

French writer, director, poet and environmental activist.

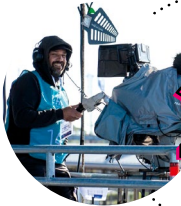
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The Covid 19 crisis, which is perhaps not yet completely behind us, has had a profound effect on our activity in many respects: event, social, economic, etc.

The diversity of our know-how and an unfailing internal social cohesion supported by the confidence of our clients have enabled us not only to experience only a slight decline in activity but also to be able to strengthen our footprint on our national market. Nothing is by chance. It is undoubtedly this atypical state of mind, the DNA of our values combining social and economic models, which allows us to carry out the projects that will shape our future. The last of these is the acquisition, in November 2021, of the video-mobile business of our French colleague EUROMEDIA. This will bring in more than 130 new employees. The overall organization chart of the new entity was quickly harmonised and the various working time agreements were unified. The employees' tasks are clear and they can work with confidence. While no jobs in the company were threatened during the Covid-19 period, and each operator's departure was replaced, we even went so far as to create about thirty new positions. We are committed to getting our employees, both new and old, to work together on a single project: to be the market's preferred audiovisual service provider. And to continue to manufacture, on the basis of excellence, the television of today and tomorrow.

The continuity of our CSR approach is intrinsically linked to this project, which will enable us to accentuate it. We are committed to a discourse and are carrying out strong actions within our corporation and with our teams. In this respect, we have consulted our employees and partners through a materiality matrix in order to identify

their expectations in the development of our CSR policy. The numerous and encouraging feedbacks encourage us to implement concrete actions and to pursue our current projects. These include the development of My TV School, our training school created in 2019, which will be recognised as an external training organisation in September 2021, the development of waste sorting and recovery (implementation of sorting at source on all our TV sets and at the head office, destruction of administrative archives, etc.), the development of our environmental policy, and the development of our social responsibility policy.), the development of our environmental policy (maintenance of green electricity on all sites and elimination of single-use plastic, etc.), the development of responsible purchasing by favouring «made in France» whenever possible, and participation in solidarity events such as concerts in support of Ukraine or Solidays in aid of Sidaction.

In addition, with our regional agencies, we strive to maintain employment in the areas where our employees live, and to move closer to the locations where we shoot to reduce our carbon footprint.

In 2022, our ECOVADIS score is 5 points higher than in 2020 (66/100 vs. 61/100), placing us in the top 2% of companies evaluated by the platform in our sector of activity and in the top 25% for all companies combined. This result encourages the women and men of our company to continue their efforts and to take up the many challenges facing our sector. We are committed to combining the passion that drives us on a daily basis with a spirit of solidarity and responsibility.

And together we will succeed.

”

GILLES SALLÉ

Founder and Chief Executive Officer

an unique company

AMP VISUAL TV is **one of Europe's leading providers of television filming services.**

We provide our clients with our know-how and passion at all stages of filming, in the studio or on location, in France or abroad.

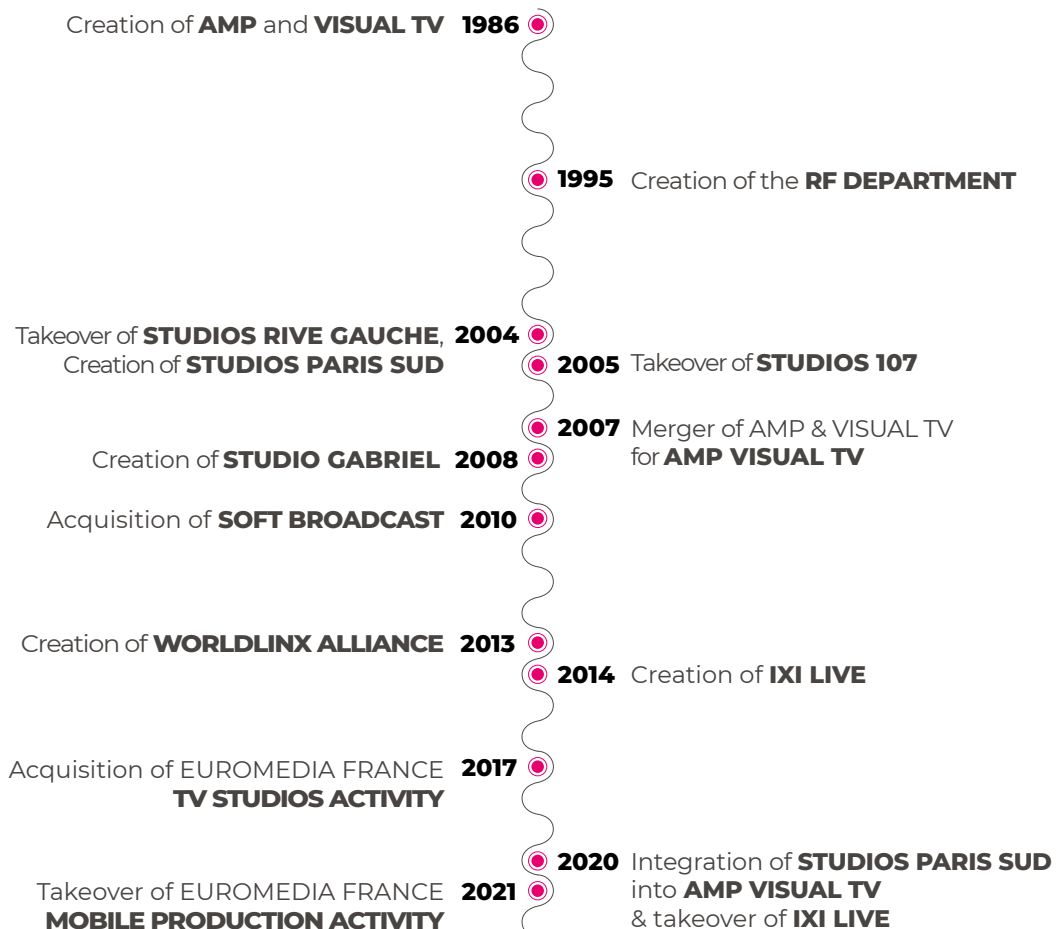
Since 1986, the company has built up a loyal and enthusiastic team. They have created and developed a unique state of mind made up of commitment, determination, curiosity, imagination and the quest for excellence.

AMP and VISUAL TV were created together on the Atlantic coast: VISUAL TV in Nantes and AMP in Les Sables-d'Olonne by Gilles Sallé, the company's current CEO. The union of the two entities in 2007 has enabled the development of a successful economic and social model and the projection of the company to a major international level. The culture of permanent innovation, both in the fields of technology and services and in the internal organization, is at the heart of our corporate strategy.

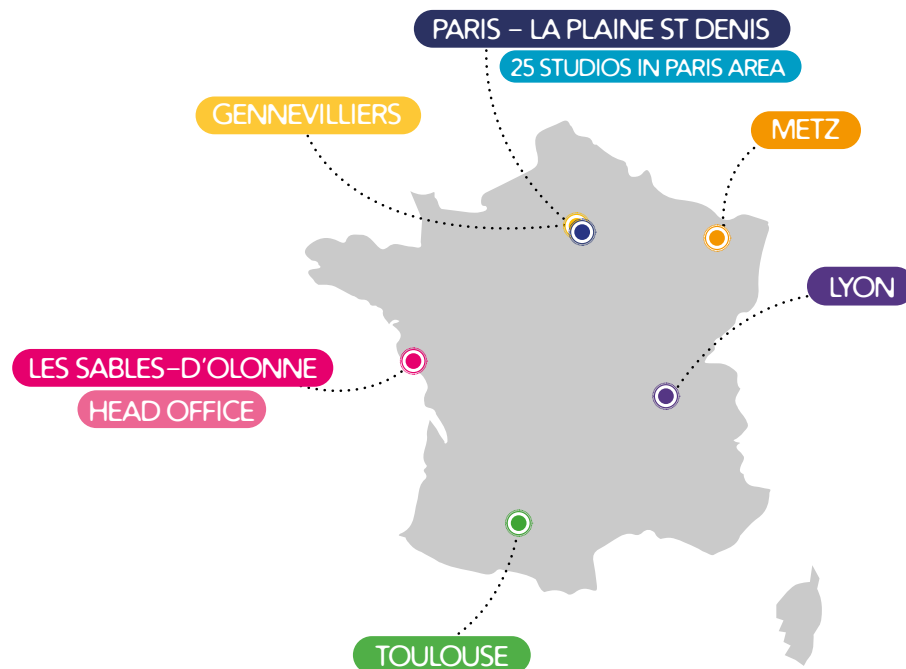
Today, the Group has more than **500 permanent employees**, all of whom are passionate about and committed to providing the best service.



HISTORY OF AMP VISUAL TV



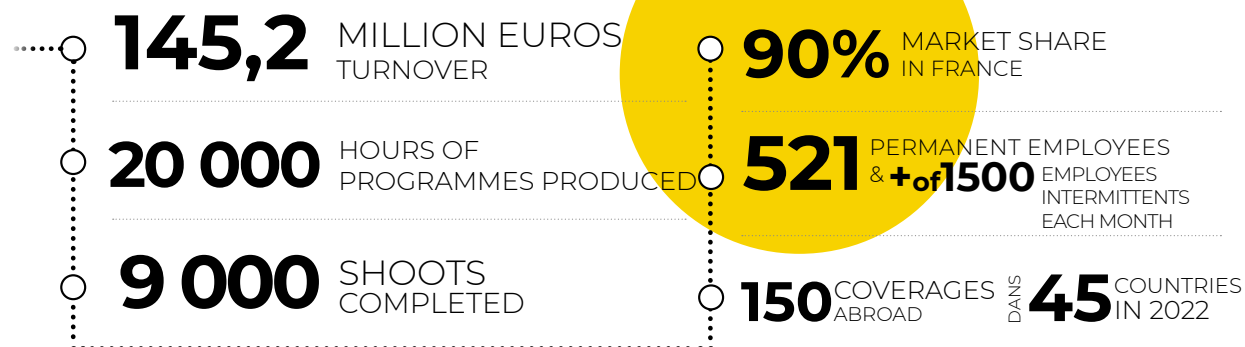
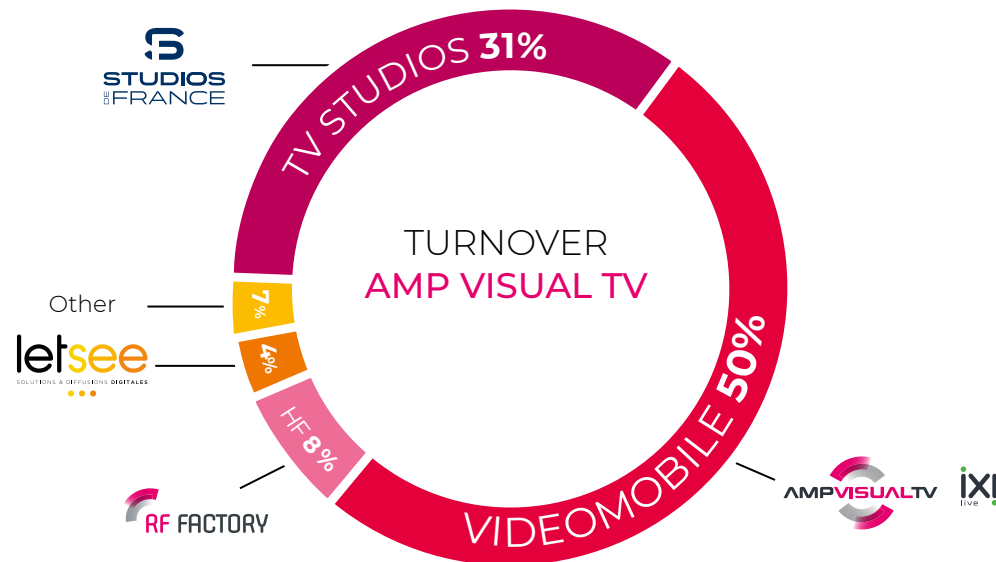
OUR LOCATIONS IN FRANCE



Key figures

The 2021/2022 financial year was marked by two major events that had a positive impact on the company's activities.

On the one hand, we witnessed **the removal of the health measures**, which led to a significant resumption of our filming activities and the return of employees to the sites. On the other hand, and most importantly, **we took over the videomobile activity of EUROMEDIA FRANCE**, which successfully strengthened our position as the leader in audiovisual technical services in France. This unique opportunity will consolidate our critical size, which is essential for our long-term survival. The benefits of this acquisition are detailed in a specific focus in the coming pages.



OUR ACTIVITIES

MOBILE PRODUCTION



72 MILLION EUROS
TURNOVER

2 600 SHOOTS
PER YEAR

1 756 SPORTS EVENTS
PER YEAR
INCLUDING **150** ABROAD

PREMIUM

Production of audiovisual shoots on location using mobile technical equipment (OB vans, fly control units, etc.)



21 MOBILE UNITS

SIMPLIFIED PRODUCTION

Production of audiovisual shoots on location using mobile technical equipment (OB vans, fly control units, etc.)



14 MOBILE UNITS

RF ACTIVITY



11,8 MILLION EUROS
TURNOVER

700 SHOOTS
PER YEAR

153 HOURS
OF RELAY AIRCRAFT

A service entirely dedicated to the deployment of all RF systems required for filming



100 RF HD/UHD LINKS
4 ELECTRIC SCOOTERS
2 PRESSURISED AIRCRAFT

TV SETS & STUDIOS



45,4 MILLION EUROS
TURNOVER

3 000 SHOOTS
PER YEAR

75 PROGRAMMES SHOT
(FROM MAGAZINE TO PRIME TIME)
INCLUDING **5** DAILY LIVES

A unique offer of studios in the Paris region and all the associated services to produce your programmes with peace of mind.



