



CSR REPORT 2024





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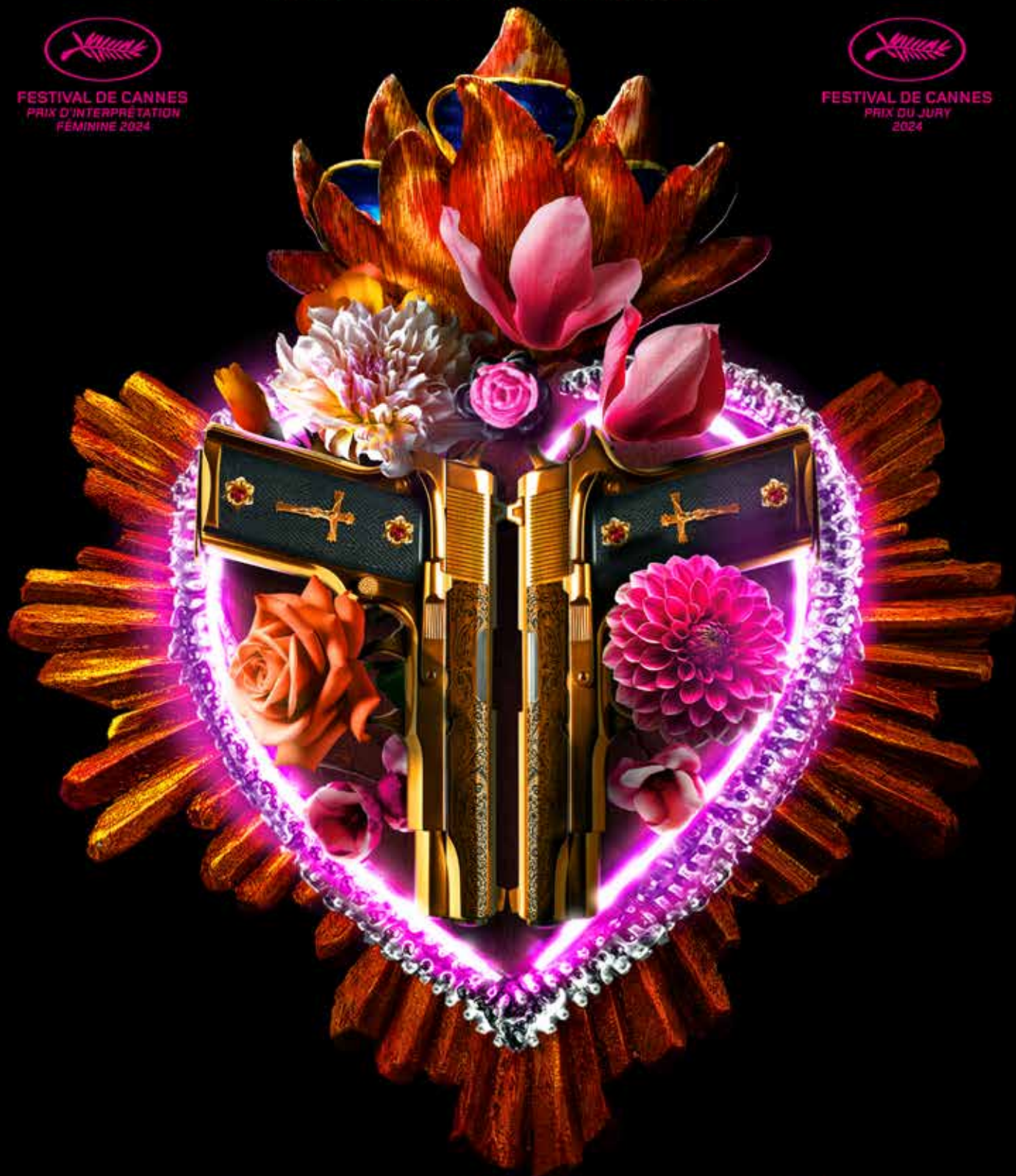




FESTIVAL DE CANNES
PRIX D'INTERPRÉTATION
FÉMININE 2024



FESTIVAL DE CANNES
PRIX DU JURY
2024



ZOE
SALDAÑA

KARLA SOFÍA
GASCÓN

SELENA
GOMEZ

EMILIA PÉREZ

UN FILM DE
JACQUES AUDIARD



Dear employees and partners,

As a major player in the film industry, **we have a role to play in building a more sustainable and inclusive future** both on our screens and in our actions.

The year 2024 marked an important milestone in our commitment to a more responsible model.

• Aware of our responsibility, **we have structured our CSR strategy around commitments aligned with the specifics of our business** (see pages 12-13).

• **We have reduced our energy consumption** (electricity, gas...) overall by 6% as compared to 2022

• **We have improved our environmental impact** thanks to the deployment of selective sorting in all our cinemas

• **We have strengthened our social and societal responsibility:**

- A Quality of Working Life (QWL) survey carried out in November 2024 by Deloitte revealed positive and consistent results (working conditions, communication, motivation, values, commitment, etc.)
- Actions to combat precariousness, support youth and contribute to regional development

• We will also continue to **integrate CSR into our governance practices**, in a spirit of transparency and ethics (compliance with the Sapin II law, etc.)

Each of these actions bears witness to our commitment to making Pathé a committed and responsible cultural player.

