

Lagardère Travel Retail's individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
1 4 8	Continue reducing our GHG emissions to reduce our climate impact	Global (<i>all consolidated entities of LTR</i>)	% of electricity consumption covered by 100% renewable sources	Contribute to global carbon neutrality in 100% of our directly managed operations	2023	Closed	<p>We calculate our GHG emissions (<i>scopes 1 & 2</i>) every year for all of our consolidated entities. We have implemented a catalogue of measures to reduce energy consumption, regularly train teams on the subject, and refined our reporting in 2024</p> <p>In a context where we are often dependent on the energy contracts of our landlords (<i>train stations, airports</i>), we use 100% renewable energy wherever possible. We have also continued to develop renewable energy self-production projects in several countries (<i>Belgium, Romania, the Netherlands, Poland</i>) and encourage this approach wherever possible, in France and internationally. We have covered the rest of our energy consumption through the purchase of green certificates since the end of 2023, as planned</p> <p>In addition to this approach for our direct emissions, and to broaden this commitment, since 2024 we have included scope 3 (<i>including the FLAG Forest, Land and Agriculture part</i>) in the calculation of our GHG emissions, and we are working on mapping our suppliers for deforestation risk, in line with the EUDR and our SBTi (<i>Science-based Target Initiative</i>) commitment</p>	External audit
1 5	Support projects that promote biodiversity conservation	Global	% of projects with biodiversity co-benefits	Our carbon offset projects contribute to the protection or regeneration of biodiversity	2024	Closed	In line with our internal commitments and those made to act4nature international, we have been using carbon credits since the end of 2023 for the small portion of residual emissions that we cannot reduce (<i>"non-compressible emissions"</i>). We only consider projects that have a positive impact on biodiversity for this approach, with recognized labels and high quality	Internal audit
1 8	Organize an introduction to biodiversity for all head office employees	Headquarters employees	% of head office employees with access to awareness programs	100% of head office employees have access to the awareness program	2023	Closed	We have organized two dedicated training webinars with the specialised agency Ekodev for all Lagardère Travel Retail head office employees since the publication of our commitment. The recordings are available on our intranet and accessible to all employees. The topic is also covered in the "CSR" module during the welcome day for new employees (<i>"onboarding day"</i>)	Self-assessment
1 4 8 9	Provide specific training on biodiversity for different professions and/or target employees at head office	Global	Number of trainings proposed to staff concerned	Provide training on responsible purchasing that includes a section on biodiversity	2024	In progress	<p>The topic of biodiversity and the importance of its preservation have been covered on numerous occasions within our company during internal meetings, as well as during workshops and seminars with the purchasing teams. More specifically, in France and internationally since 2022: <i>Hermes Annual Forum, Global Purchasing Seminar, Duty Free & Fashion Days, Foodservice Seminar, Store Planning Committee</i>, etc.</p> <p>We are also working hard to make our purchasing more responsible, and a dedicated position was created in 2024. To take this approach even further, specific <i>"responsible purchasing"</i> training modules are currently being developed. In the area of store design and construction, architects and other key contacts have received eco-design training specifically developed for our company by a specialist agency. LCAs (<i>Life-Cycle Assessments</i>) have also been carried out for several stores in order to improve our environmental footprint</p>	Self-assessment
1 2 4 8 10	Communicate transparently about biodiversity commitments both internally and externally	Global	Number of communications	Distribute the roadmap on the intranet, at internal events, and to our partners and brands	2023	Closed	Information on our commitments to act4nature international is available on our intranet. The subject has also been covered on numerous occasions at headquarters and with our subsidiaries, for example at forums and internal events, within our international CSR community (<i>PEPS</i>), etc. The subject is also regularly discussed with our external partners through discussions with our suppliers, partner brands and landlords, and during the preparation of calls for tenders	Self-assessment
1 3 9 10	Integrate the biodiversity roadmap into the company's CSR strategy	Global	Inclusion of biodiversity topics in the overall CSR strategy	Identify connections between the CSR strategy and the biodiversity roadmap	2023	Closed	<p>In the criteria of our responsible purchasing strategy, which is currently being strengthened, the impact on biodiversity is taken into account as an important factor</p> <p>In collaboration with our parent company and external experts, the impact of our activities on biodiversity has also been analyzed as part of the double materiality and CSRD exercise, to ensure that our CSR strategy is fully aligned</p> <p>At the same time, we are strengthening our reporting on GHG emissions (<i>see point 1</i>) by including Scope 3, including FLAG emissions, in our carbon footprint, and have submitted our commitments to the SBTi</p>	Self-assessment

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.