25 STUDIOS FROM 120 TO 2090 M2
8 FIXED CONTROL ROOMS

DIGITAL

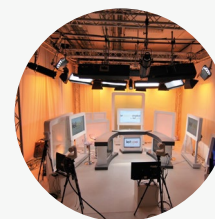


6,3 MILLION EUROS
TURNOVER

900 SHOOTS
PER YEAR

6 000 BROADCASTING TIMES
LIVE/REPLAY/CLIPPING
STREAMING ON
SOCIAL NETWORKS

A dedicated department and all services for new media

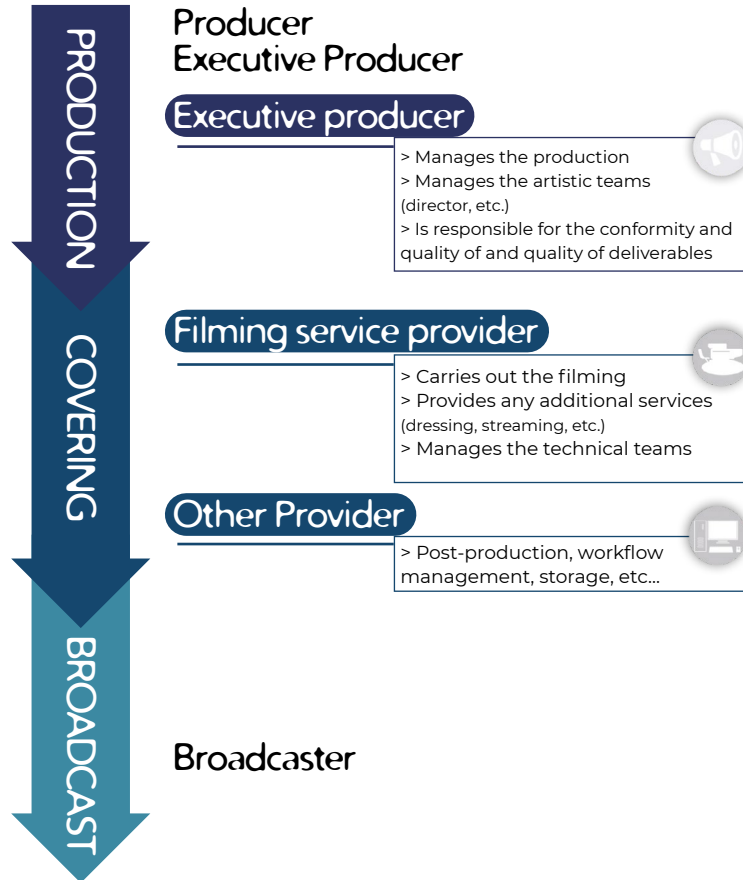


1 MEDIA CENTER
2 SMART STUDIOS
1 REMOTE CONTROL ROOM

our business model

OUR POSITION IN THE VALUE CHAIN

AMP VISUAL TV is present in these **3 segments**



OUR RESOURCES - 5 ASSETS

Human

521 permanent employees
+ More than 1,500 temporary employees each month
 A passionate and trained staff
 A company on a human scale with few hierarchical levels
 A quality social climate

Economical €

A founding chairman and majority shareholder
 A long-term shareholder
 A business model based on service and innovation

Environmental

Our energy consumption
 Our use of buildings
 Our modes of transport
 Our waste

Social

Our local and responsible commitment
 Our ethical and purchasing commitment
 Our promotion of CSR values

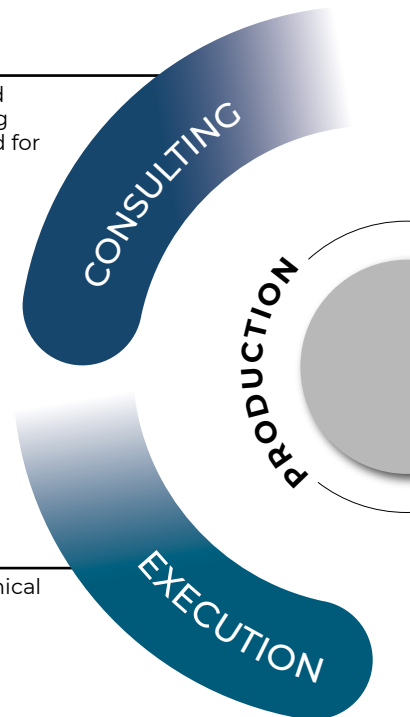
Production

25 studios in the Paris region
 & a network of **4 regional agencies**
 A large fleet of vehicles
 Mobile and adaptable technical resources
 Expertise in the entire production chain of television programmes

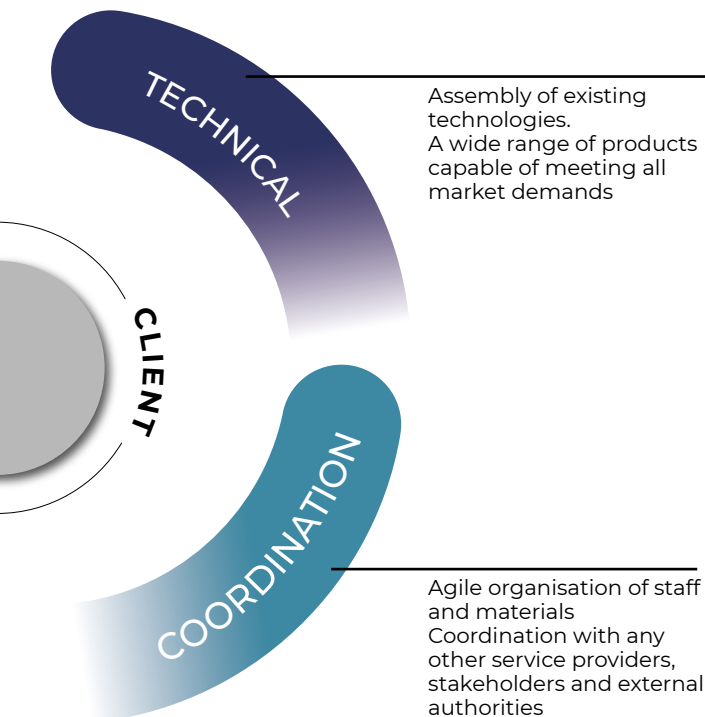
**WITH OUR VARIOUS BRANDS,
 WE PROVIDE OUR CUSTOMERS
 WITH OUR KNOW-HOW ON THE
 ENTIRE PRODUCTION CHAIN FOR
 TELEVISION SHOTS.**

Imagination and design of filming devices with and for its clients

Use of technical resources



FOR OVER 35 YEARS, OUR
AGILITY AND EXPERTISE HAVE
BEEN A MAJOR ASSET IN AN
INDUSTRY BASED ON TRUST.



OUR FIGURES AND ACTIONS

Human

64.7 million euros of payroll
Promotion of **well-being at work**
6 social agreements signed
Internal & external training school **MY TV SCHOOL**
3,032 hours of training completed
Professional equality index M/F 2021: **86/100**

Economical €

145.2 million euros in turnover
21.6 million euros in EBITDA
90% market share in France

Environmental

Consumption of **green electricity**
Use of **electric and hybrid vehicles**
Waste recycling and **circular economy**
Carbon footprint calculation

Social

119 local suppliers, including **51** from Vendée
Responsible purchasing charter
Ethical code of practice
EcoVadis 2022 Silver Medal
Score of **66/100**

Production

20,000 hours of programmes produced
9,000 shoots completed

OUR KEY INDICATORS

Human

The number of days of absence
The number of agreements signed with the IRP
The number of hours of training provided
Frequency and severity rate of accidents at work
Professional equality index for men and women
Number of RQTH beneficiaries

Economical €

Amount of turnover
The amount of EBITDA
Market share in France

Environmental

Electricity consumption of sites
Fuel consumption of vehicles
Quantity of CIW and batteries
Calculation of CO2 emissions

Social

Number of local suppliers
Number of ethical documents
Number of promotional actions

Production

The number of hours of programmes made
Number of TV coverages

THE ASSOCIATED SDG*

Human



Economical €



Environmental



Social



Production



* Sustainable Development Goals

our perspectives

A CONCENTRATION OF PLAYERS

Twenty years ago, there were 20 of us, and the number of technical service providers has been considerably reduced, either by disappearance or by a concentration phenomenon. We have thus gone from a small number of fifteen to three major players.

Of these 3 players :

After its bitter failure on the football market, Mediapro withdrew its technical resources and liquidated its French subsidiary by laying off its staff;

EUROMEDIA FRANCE is selling its French mobile video business to us.

We therefore find ourselves in a very dominant position, in a market where competition still exists (internal resources of France TV and Canal+, possibility of entry of large international players such as NEP, and growth of small national providers).

CONCENTRATION OF THE MAJOR MEDIA

There is a strong tendency for our clients to come together, giving rise to global players (DISCOVERY with WARNERMEDIA, the French BANIJAY which became the number one TV producer by taking over ENDEMOL, etc.) or European players (TF1/M6 merger project, strong growth of the French producer MEDIAWAN, etc.). These players, with their growing market shares and powerful bargaining power, are strongly increasing their quality and reliability requirements, which are essential for live broadcasts or live conditions.

EMERGENCE OF THE NABS

Google, Apple, Facebook, Netflix, and especially Amazon, which acquired the largest share of football rights in France, after Roland-Garros... after taking over MGM!

EMERGING TECHNOLOGIES:

- Format changes are constantly forcing us to make heavy investments (UHD, HDR, IP...).
- Technology is forcing us to rethink our production processes in depth (Digital/OTT, AI, Remote Production...). These upheavals are already having an impact on our organizations and represent both risks and opportunities.

A BUOYANT ECONOMIC CONTEXT

Thanks, in particular, to a level of activity well above forecasts, the 2021/2022 financial year has proved exceptional, generating significant results which reinforce the group's financial

strength.

These results will allow us to invest in the modernisation of our technical resources (3 new Millenium OB vans will be delivered in the coming months) and also to recruit the staff necessary to meet the demand of our markets: more than 70 new permanent staff are planned for the year.

We are also taking advantage of this favourable situation to optimise our organisation by improving our key processes and our IT tools.

CHANGES IN DEMAND IN FRANCE

Increased segmentation of demand towards two supply segments:

- PREMIUM» filming, which is carried out using our range of large OB vans (Optimum, Extender, Millenium and Millenium Signature), which characterise the Group's «historic» business in mobile video.
- ALL-IN-ONE PRODUCTION» shoots (generally 2 to 6 cameras) meet the growing demands of productions with a generally national audience and a limited number of deliverables. They are carried out using mixers that automate some of the director's support functions.

➡ As a result:

The market has become bipolarised around these two segments, whose barriers to entry are :

- Very high in the Premium segment, which is aimed at extremely demanding clients, and whose services are recognized and valued, can only be carried out by leading players, with proven expertise and significant technical resources (personnel and equipment) in terms of both volume and cost;
- Rather weak in the All-in-one Production segment, where services are characterised by their number and cost optimisation. This facilitates the emergence of new players capable of meeting the demands of this market.

Present in these two segments, AMP VISUAL TV also benefits from the strength of its digital activities, which enable the management and publication of incoming and outgoing image flows. It has also successfully developed new business segments, such as the coverage of Haute Couture events.



our strategies

CAPITALISING ON OUR FUNDAMENTALS

[Strong brands that embody our businesses and offerings](#)

Around the company's PREMIUM business, they address complementary market segments by creating synergies that generate value.

[Service to our customers](#)

Differentiating ourselves on the excellence and professionalism of our employees, so that it is better recognized.

[Team commitment](#)

A social foundation based on mutual respect and trust, for better expression of skills and recognition of initiative.

[A leading company in France and in the top 5 worldwide](#)

The result of a relevant strategic project and a proven organization. Continuous improvement of the performance and competitiveness of our activities is an unavoidable priority.

OUR GOALS

[Uses and markets](#)

Let's adapt our offers to the multiplication of media and to new uses of media consumption. Especially, at a time when the health crisis seems to be normalising.

[Technology](#)

Let's innovate and invest to meet the needs of our customers and maintain our position in France and internationally.

[Customers](#)

Let's transform our methods according to the evolution of our customers and their expectations and open up to new clients.

[Our economy](#)

Let's continue the transformation of our economic model in order to consolidate a significant and sustainable profitability.

[We](#)

Develop our social base on the basis of trust and commitment to a responsible, virtuous and sustainable company.

Expand to sustain the business

In November 2021, we took over the mobile video business of **EUROMEDIA FRANCE**, which successfully strengthened our leading position in the French audiovisual market.

This new position already has many advantages. It has enabled us to consolidate our fleet of vehicles, to optimise our logistics and rental costs and, above all, to integrate new, high-quality employees.

We went to meet them to discuss their wishes and discover their skills.



PROJECT OPPORTUNITIES:

The acquisition of EUROMEDIA FRANCE mobile video business has significantly strengthened **our strategic position in the French market** and brings us an **international recognition**.



Annual turnover increasing to **30 million euros**, mainly for the sports activity



The takeover of **130 permanent employees**



The integration of **6 OB vans** into our fleet



1,500 additional TV coverages per year



“

Our companies provide the biggest national events and the most famous French programs. This merger offers a bright future for the excellent technical know-how of the EMF and AMP Visual TV teams to meet the challenges of the French and international markets. French television production and our companies are recognized as being among the best in the world and they must remain so.

”

Gilles Sallé, President and founder of AMP VISUAL TV

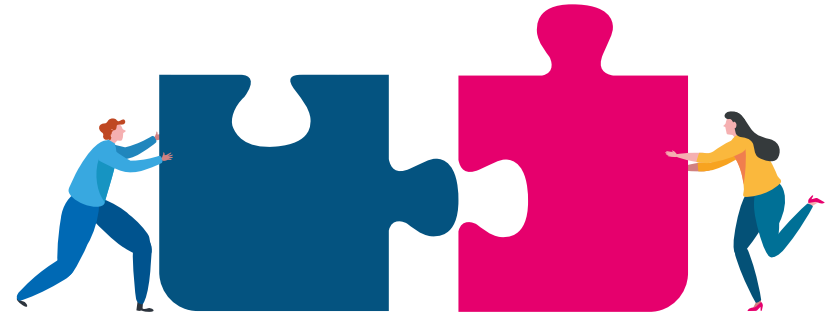
In order to ensure the success of this project, we created **an internal steering committee (COPIL)**, made up of 9 representatives of all the company's departments and different functions. Its mission was to check and synchronise the actions of the different departments and to organise the preparation stages for managers. The representatives took part in two days of training on 20 and 21 October 2021 to help them make the integration a success. In addition, the COPIL prepared the welcome tools necessary for the arrival of new colleagues.

From now on, each department will organize itself to integrate the 130 employees coming from EUROMEDIA FRANCE and to prepare for the future while ensuring the continuity of our activities.



COPIL's role is not to replace, but to control and synchronise the actions of the various departments and to organize the preparatory stages for the managers.

Stéphane Alessandri, Deputy Managing Director



our organization

AN ORGANIZATION IN WHICH EMPLOYEES AND CUSTOMERS ARE KNOWN AND RECOGNIZED

The company is organized into operational entities, which allows **employees to be close to customers** and **managers to be close to employees**. The hierarchy is short, identified and accessible, and employees act independently. Decisions are taken more quickly and information circulates easily.

We create shared value through our method of governance, which responds to collective challenges and guarantees **the sustainability of our business model**. Corporate responsibility is at the heart of our vision. It drives our brand values, **customer satisfaction and employee commitment**.