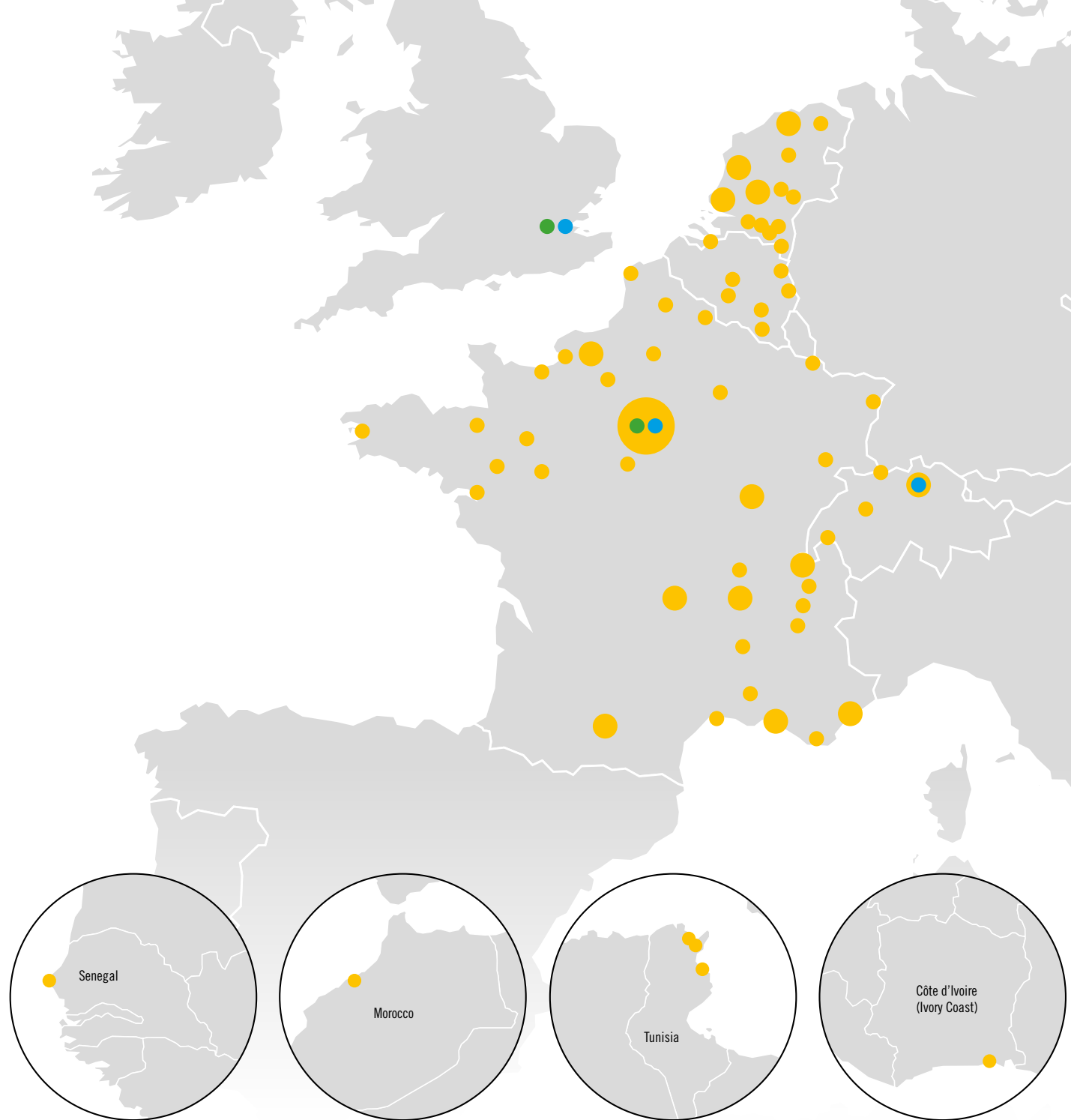
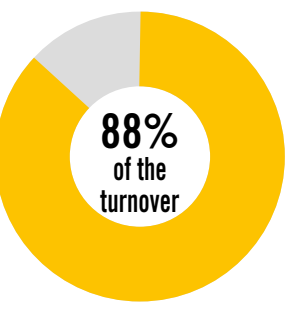
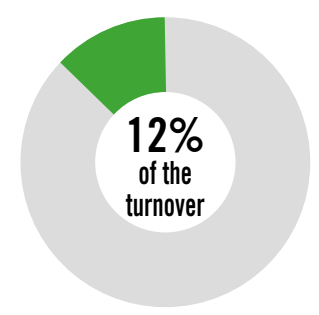
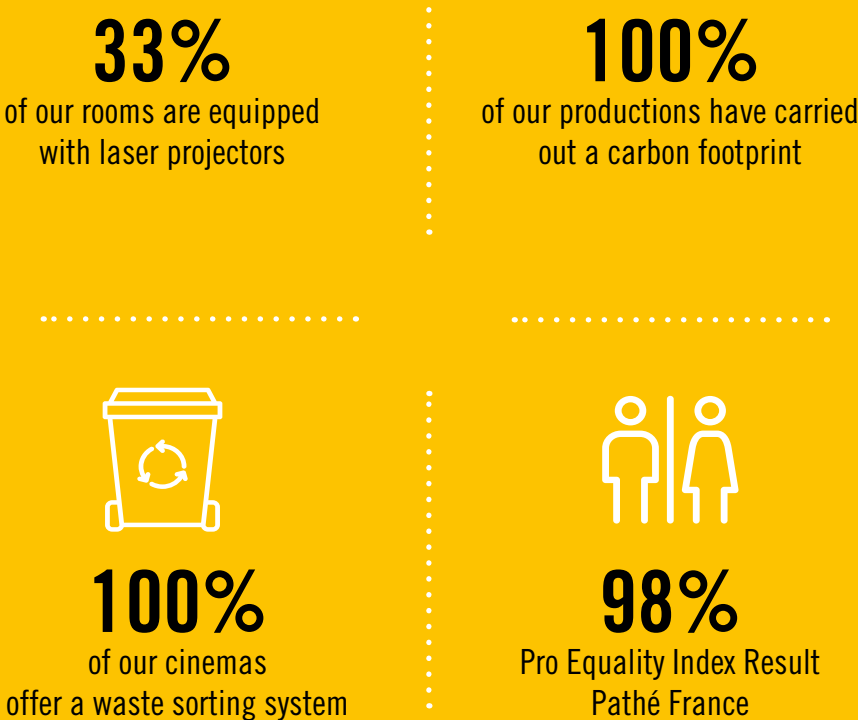
I would like to warmly thank all our teams and partners for their daily commitment.