GILLES SALLÉ
FOUNDER AND CHIEF
EXECUTIVE OFFICER

IGOR TRÉGAROT
DEPUTY DIRECTOR
GENERAL
BUSINESS DEVELOPMENT

STÉPHANE ALESSANDRI
DEPUTY DIRECTOR
GENERAL
MANAGEMENT OF INTERNAL
PROJECTS
TRANSFORMATION PROJECTS
INTERNATIONAL BUSINESS

CHRISTOPHE ARRIVÉ
DEPUTY DIRECTOR
GENERAL
PRODUCTION DIRECTION

FRANÇOIS VALADOUX
DEPUTY DIRECTOR
GENERAL
TECHNICAL DIRECTION

OLIVIER GERRY
DEPUTY DIRECTOR
GENERAL
GENERAL SECRETARY

STRATEGIC COMMITTEE

**GUILLAUME
ALLAIS**
LETSEE
DIRECTOR

**JÉRÔME
BERT**
FINANCIAL
DIRECTOR

**PAULINE
CHASLUS-JUSTO**
HUMAN RESOURCES
DIRECTOR

**ERIC
COTIGNY**
TECHNICAL
OPERATIONS
DIRECTOR

**GUILLAUME
LIEBENS**
COMMUNICATION
DIRECTOR

**OLIVIER
HONORÉ**
INFORMATION
SYSTEMS
DIRECTOR

**FRANÇOIS
MARCHAND**
TV STUDIOS
ACTIVITIES
DIRECTOR

**JÉRÔME
GAUDIN**
TV STUDIOS
PRODUCTION
MANAGER

**JULIE
PERNOUD**
NON-SPORTS
PRODUCTION
MANAGER

**AUDREY
DE BORTOLI**
HEAD OF
LEGAL GROUP

**GRÉGORI
DRAY**
TV STUDIOS
SALES
DIRECTOR

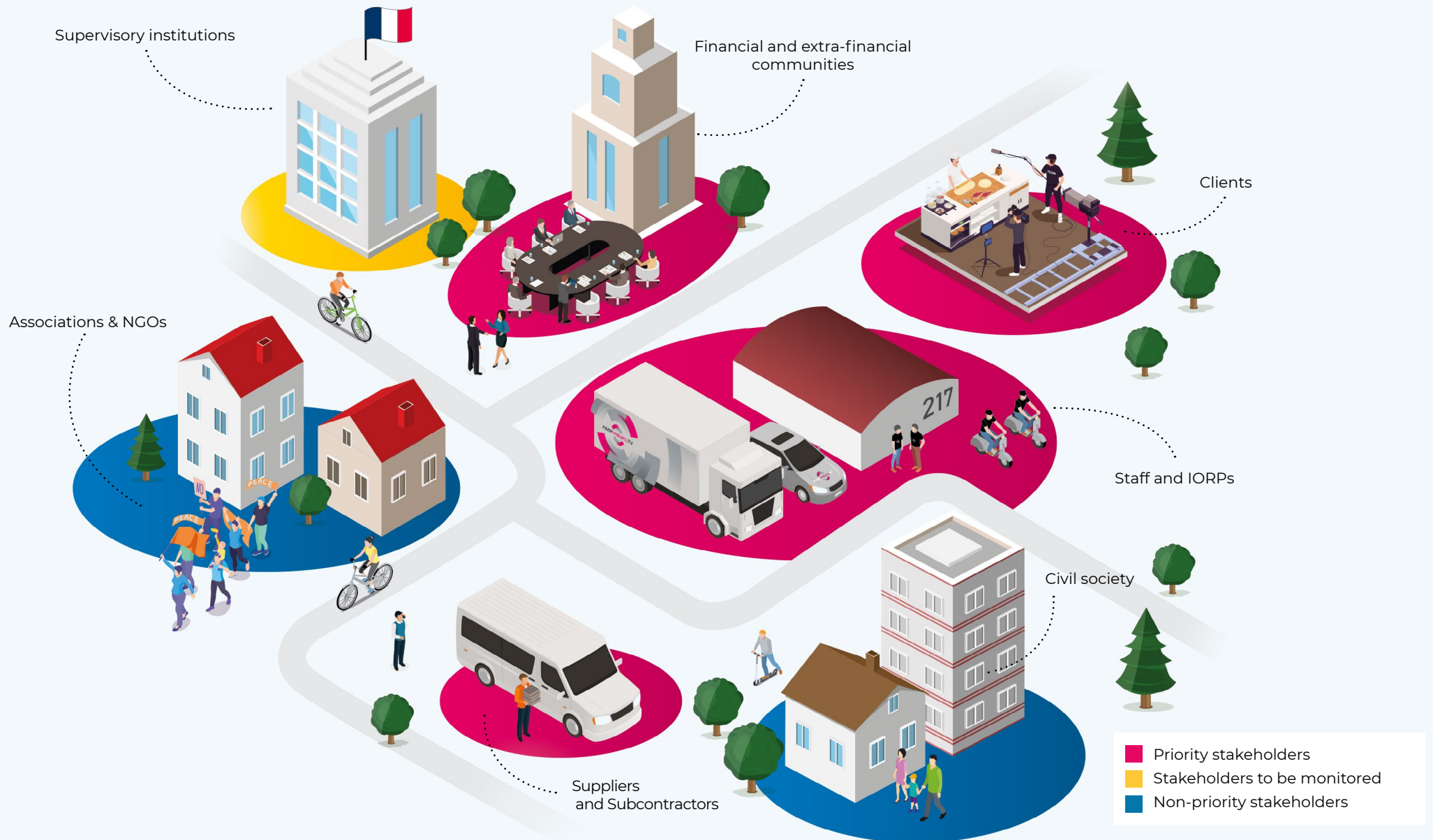
**JEAN-MARC
PONTHIEU**
VIDEOMOBILE
SALES DIRECTOR

EXECUTIVE COMMITTEE



INITIATED 6 YEARS AGO, OUR CSR APPROACH IS ATTACHED TO OUR CHIEF OPERATING OFFICER AND CORPORATE SECRETARY, AND HANDLED BY OUR GROUP LEGAL MANAGER.

GWENOLA LEMARIÉ-MALPOT
THOMAS PETIT
ASSISTANTS GENERAL MANAGEMENT



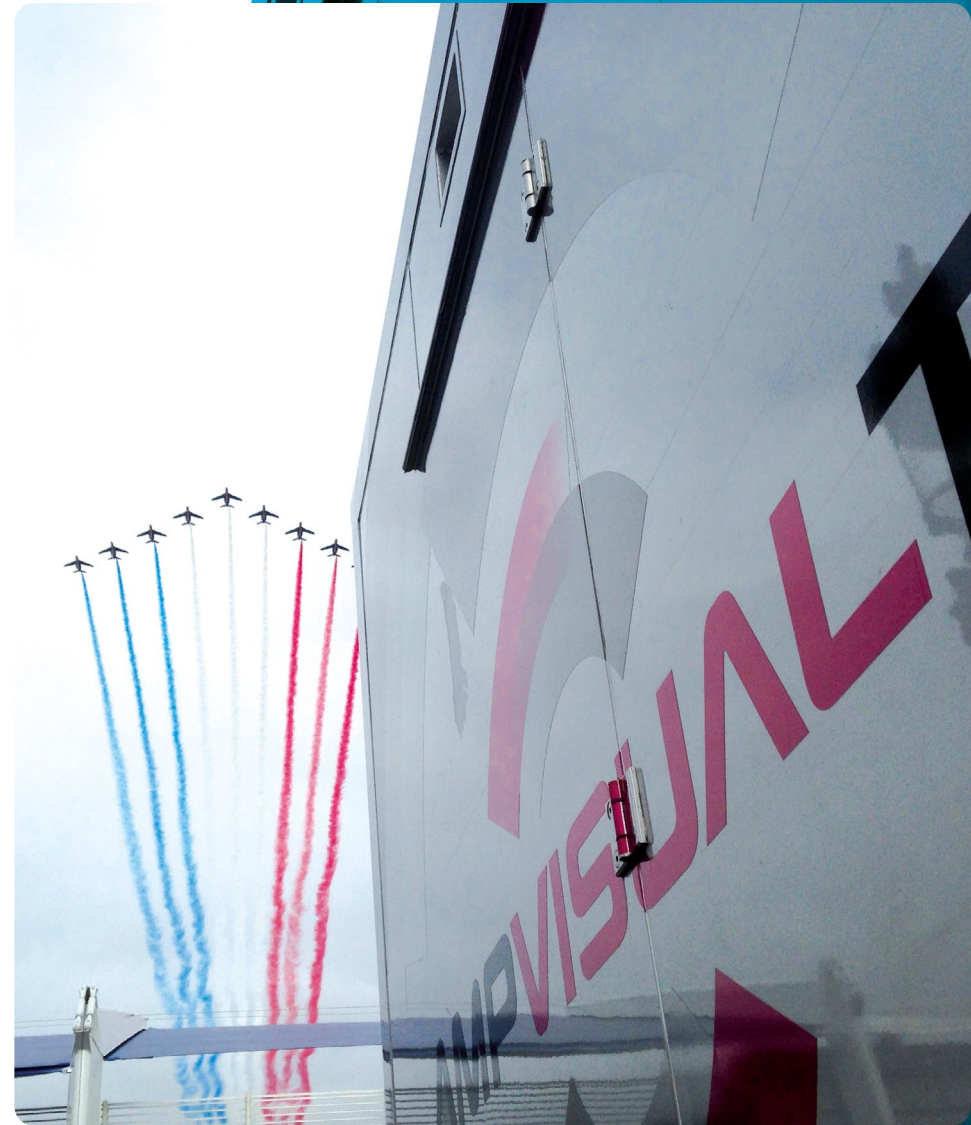
dialogue with stakeholders

AMP VISUAL TV stakeholders	Dialogue modes
<p>■ Clients (Producers, Broadcasters, Event organisers)</p> <p>* We place our customers at the heart of our values, which is why they are designated as a priority stakeholder</p>	<ul style="list-style-type: none"> • Advice to clients • Proximity of our teams with dedicated contacts • Production reports • Dedicated websites • Corporate brochures • Social networks: LinkedIn, Twitter, Instagram, Facebook • Organization of annual events • Response to our clients' extra-financial rating quiz
<p>■ Employees and Staff Representative Bodies of the Personnel (IRP)</p> <p>*The concern for social relations, the values of humility, curiosity and cohesion make the employees and the IRP a priority stakeholder</p>	<ul style="list-style-type: none"> • Social dialogue with the social partners • Annual and professional interviews • Internal communication: intranet, information screens, Master Pitch, internal newspapers • Organization of events
<p>■ Financial and non-financial communities: (Investors, Shareholders, Lenders, Banks, Insurance and Legal)</p> <p>* Our need in this financial year is to renegotiate our debt makes the financial and non-financial community a priority stakeholder</p>	<ul style="list-style-type: none"> • General meetings of shareholders • Dedicated investor presentations, quarterly notes, annual and half-yearly reports • Regular and transparent communication with our insurers and accountants • Meetings with financial analysts • Regular communication with our lawyers and banks to anticipate difficulties • Regular communication with our shareholders on the company's prospects
<p>■ Civil society</p>	<ul style="list-style-type: none"> • Partnerships with the Réseau Entreprendre Vendée and the Mouvement des Entreprises de Taille Intermédiaire (METI) • Membership of professional unions (FICAM)
<p>■ Suppliers and Subcontractors</p> <p>*We have decided to make our relationships with our suppliers and subcontractors, which are essential to the quality of our business, a priority</p>	<ul style="list-style-type: none"> • Responsible purchasing charter • Regular monitoring of subcontractors • Regular dialogue with suppliers and subcontractors
<p>■ Associations and NGOs</p>	<ul style="list-style-type: none"> • Involvement of employees in community actions during solidarity days and holidays (Solidays) • Patronage, mainly supporting local associations and cultural activities • Membership of value-based organisations (OTA, ECOPROD, UN Global Compact etc.)
<p>■ Administrations and Supervisory Institutions</p>	<ul style="list-style-type: none"> • Open and constructive dialogue with the labour inspection branch of the DIRECTE • Control of the sincerity of the DPEF by an ITO • Control of CACs • Intensification of dialogue with the state sphere, in order to better understand the company, its usefulness and its needs.

mapping of risks and CSR issues

This mapping of CSR risks and issues is based **on the basis of the Grenelle II** reference framework. The relevance and importance of the issues and risks in relation to our activities were identified and qualified internally, allowing us to exclude from our reference framework respect for animal welfare, the promotion of responsible, fair and sustainable food, the fight against food waste and food insecurity. Indeed, our activities do not allow us to have a direct positive impact on these issues.

We have therefore chosen to focus our efforts on issues and risks grouped into **three themes: social, environmental and societal**, and then associated with one or more key performance indicators, so that these issues find their full place in our responsible business strategy.



	Themes	Risks	Issues and key indicators
SOCIAL	Social dialogue	The deterioration of communication between internal stakeholders	Maintain quality social dialogue with professional bodies, as illustrated by: > The number of agreements signed with professional bodies
	Well-being at work	The emergence of psychosocial risks related to working conditions	Acting on the well-being and motivation of employees, as illustrated by: > The number of days of absence
	Training	The progressive loss of know-how or specific skills of the trades	Provide an attractive training offer to enrich the professional skills of employees, as illustrated by: > The number of hours of training provided
	Health and Safety	Work-related and commuting accidents affecting the health of employees	Maintain a high level of training and regular awareness of employee safety, as measured by: > The frequency and severity rate of work-related accidents
	Equal treatment	Cases of discrimination in terms of recruitment and remuneration	Promote gender equality and the integration of young people and people with disabilities, as illustrated by: > The gender equality index > The number of RQTH beneficiaries
ENVIRONMENTAL	Energy consumption	Energy wastage or cases of pollution through the use of resources with high GAS emissions	Optimising energy consumption, reflected in : > Electricity consumption of the sites > Fuel consumption of the vehicle fleet
	Waste	The generation of new waste or pollution due to the non-treatment of due to the non-treatment of the waste produced	Ensuring the prevention and recovery of waste produced, as illustrated by : > The quantity of battery waste > The quantity of all kinds of waste
	CO2 emissions	Contribution to global warming	Limiting the Group's CO2 emissions, illustrated by : > Calculating CO2 emissions (scope 1, 2, 3)
SOCIÉTAL	Business ethics	Involvement in unfair practices or or immoral behaviour	Ensuring fair practices, reflected in: > The number of ethical documents
	Territorial involvement	The loss of dynamism in the initial territory where the company is located	Valuing local companies to participate in the development of the territory, illustrated by: > The number of local supplier companies
	Promotion of CSR values	The deterioration of the company's image	Develop its image as a responsible company, reflected in: > The number of promotional actions

our CSR approach

For the sixth consecutive year, we continue to affirm our Corporate Social Responsibility (CSR) approach by implementing concrete actions. To this end, we have identified the CSR risks and challenges inherent in our business on which we focus our sustainability efforts.

As a member of the Global Compact since August 2019, our challenges are aligned with the 17 Sustainable Development Goals (SDGs) established by the United Nations (UN). Through our membership, we have committed to implementing the ten universal principles championed by the organisation and to reporting annually on our progress.

Controlled by an independent third part, our CSR policy is a lever for differentiation, it allows us to unite our teams around its challenges, and contributes to the company's sustainability. Moreover, we regularly communicate internally and externally on our progress in terms of responsibility.

KEY EVENTS

During this financial year, we reinforced our responsible approach **by focusing on well-being at work**, the integration of young people and the recycling of waste. In fact, we distributed a participation bonus to all employees and conducted our first social climate survey. We have also developed our policy of integrating young people by taking on more interns and work-study students. Finally, we have expanded our waste recycling policy, in particular by organizing the collection and recycling of administrative archives at our site in Sables-d'Olonne.

N+1 AMBITIONS

For the next financial year, we want to go further in our approach to social responsibility by further involving our stakeholders. Indeed, we are working on the creation of our **first materiality matrix**, which allow us to identify the most important and relevant CSR issues with regard to the Group's activities and everyone's expectations. We are also working on **the implementation of selective waste sorting** on our main Parisian platforms and on our site in Les Sables-d'Olonne. Finally, we want to **develop our ethical and purchasing policy** by updating our Code of Ethics and our Responsible Purchasing Charter.



a CSR policy established and recognized

Since 2018, we have joined benchmark organizations to promote and report on our actions in favour of sustainable development. Thus, we have **5 memberships in value-bearing organizations** and **1 reference CSR certification**, which we renewed during this financial year.



ecoprod

Ficam
CINÉMA AUDIOVISUEL MULTIMÉDIA



Renewal of our membership of the «ECOPROD Charter»
(Collective launched by actors of the audiovisual sector)

Representation on the FICAM Management Committee
(Fédération des Industries du Cinéma, de l'Audiovisuel et du Multimédia)

Joining the UN Global Compact of the United Nations



Membership of METI
(Mouvement des Entreprises de Taille Intermédiaire)



2018

Membership of the OTA
(Observatory of Audiovisual Transformation)



2020

EcoVadis certification
Score of 61/100



2021



2022



EcoVadis certification
Score of 66/100

+5 points
VS 2020

our **social** commitments



The values of humility, curiosity and cohesion have been the hallmarks of the company's state of mind since its creation and of the social relations it maintains.

As a responsible employer, at AMP VISUAL TV we implement a human resources policy based on **5 fundamental principles** in order to build loyalty and ensure the professional development of our employees.

- 01/ SOCIAL DIALOGUE
- 02/ WELL-BEING AT WORK
- 03/ TRAINING
- 04/ HEALTH & SAFETY
- 05/ EQUAL TREATMENT



social dialogue

OBJECTIVE : TO FOSTER QUALITY SOCIAL RELATIONS

Within the company, professional relations are active and take place in a constructive state of mind.

Our social dialogue is fed daily by a reactive and varied internal communication. To this end, we keep our employees continuously informed of company news using several communication tools:

- An internal social network called YAMMER;
- A monthly live information and awareness-raising show called Master Pitch created in 2019;
- A quarterly internal newspaper called Le MAG created in 2017;
- Regular email exchanges between social partners, management and employees;
- Dynamic displays on our premises.

Implemented in 2019, the Social and Economic Committee (CSE) replaces the elected representatives of the personnel in the company. It merges all the staff representative bodies: staff representatives,

works council and health, safety and working conditions committee. Its main objective is to facilitate communication between employees and management. Through these missions of monitoring, listening and sharing, it expresses collective complaints and ensures that employees' interests are taken into account in organisational, economic, legal and technical decisions.

Since 2015, the company has had a Collective Retirement Savings Plan (PERCOL), a collective savings system that allows employees to build up savings accessible at the time of retirement in the form of an annuity or capital. This system offers the possibility for employees to pay into the PERCOL their employee savings, part of their leave or rest up to a limit of 10 days per year or to make free payments.

At AMP VISUAL TV, the right to join trade unions, staff representation bodies or other collective bargaining organisations is guaranteed.

KEY EVENTS

During the year 2021, we signed the following **social agreements**:

- Agreement on employee participation in the results of the companies making up the UES;
- Protocol of disagreement within the framework of the annual UES negotiations;
- Amendment n°2, 3 and 4 to the agreement on the management of the maintenance and the resumption of activity within the UES;
- Transition agreement in the context of the termination of the EUROMEDIA social agreement dated 20 August 2018, the transfer of the EUROMEDIA videomobile entity to ATLANTIC MEDIA on 2 November 2021 and the negotiation of an agreement on working time within ATLANTIC MEDIA.

N+1 AMBITIONS

During this financial year, we began a fair reworking of **a new agreement on working time adapted to the current challenges**. Indeed, we wish to intelligently mix social and economic models. This new agreement, recently validated by the employee representatives, is an illustration of this. Its implementation is set for 1 April 2022.

The negotiations were conducted taking into account:

- The 3 existing agreements (AMP VISUAL TV, Studios de France and ex EMF);
- The expectations of the employees as expressed by the trade union delegates;
- The economy and the company's operating needs.



KEY INDICATOR

SOCIAL RELATIONS

6 social agreements signed

MONITORING INDICATOR

SOCIAL RELATIONS

18 ETUC meetings

including 7 extraordinary meetings



contribution to the SDG



Well-being at work

OBJECTIVE: OFFER MOTIVATING WORKING CONDITIONS

Within the company, we act for **well-being at work** in order to contribute to the global and sustainable performance of the company. This is an essential point to take into account in order to support our development and make a difference in our markets. We ensure the motivation and loyalty of our employees, in particular by providing them with a **comprehensive and competitive remuneration package**. This includes a monetary remuneration, recognising the contribution of each individual to the development of the company.

We encourage **the balance between professional and personal life** by offering a flexible work organisation: so-called «RTT» days, possible flexibility of organisation subject to discussions with the manager, etc. In the absence of an agreement on telework, it can be granted by the manager on a case-by-case basis. It was favoured in our company in the context of the health crisis, as were remote meetings. Technical employees and production managers have atypical working hours, inherent to their function. For this group of employees, managers and the planning department take personal constraints into account whenever possible.

The Social and Economic Committee (CSE) plays an essential role in the well-being of employees in the company. Each year, it has an employer's contribution for the management of social and cultural activities within its scope. In this way, it chooses a wide range of cultural and social services for its beneficiaries, including holiday vouchers, vouchers and gift cards. In addition, it contributes to the social protection of all employees, particularly in the areas of health, disability, retirement and death.

From now on, all employees can find the offers and actions of the CSC on a dedicated website.

Aware of its role, the management works together with the social representatives to offer employees **social benefits**. Restaurant vouchers are guaranteed to be covered at 50%. Employees at the Gennevilliers site are members of an inter-company restaurant. Finally, access to housing is facilitated for all employees.

In addition, our office activity is centralized at the Parc des Portes de Paris, which has been awarded the «Coach Your Growth» label, which promotes the quality of life at work for our employees at these sites.



“

Home-office has its good points for me: less stress, less tiredness with the journey, less disturbed than when we are in the office with people coming and going... I feel more reactive, I feel more responsive and I'm even faster than before!

”

Anonymous, Production



KEY INDICATOR

WELL-BEING AT WORK

For the UES

5,229 days of absence

-9% vs 2020

For Atlantic Media :

-9% vs 2020

For Studios de France :

-7% vs 2020

KEY EVENTS

For the year 2021, there has been **a general decrease in days of absence** because there have been fewer sick employees in COVID-19. Also, this year, we made a real effort to increase well-being at work within the company.

At the end of April 2021, we distributed **a participation bonus** to employees. The rule for calculating profit-sharing allows all employees who have contributed to the good results to receive a return, regardless of their salary. The bonus was calculated according to the number of days of presence in the company. Each employee was able to choose the method of allocation, either in the mutual funds of the Group Savings Plan or paid directly through the salary slip.

In July 2021, we carried out **an initial social climate survey** as part of the internal announcement of the takeover of EUROMEDIA FRANCE mobile video activity. The aim of this study was to find out how employees felt, to identify their reasons for satisfaction and dissatisfaction and to identify the various areas for improvement. To do this, we sent each employee an online questionnaire. We then communicated the results.

N+1 AMBITIONS

As a continuation of the major cybersecurity action plan that we initiated during this financial year, we plan to set up another **social climate survey** in the coming months in order to get feedback from employees on the first achievements made.

Also, with the aim of getting together and exchanging in a convivial setting after a year and a half of confinement and other sanitary measures, we are going to relaunch **internal sports activities** and **seminar days**.

In order to give visibility and recognition to the employees, the management chose to relaunch **the annual meetings with the employees** by travelling to the different sites in the region. These meetings took place in March 2022 for the Lyon, Gennevilliers and Toulouse sites. They represent an opportunity for direct contact that is both highly motivating and inexpensive. In the same vein, we have organised a competition for employees in December 2021 for the Christmas jumper day. On this occasion, on a voluntary basis, we asked employees to take a photo of themselves wearing a Christmas jumper. The winner won a bottle of champagne.

After noting the deficit in our «health and welfare» contracts, **we changed our mutual insurance company for 2021** because our former insurer proposed an increase in all our contracts. Negotiations did not allow us to avoid an increase in contributions, but to a lesser extent (+9% instead of 10% for the basic scheme). In return, an «optional» option was created and the cost of the supplementary plan was divided by two.



“

It is with great satisfaction that we were able to pay a deserved profit-sharing bonus to all employees for the first time in 13 years. This is the fruit of collective work and good management of the company. If the results allow it, we will distribute a larger profit-sharing in 2022 than last year.

”

Gilles Sallé, President and founder of AMP VISUAL TV

MONITORING INDICATORS

WELL-BEING AT WORK

565 subscribers on YAMMER

+51% vs 2020/2021

288,920 euros employer's contribution

+25% vs 2020

➔ contribution to the SDG



training

OBJECTIVE: DEVELOPING PROFESSIONAL SKILLS

Because the company's activity requires specific know-how, we are continually enriching our training offer with the aim of promoting internal promotions, **developing skills and the employability of our workforce.**

Our training strategy is based on the following **5 strategic axes**;

- Safety;
- Development;
- Language skills;
- Cross-functional technical skills;
- Soft skills.

We already train many employees on several topics such as cross-cutting skills and business techniques, especially through **our internal training school «MY TV SCHOOL»** created in 2019. This is a very important tool that is fully in line with our corporate strategy. Today, our school is becoming part of our daily life and we are beginning to appreciate its beneficial effects. Our in-house trainers are passing on their knowledge to many technicians, which is very good news in terms of increasing skills in the company.



“ Through «MY TV SCHOOL»,
we can offer employees more new opportunities and
opportunities for employees and to activate the
the internal social lift. ”

Mathieu Nguyen, HR Development Manager

KEY EVENTS

Following a year 2020 impacted by a context of health crisis, partial activity and confinement, the year 2021 was marked by **an increased internal and external training effort.**

In addition, we obtained **the «MY TV SCHOOL» activity declaration number** in May 2021, which allows us to open up our training offer to the outside. In addition, in September 2021, we received **the DataDock certification.** This certification allows us to verify the conformity of our training offer through the quality criteria that we have validated. From now on, our training school is eligible for external funding.

N+1 AMBITIONS

In the coming year, we will continue to identify trainers, identify needs and expand the existing training catalogue.



KEY INDICATOR

TRAINING

For Atlantic Média :

3,032 hours of training completed

+95% vs 2020

MONITORING INDICATORS

TRAINING

277 employees trained

+61% vs 2020

116,356 € training budget

+109% vs 2020

24 in-house training sessions

Technical skills training

trades: 60 employees trained

Cross-functional skills training :

47 employees trained

➔ contribution to the SDG



health and safety

OBJECTIVE : ACTING ON WORKING CONDITIONS

At AMP VISUAL TV, we act to preserve **the health and safety of our employees**. Indeed, each employee is monitored by a doctor or nurse specialising in occupational health from the moment they join the company. Also, every year, we carry out an audit of our equipment on all our sites to ensure the safety of all.

Our HR department and our safety advisors lead a prevention process within Atlantic Media. Its aim is to:

- **Reduce** risks, accidents and illnesses linked to work and improve working conditions;
- **Reinforce** the image of a responsible company internally and externally;
- **Raising** awareness among all managers and employees of good safety practices;
- **Mitigate** direct costs related to work accident contributions and indirect costs related to absenteeism and business disruption.

In 2019, we have appointed **4 safety referents** who support employees and managers in managing risks at work. They provide an

important link to raise awareness of safety in the company among all employees. Indeed, the prevention of occupational risks requires everyone to be aware of the dangers and risks of exposure linked to our activity.

Since March 2020, in order to deal with the COVID-19 pandemic, we have set up a dedicated internal unit and appointed two specialised referents in order to carry out a permanent watch and organise all the measures necessary for the safety of employees and customers, and to ensure the continuity of activities.

We also train our employees in health and safety through **our in-house training school «MY TV SCHOOL»**. We make them aware of various topics such as first aid and we also offer them courses in sophrology.

KEY EVENTS

For Studios de France, in 2020, there was no information on the frequency and severity rate because there were no work stoppages. This year, for Atlantic Média, there was **a decrease in the frequency rate** because we implemented several small actions to avoid work and travel accidents.

In addition, during this financial year, we continued to develop **safety training** (SST, working at height, etc.).

N+1 AMBITIONS

In the next financial year, we will be updating **the single risk assessment document** in accordance with the new regulations in this area.



KEY INDICATORS

ACCIDENTS AT WORK

For Atlantic Media:

Frequency rate: **9,03**

-21% vs 2020

Severity rate: **0,31**

+15% vs 2020

For Studios de France:

Frequency rate: **20,08**

Severity rate: **0,31**

MONITORING INDICATORS

SECURITY

+17% accidents at work (vs 2020)

0 occupational disease

Safety training: 56 employees trained

+366% vs 2020

+226% vs 2020 for the amount of expenditure on safety training



contribution to the SDG



equal treatment

OBJECTIVE: PROMOTE GENDER EQUALITY IN THE WORKPLACE

As a source of social cohesion and collective enrichment, we are convinced that gender equality is a major asset for the growth and sustainability of the company. Naturally, we make no distinction in terms of internal mobility, recruitment, access to training or remuneration. For example, all our job offers are open to both women and men.