It is thanks to their energy and conviction that we are able to advance our vision of a more responsible cinema, anchored in its time and looking to the future.



Jérôme Seydoux,
Chairman of Pathé

PATHÉ 2024 IN FIGURES



	Activities	Number of cinemas	Number of screens	Workforce (in FTEs)
France		76	851	1509
Netherlands		34	276	615
Belgium		7	77	104
Switzerland		7	71	139
Africa		6	41	168
UK		-	-	12
		130	1316	2547

PRODUCTION DISTRIBUTION OPERATIONS

VALUE CREATION MODEL IN 2024

RESOURCES



HUMAN RESOURCES

- 2547 employees (FTE) on permanent contracts in 9 countries
- 46% women
- 59% of employees in France



ECONOMIC AND FINANCIAL RESOURCES

- Long-term family shareholding
- €1.045 billion in shareholders' equity



INTANGIBLE RESOURCES

- Nearly 1,350 films and documentaries in the catalogue
- A strong brand, 128 years of history



REAL-ESTATE LOCATIONS

- 130 cinemas operated daily in France, the Netherlands, Belgium, Switzerland, Senegal, Tunisia, Morocco and Côte d'Ivoire



ENERGY RESOURCE REQUIREMENTS

- Energy consumption: 130 GWh



SOCIETAL RESOURCES

- Pathé is a partner in many local initiatives: associations, communities, schools, etc.

Innovation
Requirement
Passion
Boldness

our values



operation
rooms
cinema

production
and distribution
of films

distribution
events
cultural
at the
cinema

platform
videos to
the request

VALUE CREATION



FOR EMPLOYEES

- Professional equality index: 98/100 (Pathé Cinémas France) and 98/100 (Pathé Films France)
- 13.5 hours of training provided by our employees (France and abroad)



FOR ALL STAKEHOLDERS

- €977 M turnover
- €240 M EBITDA



FOR THE PUBLIC

- Technological innovations: digitization of the customer experience, more than 100 cinemas offering unparalleled immersive experiences: IMAX, Dolby Cinema, ScreenX, Onyx, 4DX
- 8 films distributed in France: 13.4 M admissions
- 38 cultural contents broadcast via Pathé Live (opera, concerts, ballets, etc.)



FOR THE ENVIRONMENT

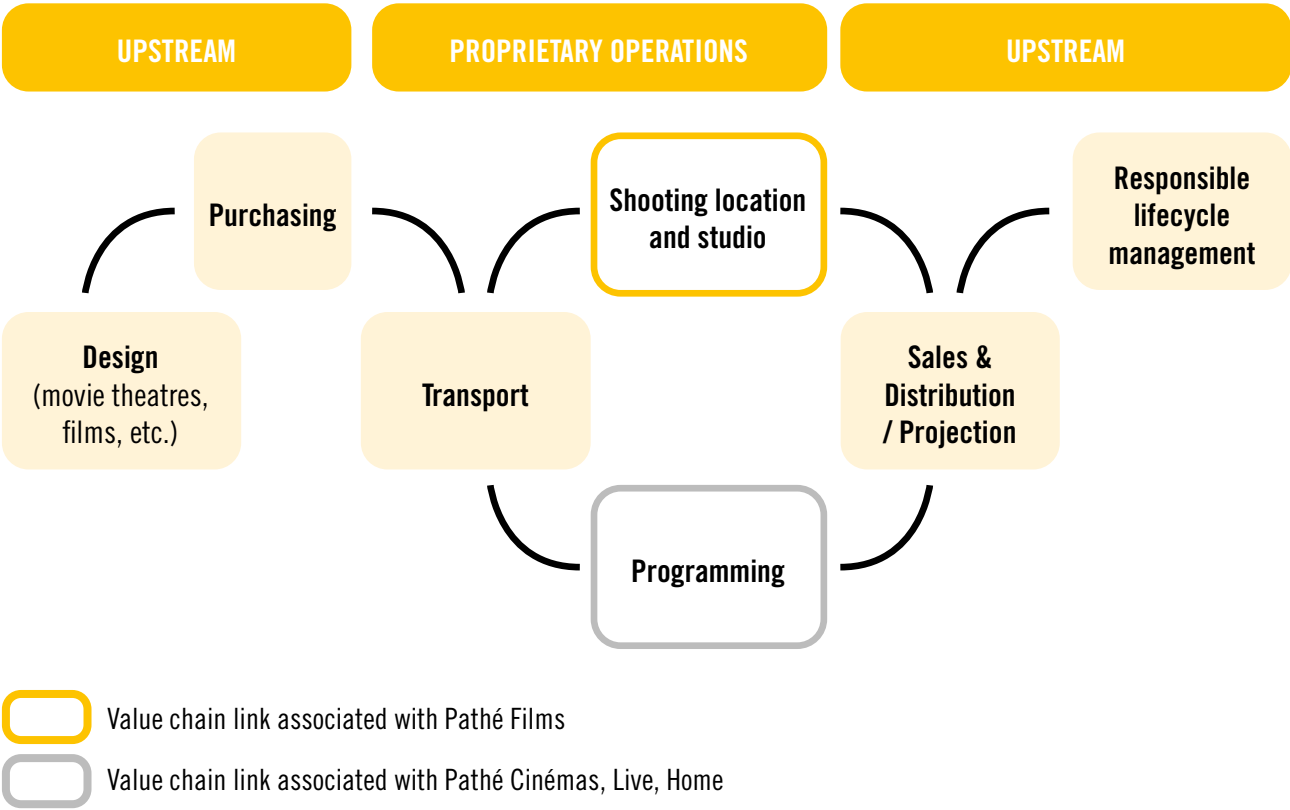
- 6% reduction in energy consumption (electricity, gas, etc.)
- Stable CO₂ emissions