In order to fight against sexist behaviour, in 2019 we appointed **three sexual harassment referents**. Their role is to make employees and managers aware of these issues and to take all necessary steps to prevent the risks. This measure is an important protection for

the employee. Indeed, no one can be dismissed or punished for reporting sexual harassment. This is why the role of the referee is very important. He or she will be there to help the employee in all his or her steps.

Subsequently, **in 2020, we signed an agreement that reinforces our commitment to gender equality through concrete measures and provides new guidelines on the following subjects:**

- Conditions of access to employment;
- Professional training;
- Promotion and career development;
- The elimination of the pay gap between women and men.

KEY EVENTS

This year, management and staff representatives worked on **the mandatory annual negotiations (NAO)** to establish the remuneration policy for the year. This year, the management team chose to focus on the following principles:

- Respect for internal equity in remuneration;
- Employees who are paid less than the average salary for the job title;
- Employees who have not had an individual increase for at least 5 years;
- Respect for gender equality and the principles of non-discrimination.

In line with our approach to combating sexual harassment, this year we have created **a non-discrimination procedure for recruitment**. Indeed, we want recruitment to be based solely on the skills and motivation of the candidate in order to assess his or her ability to occupy the proposed position.



KEY INDICATORS

EQUALITY M/F

For the year 2021, the Group has a professional equality index of **86 points out of 100.**

This is a very good overall result, well above the average for our sector of activity. The index is calculated at the level of the «Broadcast Services» Economic and Social Unit and covers five indicators.



Pay differentials
38/40 -1 point vs 2019/2020



Differences in the rate of increase
20/20



Differences in promotion rates
15/15



% increase on return from maternity leave
UNQUANTIFIABLE/15



Under-representation of top earners
0/10

MONITORING INDICATORS

EQUALITY M/F

23% women in the company

102 women were trained externally

+28% vs 2020

OBJECTIVE : INTEGRATING WORKERS WITH DISABILITIES

We have always had **a global policy of non-discrimination and diversity**. That is why we promote the integration and recruitment of people with disabilities. We believe that it is essential that people with a disability are personally supported within the company.



KEY EVENTS

Since 2018, we have seen **an increase in the number of RQTH beneficiaries, and a decrease in the amount paid for the AGEFIPH contribution**. These trends demonstrate our efforts to promote the integration of disabled people within the company.

This approach seems to be bearing fruit, as this year several people have made themselves known and files are being put together. In fact, **we have begun work to strengthen the existing disability policy**. To do this, we have distributed a flyer on disability awareness to each employee. The aim is to enable better integration of people with disabilities. Indeed, we note that an employee with a disability is reluctant to talk about it because of fear or ignorance of his or her rights.

In 2019, we established an initial diagnosis, appointed **a disability advisor** and set up a steering committee. In collaboration with the human resources department, our disability advisor pilots the approach in favour of people with disabilities. Her mission is to raise the awareness of the employees concerned to make themselves known. In addition, she assists the people concerned in their daily work and promotes contact with specialised services. In addition, we make adjustments to workstations when necessary.

N+1 AMBITIONS

This coming year, we will continue **to develop our disability policy**. Indeed, we will soon be setting up a partnership with the Handicap Prévention association to organise the collection and recycling of bottle tops at all our sites.



KEY INDICATORS

DISABILITY

For Atlantic Média:

9 RQTH beneficiaries

For Studios de France:

1 RQTH beneficiary

MONITORING INDICATORS

DISABILITY

For Atlantic Média :

90 928,56 euros AGEFIPH contribution

For Studios de France :

0 euro AGEFIPH contribution

OBJECTIVE: ACTING FOR THE INTEGRATION OF YOUNG PEOPLE

For many years now, we have had **a strong policy of hiring, welcoming and monitoring work-study students and interns.** We give young people under 25 a chance to acquire skills, learn a trade and obtain a diploma in a framework and at a pace adapted to their situation. In our company, transmission is one of the pillars on which it is based, which is why we train our trainees and alternates as well as possible by associating them with experienced employees. In line with our values, this approach is essential to guarantee **the future of our sector** and is part of the company's strategic project.

Our youth integration policy focuses on the following objectives:

- **«Skills»:** promoting the adequacy of training systems with the needs in skills;
- **«Employability»:** supporting the professionalization and integration of young people and developing their employability;
- **«Recruitment»:** to promote our company's professions and the audiovisual sector to those involved in the education system and to young people, in order to develop our attractiveness and build up a pool of skills.



“

The strong policy of taking on interns and work-study students is a kind of virtuous system of pre-employment to envisage the integration of new graduates. We are working to establish partnerships with schools to welcome more quality students. It is also a way of developing our employer brand and to let the schools know what we need in terms of skills.

”

Mathieu Nguyen, HR Development Manager

KEY EVENTS

In 2021, we benefited from an exceptional aid called: **aid for hiring a young person under 26.** Thanks to this aid, we have increased the recruitment of work-study students and trainees, particularly in our technical professions.

N+1 AMBITIONS

In the next financial year, we will continue to develop **our process for integrating young people** as well as training for this group of employees. Indeed, in 2022, we will train tutors and apprentices through an external training organisation.

MONITORING INDICATORS

RECRUITMENT

For Atlantic Media :

27 trainees
+108% vs 2020

59 permanent under 25
+55% vs 2020

PART TIME TRAINING

For Atlantic Media :

25 alternates
+150% vs 2020

21 apprenticeship contracts
+320% vs 2020

➡ contribution to the SDG



recruiting and train the new generation

Thanks to our partnerships with the audiovisual education sector, **we recruit the most suitable young candidates**, with diversified profiles to fully contribute to the growing technical nature of our professions and their complementarity.

This year, we went to meet two of them and their tutors: Elena, a work-study Production Assistant at AMP VISUAL TV and Ibrahima, a work-study Web Developer at LETSEE. They agreed to talk about their respective missions and experiences since their arrival in September 2021. Their investment is rewarded by their involvement in major events.



“ At the moment, I'm in charge of the Ligue 2 matches and the César Ceremony. I am very well surrounded by my team, which allows me to learn and work in excellent conditions. ”

Elena MEUNIER MARTIN, Production assistant - IXI LIVE



“ From the first day, I was very well received, I was introduced to the different areas of the company and I got to know many people. ”

Ibrahima SAGNA, Assistant Web Developer - LETSEE



our environmental commitments



Our business sector is a source of pollution. This is why, for several years now, we have been developing a global environmental approach, combining small and large actions to reduce our carbon footprint on a daily basis.

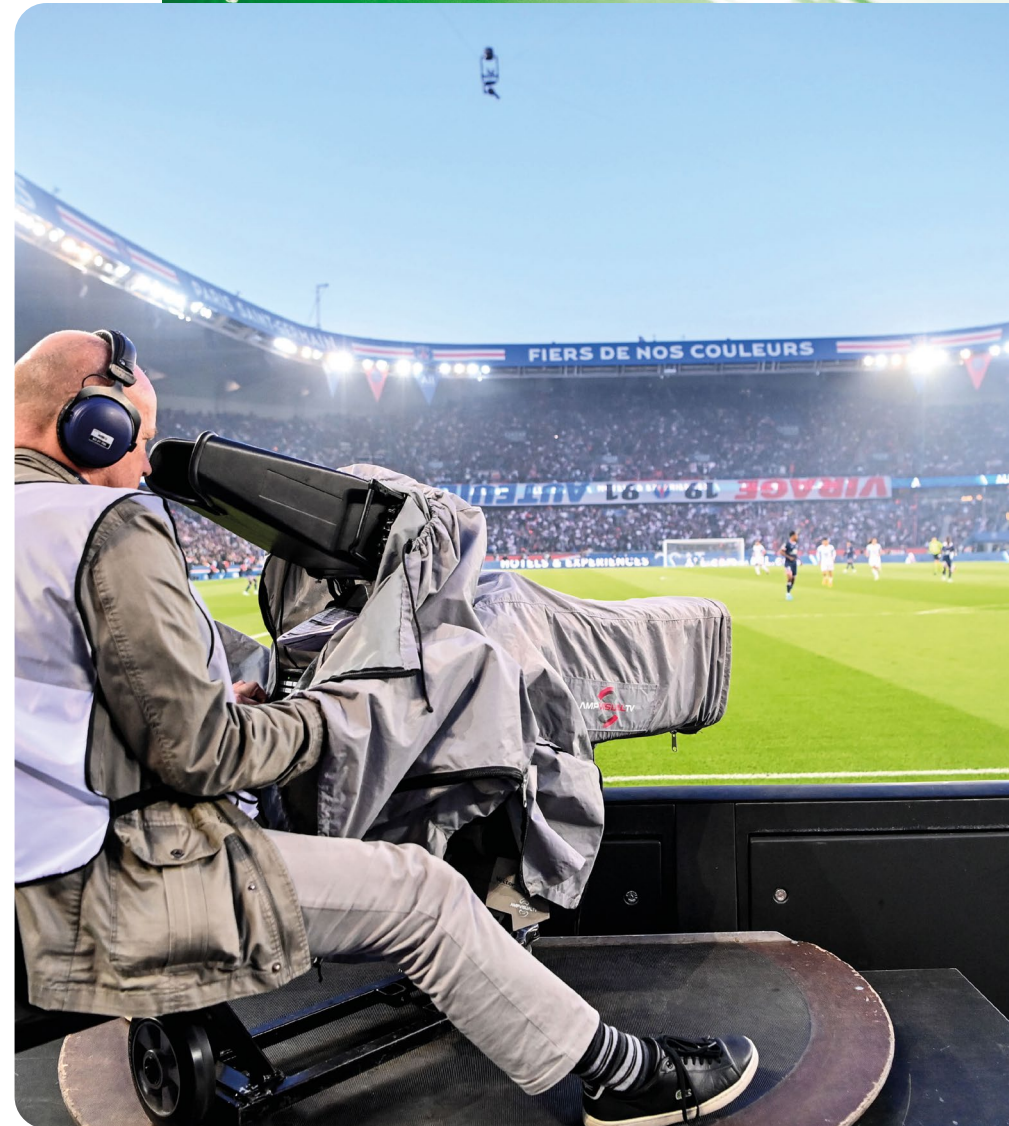
During this financial year, we have focused on **4 major themes** in order to give a greener direction to our responsible approach.

01/ ENERGY

02/ WASTE

03/ CO2 EMISSIONS

04/ ECO-ACTIONS





OBJECTIVE : OPTIMISING OUR USE OF ENERGY RESOURCES

We are committed to **an approach of energy sobriety and optimisation** in order to preserve natural resources, minimise CO2 emissions, and promote the use of green energy within the company.

Since 2018, we have been controlling and monitoring **our energy consumption**. We consume water at our sites in Toulouse, Les Sables-d'Olonne and Studio 107. For the latter, we are supplied by VEOLIA Eau d'Ile-de-France, which is a delegate of SEDIF, the Syndicat des Eaux-d'Ile-de-France. These two companies have been actively committed to biodiversity since 2011 and SEDIF is the first carbon-neutral drinking water utility in France.

By concentrating our flat activity at the Parc des Portes de Paris, which is **ISO 14001 certified**, we are part of a strategy of continuous

improvement of the energy performance of our studios. In addition, ICADE, the owner and manager of the park, provides us with the «Deepki Ready» application, a tool that gives us a detailed view of the energy consumption of our studios.

Since January 2021, we have changed our electricity supplier for the majority of our sites to **a green electricity supplier**. From now on, the electricity we consume will come from renewable hydraulic sources of European origin. This change allows us to have visibility on the origin of the electricity we consume, and to use cleaner, environmentally friendly energy. **This is a big step towards the use of renewable energy within the company.**

KEY EVENTS

The company's total electricity consumption has not changed significantly compared to the previous year because we closed the Les Lilas studios at the end of December 2020 and we took over the energy consumption of the two Euromédia France buildings from January 2022. Nevertheless, **since 2018, we have seen a decrease in total consumption of 22%**. In addition, we have just changed our green electricity supplier because the previous one went bankrupt during 2021.

The 2021/2022 financial year is marked by **a sharp increase in fuel consumption** because the lifting of health measures has led to a significant resumption of filming activity and therefore business travel. In addition, over the years we have been increasing our fleet of vehicles, which also explains the increase in fuel consumption.

N+1 AMBITIONS

In the future, we want to use **the «Deepki Ready» application** to implement targeted and relevant actions to optimise our use of energy resources.

Also, in order to comply with the green lease legislation, we aim to partner with our landlords to jointly **assess the energy and environmental performance of our Parisian studios**, and to commit to an action plan to improve it.



KEY INDICATORS

ENERGY CONSUMPTION



Electricity:

6 707 120 Kwh consumed

+6% vs 2020/2021



Fuel:

467 m³ consumed

+34% vs 2020/2021

MONITORING INDICATORS

ENERGY CONSUMPTION



Gas:

+68% vs 2020/2021
for overall consumption



Water:

+10% vs 2020/2021
for overall consumption



contribution to the SDG



waste

OBJECTIVE: REDUCE AND VALUE

Waste recovery is a major issue in AMP VISUAL TV's environmental policy.

We organise **the collection and recycling of all the waste we produce**, particularly that related to filming, which is mainly batteries and metals. We also encourage personal initiatives on the part of our employees, encouraging them to reuse used batteries for their own use.

Used batteries are recovered by the eco-organisation COREPILE to be transformed into zinc, alloys or various metals. Produced mainly on our Gennevilliers site, metal waste is collected and recycled by the company SOREVO Environnement. The recoverable part is reused as a secondary raw material and the non-recoverable part is transformed into biogas and electricity.

Concerning **all waste**, all our sites in the Paris region and in the provinces benefit from a collection solution known as mixed waste. Once collected, this waste is sorted and recovered by our service providers. For the moment, we do not have recycling data specific to each of our buildings.

We also pay particular attention to **our paper and ink consumption**. Each used ink is deposited by our employees in an ecobox, provided by the company Canon Fac-Similé. When the eco-boxes are full, they are collected by Canon Fac-Similé and sent to CONIBI, which is responsible for their final recycling. For the moment, we do not have recycling data for the company itself, as the boxes collected are part of a collection circuit. However, it is estimated that; one ink delivered = one used ink recycled.

In addition, we have always organised **the resale and donation of our audiovisual tools and vehicles** to companies, individuals and schools. In this way, we promote circular economy loops by extending the life of our goods through the use of re-use.

Since January 2020, we have been working towards **the elimination of single-use plastic** within our premises. This is why we have offered all our employees a reusable mug to limit the use of disposable cups. In the same vein, in February 2020, we installed water fountains at our site in Sables-d'Olonne and at Studio 130 to avoid the use of plastic bottles.



KEY INDICATORS

PRODUCTION AND RECYCLING



Waste batteries:

For Atlantic Media:

610 Kg collected and recycled

-54% vs 2020/2021

Transformed into **256 kg** of zinc,
159 kg of alloys, and **61 kg** of metals



CIW waste:

1,574 tonnes collected and recovered

+69% vs 2020/2021

For the Studios du Lendit site (January, February, March 2022):



6,776 kg collected and recovered



40 trees saved



70,829 L of water saved



1,299 kg CO2e avoided

9,444 KWH saved



1,460 tonnes of WEEE waste

100% recovered in material

KEY EVENTS

The decrease in battery consumption this year is explained by the fact that there was only one collection, unlike the previous year when there were two collections. The increase in the consumption of CIW is due to the lifting of sanitary measures, which led to a strong recovery in our flatbed and office activities.

In line with our waste sorting and recovery policy, during this financial year we called on the company Cèdre to set up **waste sorting at source** at the Lendit studio. This first step allowed us to study the proposed system.

In July 2021, we distributed CONIBI **customisable and reusable bottles** to all employees. We have also removed plastic cups and swizzle sticks from our drinks dispensers. Finally, we are starting to equip our OB vans with **water fountains**. For the time being, only the Millennium 1 has one.

In addition, in September 2021, we have entered into a partnership with the company TRIETHIC with the aim of organising **the collection, sorting and recycling of our used work clothes**. Once collected, they will be transformed into secondary raw materials such as rags from cut fabrics, padding for car seats, or thermal and sound insulation.

N+1 AMBITIONS

In order to comply with waste legislation, we will continue to implement **waste sorting at source** on our main platforms as well as at our headquarters in Les Sables-d'Olonne. Moreover, from 1 April 2022, we will organise the sorting, collection and recovery

TRIETHIC is an Adapted Company that employs disabled people, and is always keen to work with responsible suppliers. We plan to set up a first collection of clothes in April 2022.

In February 2022, we organised **an operation to destroy and recycle administrative archives** at our site in Les Sables-d'Olonne. The details of this action are detailed in a specific focus in the next pages of this document.

CROMWELL, the owner of the industrial zone where our Genneviliers site is located, set up CYCLOPE ashtrays near each company during this exercise in order to organise **the collection and recovery of cigarette butts** in a short circuit. In this way, 100% of cigarette butt waste is recovered as energy. We do not have recycling data specific to the company because the ashtrays installed are part of a collection circuit.

Finally, we are starting to recover our **used coffee capsules** produced at our head office in Les Sables-d'Olonne. In fact, we collect the used capsules and give them to a local supermarket which offers a free recovery service for this type of waste.

of waste with the company LE PETIT PLUS for our site located at 29 rue Georges Sand in Saint-Denis. LE PETIT PLUS is an Adapted Company that employs at least 80% of disabled employees.

MONITORING INDICATORS

PRODUCTION AND RECYCLING

Metal & electronic waste:

For Atlantic Media :

2.6 tonnes of waste

Paper waste :

1,393 paper prints per employee

+67% vs 2020/2021

Ink waste:

102 ink cartridges used

+59% vs 2020/2021

Coffee capsule waste (March 2022):

368 capsules collected and recycled

Resales:

12,000 € collected through the resale of technical tools

3,750 € collected from the resale of vehicles

contribution to the SDG



KEY EVENTS 2021-2022

Valorise to reduce our carbon footprint

In February 2022, we scheduled **an operation to destroy and recover confidential administrative archives** at the Sables-d'Olonne site by calling on the company EXIGO Archives.

To do this, we grouped the files to be destroyed internally, then filled the containers provided to us. Once the containers had been filled, the service provider came to collect them with a view to sending them to an approved sorting centre for recycling.

This action allowed us to reconcile saving space, responsible recycling and confidentiality.

ENVIRONMENTAL BENEFITS OF THE PROJECT

Thanks to this operation, we saved the equivalent of :



ENERGY

4.08

full tanks of diesel



WATER

The water consumption of a French person during

2,88

months



CO2

the emissions from

0,54

Paris-Rome car journeys



Because we have sorted and RECYGO has recycled:

600 kg

Office papers

>

240

reams of 500 sheets of A4 paper



Combining sporting challenge and ecoresponsability

In March 2022, **34 employees of AMP VISUAL TV** took part in the **Grand Paris Express Race**. This is the first eco-designed and sustainable race in Paris.

Our employees had a rich human experience through collective sport, which strengthened cohesion and exchanges. We had taken the company pack so that after the race we could meet for a fresh drink, have access to the massage and physiotherapy area, and visit the Stade France.

The aim of this challenge was to get together, to share unforgettable moments around a sustainable and supportive ethic and to promote the environmental values of our company.

ENVIRONMENTAL INNOVATIONS OF THE PROJECT:



A village of urban innovation start-ups



One runner = 1 tree planted



A medal to plant 0 waste



Waste collection and treatment



0 plastic bottles



co2 emissions

OBJECTIVE: LIMITING POLLUTANT DISCHARGES

We have a global policy of reducing greenhouse gas emissions (GHG) linked to employee travel, tools and the energy consumption of the company's buildings.

To this end, we are implementing several **transport optimisation actions** to limit travel:

- Systematic use of motorbike and truck trailers;
- The systematic use of motorbike and truck trailers; The payment of public transport season tickets public transport passes;
- Carpooling for production teams;
- The provision of hotels close to the filming locations shooting locations;
- Interoperability of the production buses; (3 to 4 million euros are invested each year to build them identically)
- The installation of bicycle parking and electric recharging charging points on the sites.
- The development of regional agencies, close to filming locations.

Since 2018, the RF department has **11 transportable motorbike kits** to equip motorbikes for our international services. This makes us the only service provider in the world that does not have to move its motorbikes to carry out filming. The kits can be dismantled and the necessary equipment can be transported on motorbikes rented on site, which limits the movements of our vehicle fleet. In addition, the RF department has **5 electric scooters** for filming sports events. We have adapted our equipment so that we can rent this type of scooter anywhere in the world and thus be able to systematically offer this service to our clients.

In addition, we use **Remote Production** which is a first step towards the dematerialisation of audiovisual production. Economic and environmental gains are induced by this mode of production, which causes less travel for the management coaches and techni-

cal teams, and therefore limits CO2 emissions.

Since 2017, we have been trying to gradually renew our car fleet by integrating **less polluting vehicles**. Thus, some of our heavy vehicles comply with the «Euro 6» anti-pollution standard and about half of our light vehicles, which are mainly intended for urban use, are hybrids.

Since the previous financial year, we have been carrying out the company's **carbon balance**. To do this, we evaluate the direct and indirect CO2 emissions caused by the use of our fleet of vehicles (cars, scooters, planes, city buses) and by the energy consumption of our buildings.

Since 2018, the RF department has **11 transportable motorbike kits**. They can be dismantled and allow the necessary equipment to be transported on motorbikes rented at the filming locations. This means that our fleet of vehicles can be moved around less. We are the only service provider in the world that does not have to move its motorbikes to carry out filming.



“ Thanks to our regional agencies, we maintain and create activity in the local areas. In addition to improving the quality of life of our employees, we bring life to the regions and reduce the number of journeys made by employees to Paris and the number of coach journeys made to the filming locations. ”

Gilles Sallé, President and founder of AMP VISUAL TV





KEY EVENTS

In order to make a greater contribution to the fight against global warming, we support our employees in the transition to **green mobility**.

To this end, we offer employees the opportunity to give up their old personal vehicle in favour of a cleaner, hybrid or electric company or service vehicle. This scheme complements **our policy of optimising transport** by providing a solution for business trips outside working hours and days. At the same time, we are gradually equipping our sites with electric charging stations. Employees can now recharge their vehicles directly at work. In September 2021, we installed an electric charging station at the Sables-d'Olonne site. In March 2022, we installed 4 power points at our Gennevilliers site and 2 power points near studio 107. In addition, the Portes de Paris park, where studios 107, 102, 128, 130, 210, 217 and 224 are located, is equipped with **electric charging stations**, and others will be installed soon.

This year, we carried out **our second carbon assessment**. The CO2 emissions have increased significantly compared to the previous year because we have included in the calculation the emissions caused by the business travel of our employees by train and plane.

N+1 AMBITIONS

The carbon footprint will enable us to establish **a targeted and effective action plan** to reduce CO2 emissions.

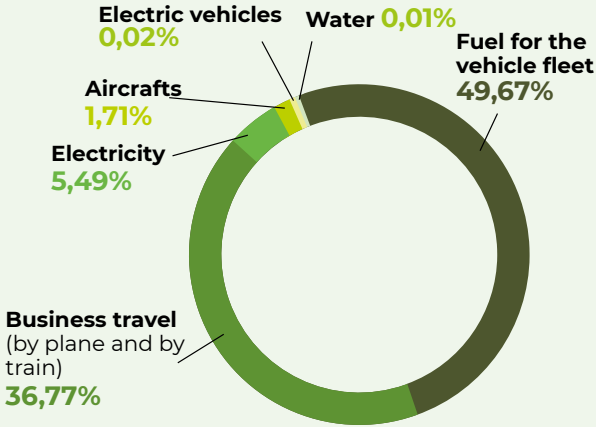
In addition, we will continue to renew our vehicle fleet by integrating **less polluting vehicles**. To this end, three new, latest-generation city buses are being prepared. Less polluting, they will ease the pressure on rotations and shooting sequences in order to allow for **more intelligent logistics that reduce long road journeys**.

KEY INDICATOR

CO2 EMISSIONS

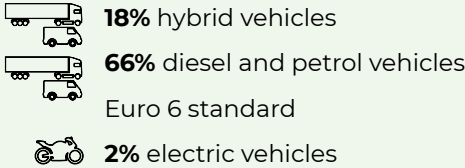
2915 tonnes of CO2e emitted

+57% vs 2020/2021



MONITORING INDICATOR

VEHICLES FLEET



→ contribution to the SDG



eco-actions

OBJECTIVE: PROMOTE ECO-RESPONSIBILITY

We regularly implement eco-actions in order to contribute to the development of our employees and to the protection of the environment.



Marketing materials printed
on paper from sustainably
managed forests



Policy to eliminate
of single-use plastic



Dematerialisation of pay slips
and luncheon vouchers



Offer of **5 free coffees**
per day



Installation of **bicycle parking**



Installation of **electric**
charging stations



Use of professional clothing made of **OEKOTEX** cottons and **recycled polyester fibres**



Lighting of the premises
Low energy (A++ LEDs)



Provision of **fully equipped kitchens** on the sites



Printing of documents **double-sided** and **black and white by default**



Cutting the heating in the hangar of the Metz site in winter



Creation of a Master Pitch
«Acting for the environment»

our societal commitments

As a socially responsible company, AMP VISUAL TV complies with the applicable legal obligations, and above all goes beyond them by developing its territorial anchorage and its relations with all its stakeholders. Thus, our social commitment is based on **4 pillars** directly linked to our values;

- 01/ BUSINESS ETHICS
- 02/ TERRITORIAL INVOLVEMENT
- 03/ PROMOTION OF RESPONSIBLE VALUES
- 04/ INNOVATION



OBJECTIVE: ENSURING FAIR PRACTICE

Through our membership of the United Nations Global Compact in 2019, we are committed to the organisation's Ten Principles and to promoting **ethical behaviour in all our business dealings**. As a result, we act against corruption in all its forms.

In 2017, we created an initial **Code of Ethical Practices** to formalise the principles of good conduct for employees. These principles mark the Group's commitment to empowering everyone to act in the best interests of the company and its reputation, and to conduct their business legally. In the same year, we formulated our first **Responsible Purchasing Charter**, which was reviewed in 2020, to ensure that our partners share and respect our societal ambitions. By adhering to the principles of this charter, our partners commit to act in a fair manner.

Since 2018, we have started a **RCPD compliance process** for all our companies to protect the personal data of our customers, partners and employees. To this end, we have appointed an internal **RCPD referent** whose mission is to raise awareness of personal data

protection among employees. We have also added a paragraph on data protection to our general terms and conditions of service in order to raise awareness among clients and service providers when signing contracts.

In 2020, we were assessed by **the ECOVADIS rating platform** on the themes of Environment, Social & Human Rights, Ethics and Responsible Purchasing. This certification allows us to obtain a clear picture of our good CSR practices and to identify areas of improvement for the future, particularly in the area of ethics.

Finally, we assess **the compliance of our subcontractors** via the e-Attestations monitoring platform in order to simplify and secure our relations with our external stakeholders. As part of this process, we ask our subcontractors to provide us with evidence that they are operating in compliance with legislation. For example, we regularly collect their k-bis extracts, their certificates of vigilance and tax compliance.

KEY EVENTS

With a score of 66/100 in February 2022, we have improved by 5 points compared to our ECOVADIS 2020 assessment. Indeed, this year we have taken care to communicate better and provide more evidence of our responsible actions. This result places us in the top 2% of companies assessed by the platform in our sector of activity. It also puts us in the top 25% of companies assessed by the platform.

In addition, we are currently working on **a major cybersecurity action plan** within the company. The details of our actions in this area are detailed in a specific focus in the next two pages.

N+1 AMBITIONS

For the next financial year, we want to modernise **our Code of Ethical Practices** and create an internal alert system to monitor its proper application by employees. We also want to modernise **our Responsible Purchasing Charter**.

In addition, we want to develop our existing **GDPR policy** by creating a mapping and a register of processing. The mapping will allow us to measure the impact of the regulation on data protection in our business. The register will aim to identify the processing of personal data and have an overview of what we do with this data.



KEY INDICATOR

ETHIC

2 ethical documents

1 Ethical Code of Practice

1 Responsible purchasing charter

MONITORING INDICATOR

COMPLIANCE

36 compliant subcontractors



EcoVadis certification
Score of 66/100

+5 points
VS 2020



contribution to the SDG



raise awareness to cybersecurity

Thanks to an audit carried out in March 2021, **we are currently working on a major action plan to guarantee the company's cybersecurity**, the first task of which is to raise awareness among users.

It is essential to adopt the right reflexes or to improve them in order to protect the company as much as possible from the devastating causes that an internal or external cyber attack could cause. As a first step, a crisis management group was set up internally so that representatives of the various departments could be present in the event of an attack, in order to be able to identify and correct the problem as quickly as possible with the IT department.

CYBERSÉCURITÉ

FAIRE FACE À LA MENACE



SUPPORTS AMOVIBLES

N'UTILISE PAS DE CLÉ USB INCONNUE,
DISTINGUE TES USAGES PROFESSIONNELS ET PERSONNELS.



CYBERMENACES

NE FACILITE PAS LA TÂCHE AUX ATTAQUANTS.
SOIS CONSCIENT DES DANGERS DU NUMÉRIQUE.