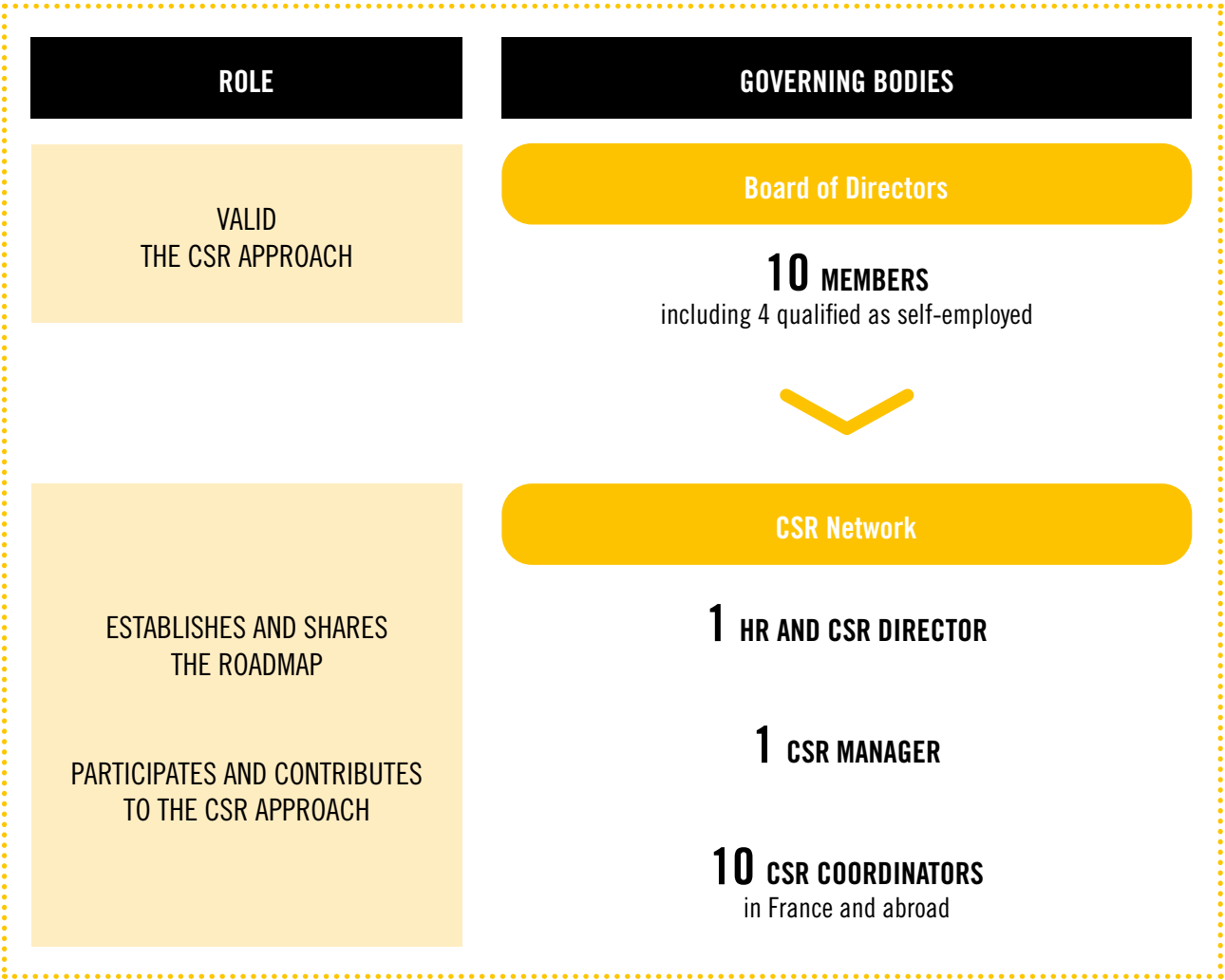
FOR CIVIL SOCIETY AND PUBLIC AUTHORITIES

- 55.1 M admissions in Pathé Cinémas in France and abroad
- Active support for partner associations: Les Restos du Cœur, La Croix-Rouge française (French Red Cross)...
- More than 500 cultural contents (opera, concerts, ballets,...) broadcasted since the creation of Pathé Live

OUR VALUE CHAIN



CSR GOVERNANCE



FOCUS ON GOVERNANCE ISSUES

Governance and business ethics are among the issues that Pathé considers most important in terms of fighting corruption, managing supplier relations and corporate culture.

As part of our 2024 roadmap, several structuring measures are in place or being deployed:

- Formalization of an ethics charter and code of conduct
- Setting up an internal alert system
- Providing content to raise awareness of the Sapin II Act
- Drawing up a supplier code of conduct
- Currently drawing up a responsible purchasing charter and deploying Ecovadis

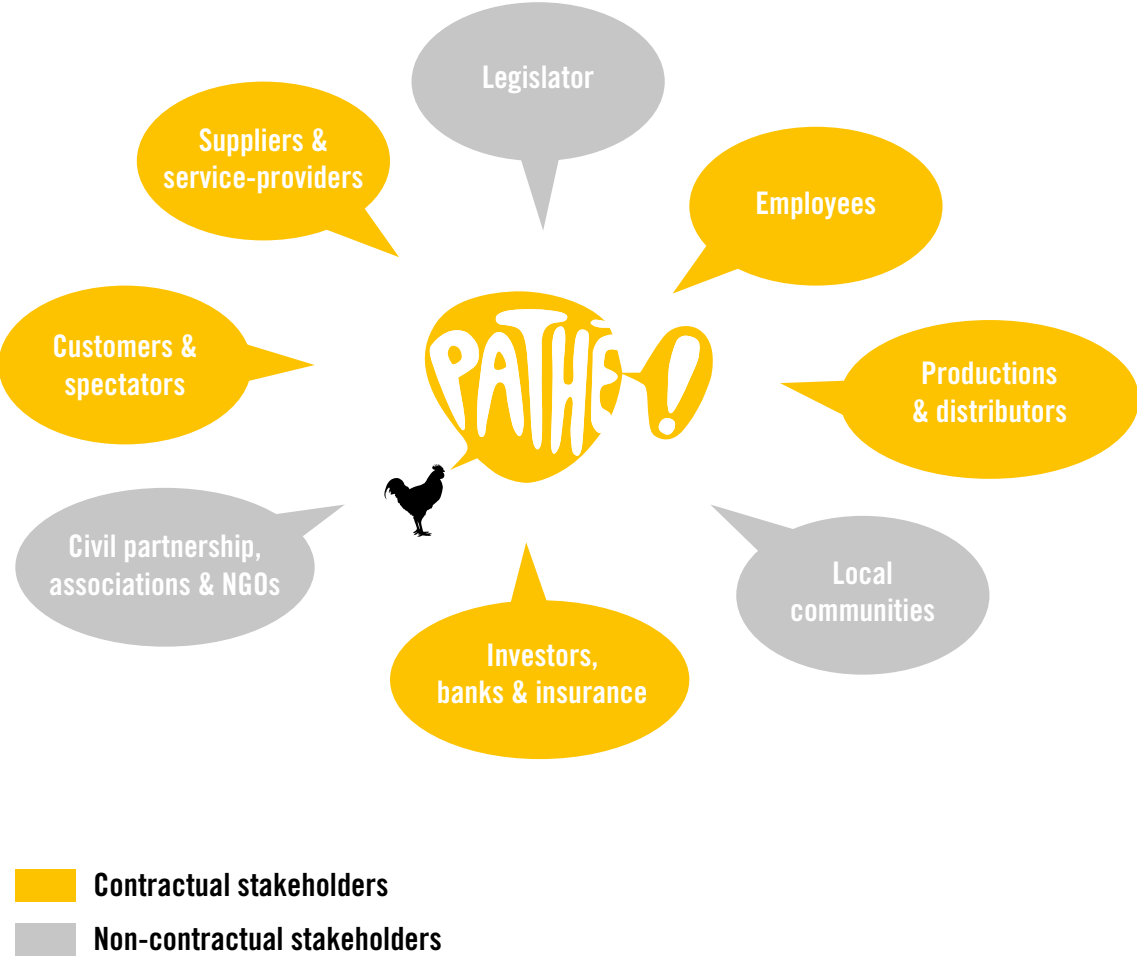
CSR STRATEGY

To meet the challenges of the ecological transition, Pathé has strengthened and structured its CSR approach.

As part of our preparations for CSRD compliance, Pathé carried out a double materiality analysis to identify priority CSR themes from the point of view of impact materiality and financial materiality. This analysis has enabled us to map the impacts, risks and opportunities associated with CSRD criteria, covering environmental, social, societal and ethical dimensions across the entire value chain of our activities (see page 10).

The work was carried out taking into account our business model, our corporate strategy and our complete value chain, with the definition of key stages for each of our activities: production and distribution (Pathé Films), as well as exhibition (Pathé Cinémas, Live and Home).