- ▶ Vérifie la légitimité des demandes que tu reçois avant de communiquer des informations.
- ▶ Fais attention avant de cliquer sur les liens ou les documents que l'on t'envoie.
- ▶ Respecte les processus établis et n'outrepasse pas les circuits de validation.
- ▶ Ne baisse pas ta garde que ce soit sur ton ordinateur ou sur ton smartphone.



ET LA
BONNE
PRATIQUE
C'EST D'ALERTER
LE SERVICE INFORMATIQUE

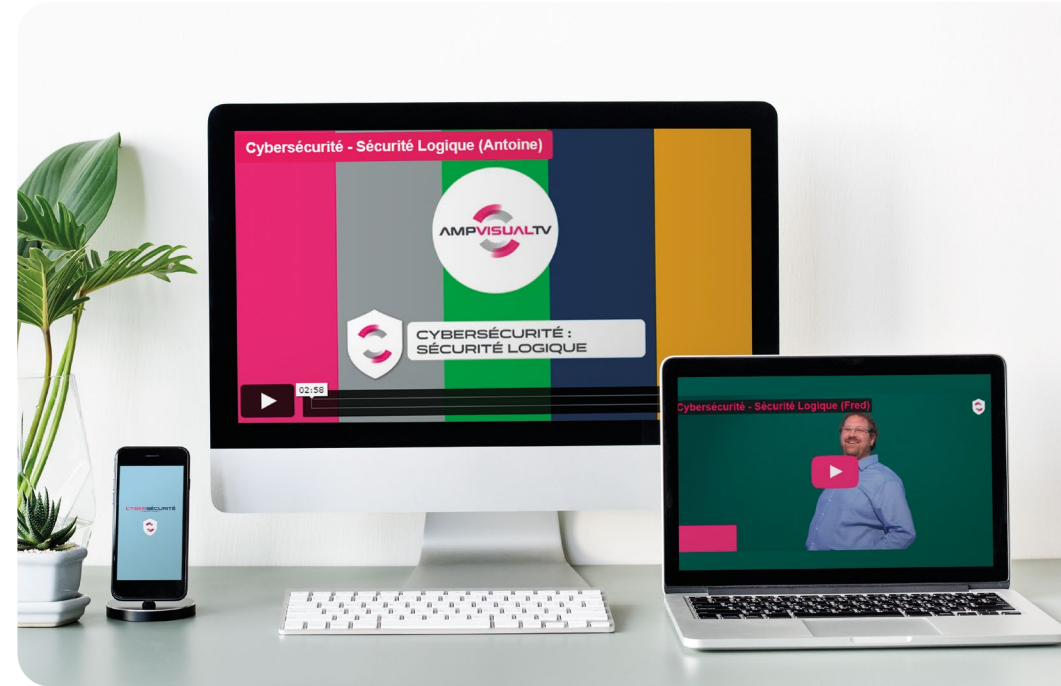


incidentcyber@campvisualtv.tv

PROJECT DETAILS:

During this exercise, we put in place **several solutions** to minimize the possibility of a cyber attack. The IT department and the communication department worked together to produce the following awareness tools:

- **Videos ;**
- **Posters in the premises;**
- **An automatic cybersecurity link when browsing the web;**
- **A dedicated email address;**
- **An MFA (multi-factor authentication) on the client workstation;**
- **A satisfaction quizz to come.**



“

*Cybercrime is not a fiction.
The question is « When are we going to be attacked ? ». This is why we are putting in place a series of actions to first identify the field of attack, then possibly counter them, and finally to be able to react in the event of a breach. We are going to create a crisis cell to take the necessary decisions: shut down, clean up and restart our information system if necessary.
It is not just a computer problem but a problem that concerns everyone in their daily actions.
The important thing is to remain vigilant and to follow the various communications that have been made.*

”

Olivier Honoré, Information Systems Director

territorial involvement

OBJECTIVE: DEVELOPING LOCAL ROOTS

For several years, AMP VISUAL TV has been developing **its territorial anchoring for a sustainable growth**, respectful of both people and territories. For this, we favour collaborations with local service providers or local branches of national brands. Thus, most of our partners are economic actors located in the departments where we have our regional branches, namely in the Vendée, the Rhône, the Moselle and the Haute-Garonne.

Since February 2021, we have taken out a subscription to **the association's newspaper «Demain Vendée»** for our site in Les Sables-d'Olonne. This newspaper is a local media that highlights positive initiatives in the Vendée, on various themes of societal, ecological and social transition.

OBJECTIVE: PROMOTING SPONSORSHIP & PARTNERSHIPS

Since 2017, we have been a partner **in about ten sports or social events** near our locations. We are also involved in **certain national events**. In concrete terms, we regularly make financial donations and we make several of our technical resources available free of charge to help finance and organise events or social missions.

development and attractiveness of the region, **while meeting the needs of our customers and suppliers**. Naturally, we listen to them in order to meet their expectations as best we can during the filming process. In order to strengthen these links, each year we invite our main French and international clients to share a convivial moment with us.

As a socially responsible company, we contribute to the

KEY EVENTS

The number of local suppliers has not changed significantly from the previous year. **However, since 2017/2018, it has increased by 28%**. This result testifies to our territorial involvement in the Vendée department.

After a year and a half of health concerns, **event and filming activities have strongly resumed**. In September 2021, we organised our traditional back-to-school party at the Gabriel studio. Also, we went to the SPORTEL in Monaco in October 2021. These two events allowed us to see a large number of our clients.

N+1 AMBITIONS

In the next financial year, we will continue to develop **our sponsorship activities and partnerships**. Moreover, we will support the 2022 edition of the SOLIDAYS, which are 3 days of giant concerts given for the benefit of the fight against AIDS. Within the framework of this solidarity, AMP VISUAL TV will make available free of charge 2 production units as well as volunteer employees who wish to give some of their time to defend an important cause.



KEY INDICATOR

LOCAL SUPPLIERS

119 local suppliers

-8% vs 2020/2021

including: **51** suppliers in Vendée

40 suppliers in Rhône

7 suppliers in Moselle

21 suppliers in Haute-Garonne

MONITORING INDICATOR

SPONSORSHIP AND PARTNERSHIP

14 sponsorship and partnership actions

+75% vs 2020/2021



contribution to the SDG



| KEY EVENTS 2021-2022

3 days of singing and solidarity for **les Restos du Cœur !**

For the filming of the Enfoirés 2022 concert, we deployed a 12-cameras shoot from our Millenium Signature 12 at the Sud de France Arena in Montpellier. Also this year, **we made a significant financial donation** to the association to support its social missions.

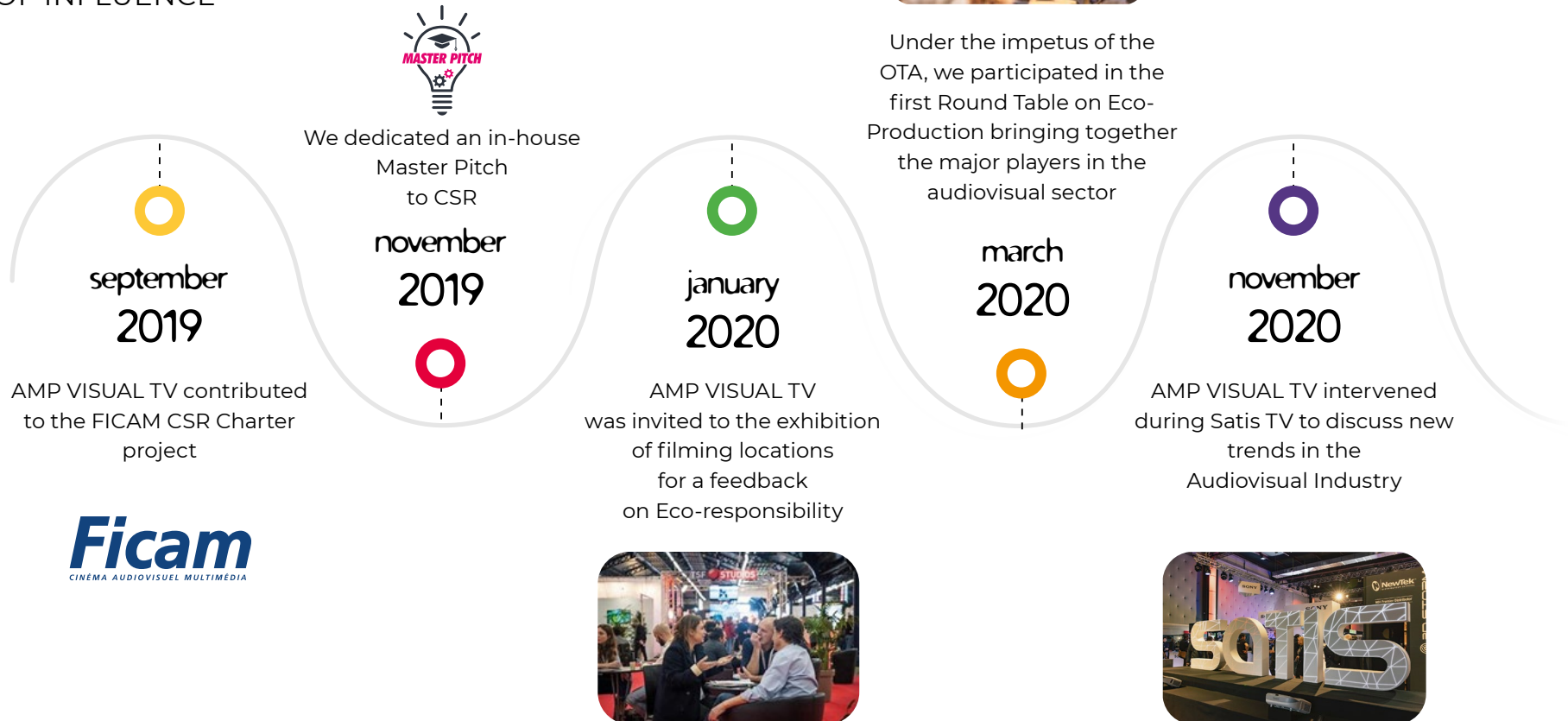


an evening of mobilization, solidarity and sharing!

The Millenium Signature 10 team were in place for an exceptional shooting at the Maison de la Radio et de la Musique, for the FRENCH RED CROSS, France Inter and France 2 who were organizing a big concert to solicit donations to help Ukrainians. For the occasion, **we made some of our production facilities available free of charge.**

promotion of responsible values

OBJECTIVE: DEVELOPING CSR WITHIN OUR
OUR SPHERE OF INFLUENCE





We participated in the
sixteenth Ordinary
General Assembly and
the Extraordinary General
Assembly of the association
Global Compact France in a
dematerialized format

december 2020 — march 2021

AMP VISUAL TV
contributed to the
FICAM CSR Charter
project

Ficam
CINÉMA AUDIOVISUEL MULTIMÉDIA

september 2021

october 2021

Gilles Sallé, our CEO and
founder, took part in an external
stakeholder meeting organized by
the TF1 Group.

TF1
LE GROUPE

Ficam
CINÉMA AUDIOVISUEL MULTIMÉDIA

We participated in
two CSR commissions
organized by
FICAM

november 2021 — february 2022



KEY INDICATOR

PROMOTION OF CSR VALUES

4 promotional activities

+33% vs 2020/2021



contribution to the SDG

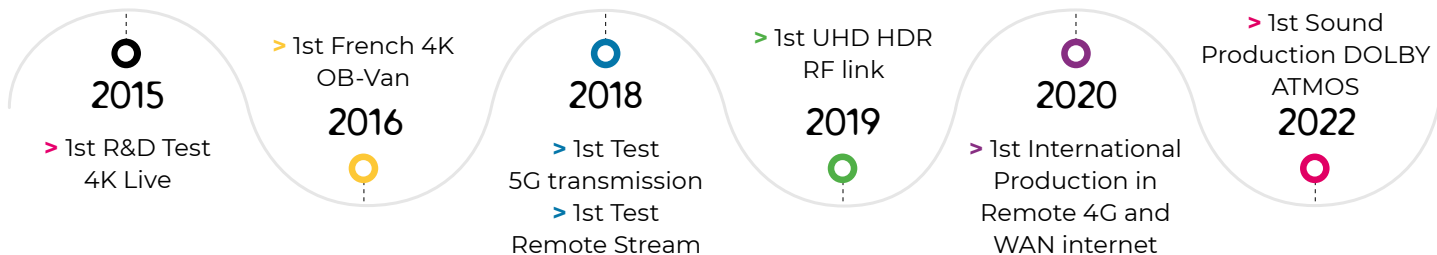


innovation

We are internationally recognized for **the technical expertise of our teams**. Always at the forefront of innovation, we are constantly equipping ourselves with the most effective and innovative tools. For the past fifteen years, our innovations have gone beyond the technical framework, accompanying the upheavals in viewers' habits. Technology, process, management, all aspects of corporate life are impacted by this transformation.

Winning and keeping the trust of our customers is as much about innovation as it is about service, both of which are the DNA of AMP VISUAL TV.

20 MAJOR INNOVATIONS SINCE 1986, **INCLUDING 7 IN RECENT YEARS...**



| EXAMPLES OF INNOVATIONS 2021-2022



In February 2022, for the last home matches of Paris and Lille in the UEFA Champions League, we introduced a new feature on the international signal: the sound was produced in «Dolby Atmos». This is an evolution of the «surround» sound traditionally used for this type of performance. Producing this type of sound is neither simple nor common, and the challenge was twofold for our teams; but **they were united around a common desire: to serve our clients.**



it's here... the IXI 5!

Our strength lies in our ability to offer so-called «all-in-one» services for clients who need to materialise their rights in images. This is why we recently launched our IXI 5 in order to broaden our offer and reduce subcontracting.

This new vehicle is **autonomous in movement and energy** thanks to a generator integrated into the engine. In addition, it is equipped with **new technologies**: 4-stream HD transmission, capture of up to 4 cameras, etc.

“ Very early on, we made a commitment to Canal+ sports teams to preserve what had been achieved and, whenever possible, to upgrade the devices to give them the best of our services... ”

Igor Trégarot
Managing Director in charge of
France Activities



contribution to the SDG



methodological note

Preamble

In accordance with the new provisions of Article L 225-102-1 of the French Commercial Code, the AMP VISUAL TV® Group, and in particular its holding company, AMP INVESTISSEMENT, reports on its non-financial performance in its 2021/2022 management report, the accuracy of which has been certified by an Independent Third Party Organisation, Group Y.

The purpose of this note is to explain the reporting methodology applied by AMP VISUAL TV for its extra-financial performance declaration (DPEF). It specifies the organisation of the process of collecting, validating and consolidating indicators, the responsibilities at the different levels of the process and the definitions useful for a good understanding of the data requested.

Reporting period

The period used for this extra-financial performance declaration is the last financial year, i.e. from 1 April 2021 to 31 March 2022. However, for all social data, the scope covered is from 1 January to 31 December 2021.