To enrich this approach and integrate the expectations of our ecosystem, a consultation of internal and external stakeholders was carried out, in the form of interviews and workshops.



CSR POSITIONING

1/ LIMITING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

We are working to reduce the carbon footprint of our activities.

We are working to integrate the circular economy into our activities.

2/ OFFERING AN ACCESSIBLE, MORE RESPONSIBLE EXPERIENCE

Our aim is to offer accessible products and services in environments where our customers feel completely secure.

We contribute to the cultural and economic development of these regions.

3/ ENSURING A SAFE AND FULFILLING WORKING ENVIRONMENT

We promote the personal and professional development of our employees.

We take great care to ensure the safety of our employees.

4/ ACTING AS AN ETHICAL COMPANY, IN CONNECTION WITH OUR STAKEHOLDERS

We guarantee ethical and transparent business conduct.

We aim to develop a more responsible value chain in collaboration with our stakeholders.

FOCUS ROADMAP

In a spirit of continuous improvement and to meet the expectations of our stakeholders while preparing for CSRD compliance, Pathé is currently updating its CSR roadmap.

This operational roadmap is designed to give concrete expression to our CSR strategy in the day-to-day running of our businesses, through a list of priority actions and projects aligned with our commitments. Each pillar of the new CSR strategy will be broken down into specific objectives and actions, accompanied by monitoring indicators: the first of these are presented on page 14 of this report.

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LIMIT THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

Commitment 1 We are working to reduce the carbon footprint of our activities

Commitment 2 We are working to integrate the circular economy into our activities

AN ENVIRONMENTAL APPROACH IN LINE WITH OUR PRIORITY CHALLENGES

Pathé pursues its commitment through concrete actions aimed at limiting its environmental impact. Climate change mitigation, energy management and the circular economy were identified as major challenges in our double materiality analysis. These priorities now structure our environmental strategy, with targeted initiatives to reduce CO₂ emissions, optimize the consumption of our energy sources and limit waste in our operations.

• Measuring and limiting CO₂ emissions

In 2024, Pathé reached a key milestone in the structuring of its approach to climate change, with the completion of its first carbon assessment on scopes 1 and 2 (scope 3 is currently being evaluated) and the continued improvement of our reporting tools via the Tennaxia platform. This tool makes it possible to track the evolution of emissions at Group level, and to define a carbon trajectory aligned with existing benchmarks, with targets for each scope.

• Energy consumption management

In 2024, Pathé continued to carry out energy performance audits at its various sites. These diagnoses enable us to better measure the energy impact of our activities, and identify levers for reduction in key areas such as lighting, air-conditioning, heating and electrical equipment. This approach is in line with the Tertiary Decree, with a view to continuous improvement, and aims to subsequently set targets in terms of reduction in consumption.

A positive impact was identified in the double materiality analysis thanks to a major investment in laser projectors. In fact, a third of the fleet of projectors is now equipped with laser projection, which has reduced electricity consumption of cinemas by around 4.5 gWh over the last 3 years.

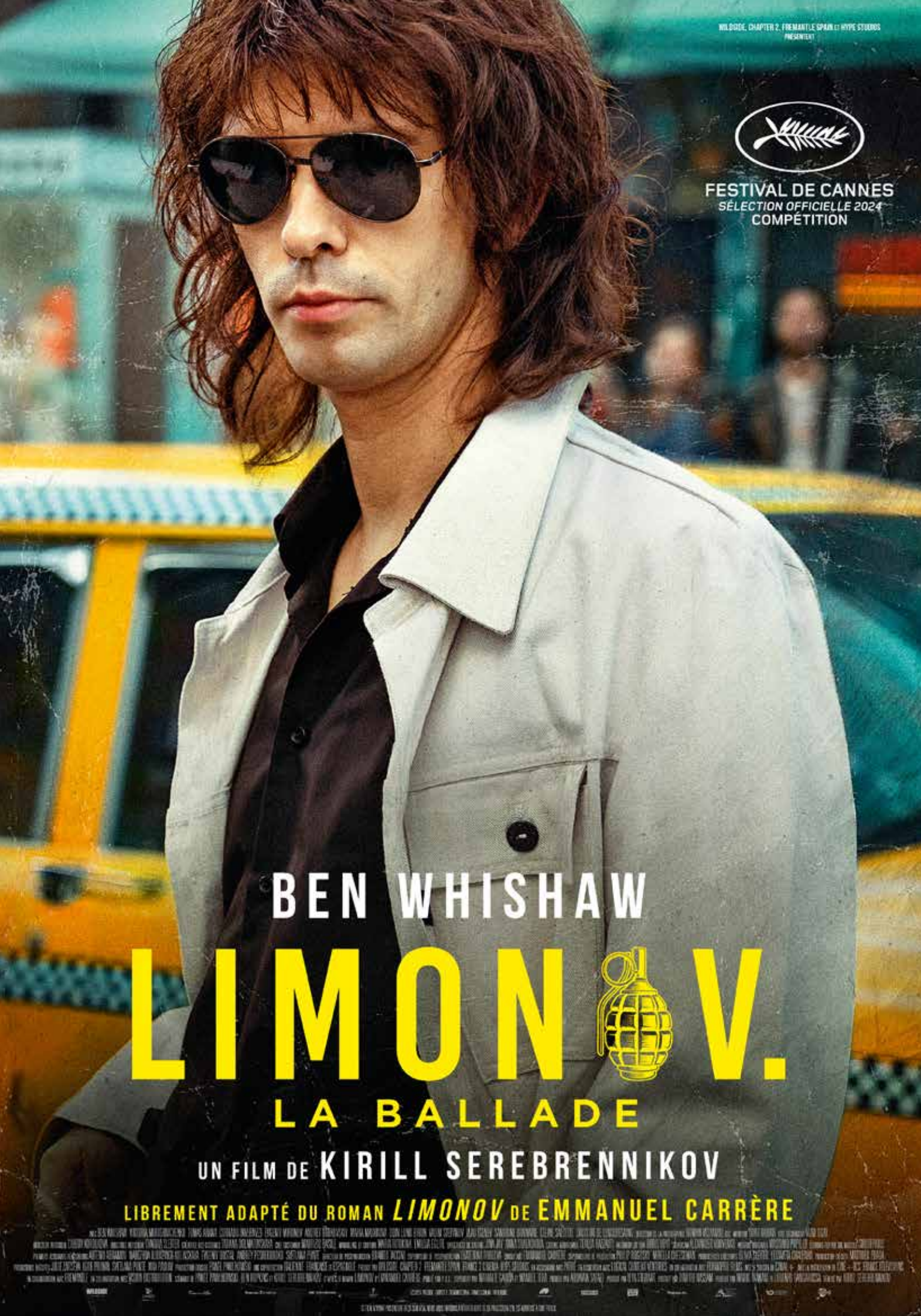
• Waste management

Pathé continues its efforts in waste management, a key lever in its commitment to the circular economy. In 2024, a Process and Quality Manager was appointed to oversee waste management at all cinemas in France. Selective sorting is now deployed in all cinemas, and partial reporting on waste collection has also been introduced for French sites with private service-providers (i.e. 50% of the scope). At the same time, employee awareness-raising initiatives are carried out, such as the distribution of reusable water bottles and the reduction of single-use packaging. Finally, Pathé has forged partnerships with players committed to these issues, such as FINDEDECHETS and TooGoodToGo, for all cinemas with a Pathé Café.



10 million
bottles and cans
= €1.5 million raised

.....
In the Netherlands, since the introduction of the deposit system for PET bottles on 1st July 2022, Pathé visitors have donated almost 10 million PET bottles and cans. This raised a total of 1.5 million euros. The entire amount was donated to three charities: **Bio Vakantieoord**, **Stichting Jarige Job** and **Plastic Whale Foundation**.



In addition to these priority issues, Pathé is also developing actions in areas considered non-material during our first double materiality analysis exercise.

Targeted actions are already in place on subjects such as:

- **Water management (consumption & discharges)** in compliance with local regulations, with rainwater recovery systems, leak detection and repair, and employee awareness of responsible consumption.
- **Pollution prevention** through audits of refrigeration systems and reinforced technical monitoring, particularly in cinemas.
- **Protecting biodiversity:** contribution to the Plastic Whale Foundation, impact study on the Pathé Dijon site and mapping of sites located in Key Biodiversity Areas prior to filming.

2024 KEY FIGURES:

33% of the fleet of projectors equipped with laser projection

98% cinemas accessible via public transport

21% of sites equipped with charging stations

35% of sites equipped with bicycle parking facilities to facilitate soft mobility



PROMOTING ECO-PRODUCTION AT PATHÉ

As part of its approach to environmental responsibility, Pathé is increasingly integrating practices to limit the environmental impact of its activities on filming sites. Camille Courau, Production Director at Pathé Films, plays a central role in this transformation. She looks back at the concrete actions taken, the challenges encountered, and the way in which our teams are mobilized around these issues.

How are environmental issues taken into account during filming at Pathé?

At Pathé, environmental issues are taken into account right from the shoot preparation phase, in particular through the preparation of provisional and final carbon footprints, as required by the CNC. This approach makes it possible to anticipate the ecological impact of each production and to raise team awareness of more responsible practices. We're also thinking about where to shoot with the least environmental impact. For example, when a scenario calls for a distant location such as Saint-Pierre-et-Miquelon, we explore alternatives in France or Europe capable of recreating the desired ambience while limiting long-distance travel and its carbon footprint.

In concrete terms, this translates into several actions on the shoots:

- Rigorous waste management, with the implementation of selective sorting, the use of specialized companies as WASTE DISPOSAL SPECIALISTS, and the promotion of the re-use of second-hand sets and costumes.
- Optimization of transport, with priority given to public transport for teams, and to the rental of electric or low-emission vehicles.
- Adoption of eco-gestures on the sets, such as limiting waste, reducing energy consumption and eliminating single-use plastic.

How do you get your crews involved in environmental issues on the set?

To effectively mobilize our teams around environmental issues, we call on the services of eco-referents, whether self-employed or employees of specialized companies such as Secoya or Better Prod. Their role is to support the production and all crews, both before and during filming, in implementing eco-responsible practices.

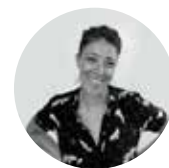
In concrete terms, this mobilization involves several levers:

- A daily presence on the set to guide, train and answer team questions
- Daily information notes on the environmental impact of simple actions (waste management, energy consumption, mobility, etc.).
- A more sustainable catering offer, including products from short, seasonal circuits, and the systematic introduction of vegetarian options.
- Concrete, visible actions that give meaning, reinforce support and create a collective dynamic.