Perimeter

The scope of publication of non-financial information in the management report must be the Group's financial consolidation scope.

For this financial year, we have favoured a French perimeter for our reporting by focusing on the main legal structures that are part of our UES; Atlantic Média and Studios

de France, whose capital links are illustrated below and cover an average of **98.78%** of the consolidated permanent workforce. We carried out an economic operation during this financial year, which was the purchase of Euro-média France's mobile video business. On this occasion, we integrated 130 new employees, buildings and vehicles into Atlantic Media.

History

In order to be able to compare results from one year to the next, the historical information reported, when available, covers the years N and N-1, with the corresponding methodologies.

Data collection

The data is collected directly from the contributors of the business units or from the departments concerned (Technical Department, French Activities Department, Human Resources Department, etc.) by the General Secretariat.

The timetable is based on the production of indicators during the second quarter of the year, followed by the drafting of associated comments.

Social indicators: Social information is collected centrally by the Human Resources Department. The HR data is established on the same definitions and bases of calculation as those of the Atlantic Media Social Balance Sheet and those of the BDESE of the Broadcast Services UES.

NB: The M/F professional equality index is calculated in proportion to the number of employees obtained (73/85).

Environmental indicators: environmental information is collected by the General Secretariat from the following sources: Excel tracking files, invoices, energy consumption reports, waste tracking slips, etc.

NB: Data on fuel consumption were previously reported as amounts spent in euros. In order to be consistent with the other data, we have now chosen to indicate them in m3 consumed. In addition, for the calculation of the carbon footprint, we have selected the most recent and relevant emission factors communicated by ADEME.

Societal indicators: societal information is collected by the General Secretariat from the following sources: Excel tracking files, invoices, membership certificates, etc.

NB: Some indicators are not relevant to our activity, such as the fight against food waste and food insecurity, respect for animal welfare, or the promotion of responsible, fair and sustainable food, and we have therefore chosen to exclude them.

Coverage rate DPEF 2021-2022

The overall coverage rate of our DPEF is **98.78%** and breaks down as follows: Social (workforce within the scope): **100%**, Environmental: **98.17%**, Societal: **96.95%**.

2022-2023 objectives

We wish to continue our efforts to implement our Social Responsibility objectives, focusing on the social, environmental and societal issues specific to our activities.

The takeover of mobile production activity EUROMEDIA FRANCE in November 2021 has strengthened our position as leader in the audiovisual market. Nevertheless, we must remain vigilant. Each department will have to reorganise itself to integrate the 130 new employees and prepare for the future while ensuring the continuity of our activities.

AMP VISUAL TV is carefully monitoring the impact of this acquisition on the well-being of its employees, its environment and its economic and financial situation.

Back to our CSR objectives:

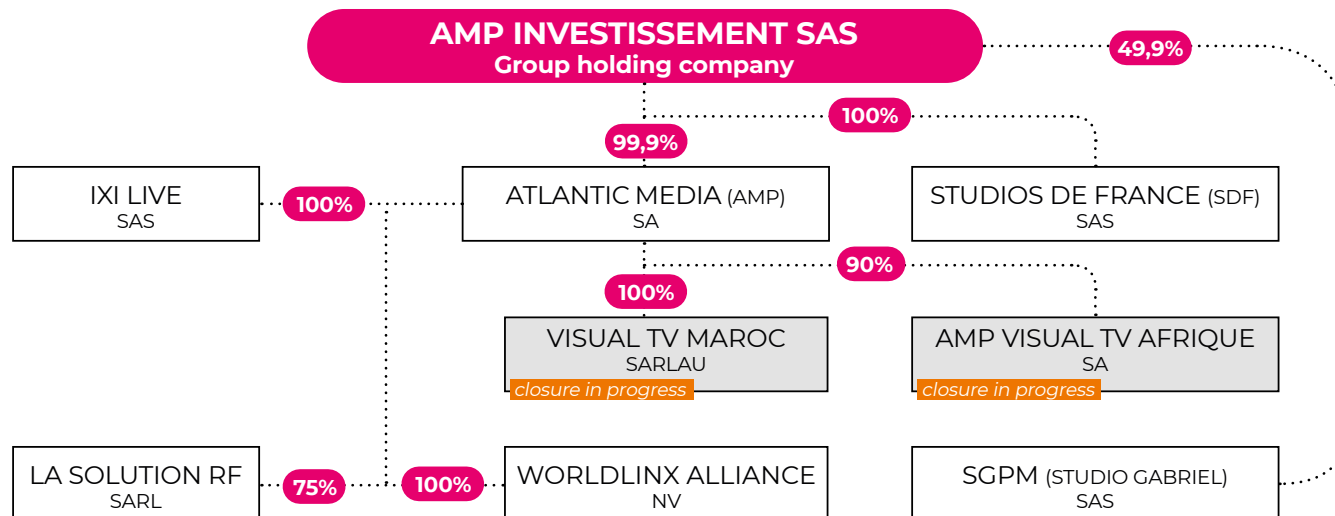
- To anchor our CSR policy in the long term with all our stakeholders 
- Develop our ethical commitment and compliance 
- Modernise our purchasing policy 
- Optimize our energy consumption 
- Reduce and recycle our waste 
- Limit our CO2 emissions 
- Acting in favour of professional equality M/F 



In progress



Goal achieved but work continues



Exercice clos le 31 mars **2022**

RAPPORT

DE L'ORGANISME TIERS INDEPENDANT
SUR LES INFORMATIONS RSE

AMP INVESTISSEMENT
ALLEE TITOUAN LAMAZOU
ZONE ACTILONNE
85340 OLLONE SUR MER

www.groupey.fr



AMP INVESTISSEMENT

Rapport de l'organisme tiers indépendant (OTI) relatif à la vérification des informations sociales, environnementales et sociétales figurant dans le rapport de gestion

Exercice clos le 31 mars 2022

Aux actionnaires

En notre qualité d'organisme tiers indépendant (« tierce partie »), accrédité par le COFRAC sous le numéro 3-1103 (dont la portée est disponible sur le site www.cofrac.fr), nous avons mené des travaux visant à formuler un avis motivé exprimant une conclusion d'assurance modérée sur les informations historiques (constatées ou extrapolées) de la Déclaration de performance extra-financière, préparées selon les procédures de l'entité (ci-après le « Référentiel », pour l'exercice clos le 31/03/2022 (ci-après respectivement les « Informations » et la « Déclaration », présentée dans le rapport de gestion en application des dispositions légales et réglementaires des articles L. 225-102-1, R. 225-105 et R. 225-105-1 du code de commerce.

Conclusion

Sur la base des procédures que nous avons mises en œuvre, telles que décrites dans la partie « Nature et étendue des travaux », et des éléments que nous avons collectés, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause le fait que la déclaration de performance extra-financière est conforme aux dispositions réglementaires applicables et que les Informations, prises dans leur ensemble, sont présentées, de manière sincère, conformément au Référentiel.

GROUPE Y AUDIT

Société d'Expertise Comptable et de Commissariat aux Comptes
Inscrite au tableau de l'Ordre de la Région Poitou-Charentes-Vendée – Membre de la Compagnie Régionale de Poitiers
Membre indépendant du réseau Nexia International – Membre de l'Association Technique A.T.JI.

SAS au capital de 37 000 €
Siège social : 53 rue des Marais – CS 18421 – 79024 NIORT Cedex – Tél. : 05 49 32 49 01
RCS NIORT B 377 530 563 – APE 6920 Z – TVA : FR 10 377 530 563

FONTENAY-LE-COMTE – FUTUROSCOPE – LA ROCHE-SUR-YON – LUÇON – NANTES – NIORT – PARIS



Commentaire

Sans remettre en cause la conclusion exprimée ci-dessus et conformément aux dispositions de l'article A. 225-3 du code de commerce, nous formulons le commentaire suivant :

- Nous vous invitons à exprimer les indicateurs clés de performance retenus par AMP Investissement sous forme de ratios permettant ainsi de réfléchir à la dynamique des données face à la fluctuation des activités d'une année sur l'autre et ce, de façon à assurer la comparabilité des indicateurs clés de performance.

Préparation de la déclaration de performance extra-financière

L'absence de cadre de référence généralement accepté et communément utilisé ou de pratiques établies sur lesquels s'appuyer pour évaluer et mesurer les Informations permet d'utiliser des techniques de mesure différentes, mais acceptables, pouvant affecter la comparabilité entre les entités et dans le temps.

Par conséquent, les Informations doivent être lues et comprises en se référant au Référentiel dont les éléments significatifs sont présentés dans la Déclaration.

Limites inhérentes à la préparation des Informations

Les Informations peuvent être sujettes à une incertitude inhérente à l'état des connaissances scientifiques ou économiques et à la qualité des données externes utilisées. Certaines informations sont sensibles aux choix méthodologiques, hypothèses et/ou estimations retenues pour leur établissement et présentées dans la Déclaration.

Responsabilité de l'entité

Il appartient au Conseil d'administration :

- De sélectionner ou d'établir des critères appropriés pour la préparation des Informations ;
- D'établir une Déclaration conforme aux dispositions légales et réglementaires, incluant une présentation du modèle d'affaires, une description des principaux risques extra-financiers, une présentation des politiques appliquées au regard de ces risques ainsi que les résultats de ces politiques, incluant des indicateurs clés de performance et par ailleurs les informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte) ;
- Ainsi que de mettre en place le contrôle interne qu'il estime nécessaire à l'établissement des Informations ne comportant pas d'anomalies significatives, que celles-ci proviennent de fraudes ou résultent d'erreurs.

La Déclaration a été établie en appliquant le Référentiel de l'entité tel que mentionné ci-avant.

Responsabilité de l'organisme tiers indépendant

Il nous appartient, sur la base de nos travaux, de formuler un avis motivé exprimant une conclusion d'assurance modérée sur :

- la conformité de la Déclaration aux dispositions prévues à l'article R. 225-105 du code de commerce ;
- la sincérité des informations historiques (constatées ou extrapolées) fournies en application du 3° du I et du II de l'article R. 225-105 du code de commerce, à savoir les résultats des politiques, incluant des indicateurs clés de performance, et les actions, relatifs aux principaux risques.

Comme il nous appartient de formuler une conclusion indépendante sur les Informations telles que préparées par la direction, nous ne sommes pas autorisés à être impliqués dans la préparation desdites Informations, car cela pourrait compromettre notre indépendance.

Il ne nous appartient pas de nous prononcer sur :

- le respect par l'entité des autres dispositions légales et réglementaires applicables (notamment en matière d'informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte), de plan de vigilance et de lutte contre la corruption et l'évasion fiscale) ;
- la sincérité des informations prévues par l'article 8 du règlement (UE) 2020/852 (taxonomie verte) ;
- la conformité des produits et services aux réglementations applicables.

Dispositions réglementaires et doctrine professionnelle applicable

Nos travaux décrits ci-après ont été effectués conformément aux dispositions des articles A. 225-1 et suivants du code de commerce et à la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention tenant lieu de programme de vérification.

Indépendance et contrôle qualité

Notre indépendance est définie par les dispositions prévues à l'article L. 822.11 du code de commerce et le code de déontologie de la profession de commissaire aux comptes. Par ailleurs, nous avons mis en place un système de contrôle qualité qui comprend des politiques et des procédures documentées visant à assurer le respect des textes légaux et réglementaires applicables, des règles déontologiques et de la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention.

Moyens et ressources

Nos travaux ont mobilisé les compétences de 3 personnes et se sont déroulés entre les mois de juin et de juillet 2022 sur une durée totale d'intervention d'environ 3 semaines.

Nous avons fait appel, pour nous assister dans la réalisation de nos travaux, à nos spécialistes en matière de développement durable et de responsabilité sociétale.

Nous avons mené 9 entretiens avec les personnes responsables de la préparation de la Déclaration, représentant notamment les directions générale, administration, finances, gestion des risques, conformité, ressources humaines, santé et sécurité, environnement et achats].

Nature et étendue des travaux

Nous avons planifié et effectué nos travaux en prenant en compte le risque d'anomalies significatives sur les Informations.

Nous estimons que les procédures que nous avons menées en exerçant notre jugement professionnel nous permettent de formuler une conclusion d'assurance modérée :

- nous avons pris connaissance de l'activité de l'ensemble des entités incluses dans le périmètre de consolidation et de l'exposé des principaux risques sociaux ;
- nous avons apprécié le caractère approprié du Référentiel au regard de sa pertinence, son exhaustivité, sa fiabilité, sa neutralité et son caractère compréhensible, en prenant en considération, le cas échéant, les bonnes pratiques du secteur ;
- nous avons vérifié que la Déclaration couvre chaque catégorie d'information prévue au III de l'article L. 225-102-1 en matière sociale et environnementale ;
- nous avons vérifié que la Déclaration présente les informations prévues au II de l'article R. 225-105 lorsqu'elles sont pertinentes au regard des principaux risques et comprend, le cas échéant, une explication des raisons justifiant l'absence des informations requises par le 2^{ème} alinéa du III de l'article L. 225-102-1 ;
- nous avons vérifié que la Déclaration présente le modèle d'affaires et une description des principaux risques liés à l'activité de l'ensemble des entités incluses dans le périmètre de consolidation], y compris, lorsque cela s'avère pertinent et proportionné, les risques créés par ses relations d'affaires, ses produits ou ses services ainsi que les politiques, les actions et les résultats, incluant des indicateurs clés de performance, afférents aux principaux risques ;
- nous avons consulté les sources documentaires et mené des entretiens pour :
 - o apprécier le processus de sélection et de validation des principaux risques ainsi que la cohérence des résultats, incluant les indicateurs clés de performance retenus, au regard des principaux risques et politiques présentés, et
 - o corroborer les informations qualitatives (actions et résultats) que nous avons considérées les plus importantes;
- Nous avons vérifié que la Déclaration couvre le périmètre consolidé, à savoir l'ensemble des entités incluses dans le périmètre de consolidation conformément à l'article L. 233-16 ;
- Nous avons pris connaissance des procédures de contrôle interne et de gestion des risques mises en place par l'entité et avons apprécié le processus de collecte visant à l'exhaustivité et à la sincérité des Informations ;
- Pour les indicateurs clés de performance et les autres résultats quantitatifs que nous avons considérés les plus importants présentés en Annexe 1, nous avons mis en œuvre :
 - o des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions ;
 - o des tests de détail sur la base de sondages ou d'autres moyens de sélection, consistant à vérifier la correcte application des définitions et procédures et à rapprocher les données des pièces justificatives. Ces travaux ont été menés auprès d'une sélection d'entités contributrices et couvrent entre 7% et 100% des données consolidées sélectionnées pour ces tests ;



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