This approach aims not only to reduce the carbon footprint of the shoot, but also to involve teams on a long-term basis by making them the actors of change on a daily basis.

In your opinion, what are the major challenges facing responsible film production today?

One of the main challenges lies in the diversity of the projects themselves. Each production is unique, and environmental impacts vary considerably depending on the script, location, artistic choices and crew priorities. This calls for a tailor-made approach, capable of adapting to each configuration to guarantee a truly effective approach.



Camille Courau
Production Manager





OFFER AN EXPERIENCE ACCESSIBLE AND MORE RESPONSIBLE

Commitment 1 We act to offer accessible and inclusive services and offers

Commitment 2 We contribute to the cultural and economic development of our regions

ACCESSIBILITY, HEALTH AND SAFETY: PRIORITIES FOR ALL OUR CUSTOMERS

Pathé places its customers at the heart of its commitments, guaranteeing their safety, well-being and access to culture. The double materiality analysis identified two major priorities for this pillar: customer and spectator safety, and social inclusion and access to reliable and diversified information. These issues are at the heart of our CSR strategy, with concrete actions taken to offer a safe, inclusive and high-quality cinematic experience.

• Health and safety as a priority

At Pathé, the health and safety of our customers are our top priority. Our teams are trained and committed to providing an attentive welcome in our cinemas, guaranteeing strict compliance with health and safety measures. We have adopted a zero-risk approach, which includes the following actions:

- SSIAP fire safety and First aid at work training, electrical accreditation.
- Formalization of a customer health and safety procedure and definition and regular updating of emergency procedures.
- Cybersecurity management: personal data protection charter, employee training, data protection system.
- Specific actions for beverages and confectionery: offering more balanced options, taking nutritional quality into account by setting up dedicated corners in certain cinemas.

- Accessibility for all our customers

Pathé Cinémas France is pursuing its goal of making cinema more accessible to all forms of disability.

- **Hearing impaired > VFST (French version with subtitles)**
9150 national sessions in 2024

- **Visual disability > Audio description**
In September 2024, Pathé Cinémas France and CinemaNext signed an agreement to provide all Pathé cinemas in France with the Greta solution, which provides audio description, subtitles and sound amplification for films via its free application, available on the Apple and Google stores.

- **Mental disability > CinAdapt**
In December 2024, 4 cinemas (Pathé Amiens, Pathé Evreux, Pathé Grand Quevilly and Pathé Liévin) will be offering CinAdapt screenings (in partnership with local associations) for audiences with mental and/or cognitive disabilities.



FOCUS: DIGITAL ACCESSIBILITY

Pathé now aims to work on sustainability and accessibility in its digital projects. Jean-Christophe Désire, Director of Information Technologies and Systems, presents here the key actions undertaken to meet these challenges, particularly in terms of accessibility to digital services for people with disabilities.

How does Pathé integrate digital accessibility issues into its IT projects?

In France, we use the latest version of the RGAA (General Accessibility Improvement Framework) to make our websites and mobile applications ever more accessible, as part of a multi-year approach. We also take account of the European Accessibility Act directive at the European level. In our cinemas, we work with associations to facilitate the use of devices such as kiosks, self-service checkouts and automatic gates, thereby enhancing the user experience for people with disabilities.

What challenges do you face in making your IT infrastructure more sustainable?

We take the environmental footprint into account in our choice of infrastructure, for example by favouring data centers located in France whenever possible. The challenges linked to our activities are related to the storage and distribution of videos, or more recently the use of artificial intelligence models to improve our predictions and facilitate content generation. As these activities consume energy resources, we are increasingly taking into account the environmental impact of the new solutions provided by Pathé.



Jean-Christophe Désire
Director - Technologies
and Information Systems

• Easier access to culture and entertainment

Pathé is committed to promoting access to culture throughout the territory, including in underserved areas. Our network of cinemas, in all the regions where we operate, enables us to reach a wide audience. This local presence is complemented by a wide range of ticket prices (for children, students, senior citizens, CSE (Social and Economic Committee) partnerships and associations) to promote access to culture. In 2024, over 80% of admissions were achieved via these systems (Pathé Cinémas France). These offers also apply to our alternative content (opera, theatre, concerts) broadcast via Pathé Live.



PATHÉ CINÉMAS, THE CNC AND THE INSTITUT DES JEUNES AVEUGLES COMMIT TO FILM ACCESSIBILITY

The cinema is becoming more accessible to the visually impaired thanks to a **partnership between Pathé Cinémas, the Centre national du cinéma et de l'image animée (CNC) and the Institut des jeunes aveugles (young blind people's institute)**. This partnership, initiated by the French Ministry of Culture, will enable students at the institute to enjoy one audio-described cinema screening per month at the Pathé Parnasse cinema for €3.

The CNC is also committed to financially supporting the production and distribution of audio-described and subtitled films, which have been mandatory since 2020 for films supported by the Centre. By 2023, half of all films released in France were accessible to the hearing and visually impaired, thanks to 36% of cinemas being equipped with audio description equipment.

2024 KEY FIGURES:

72% of sites equipped with audio assistance, subtitles and audio description for the visually and/or hearing impaired

98% Accessibility rate of our cinemas for people with reduced mobility

81% of tickets sold at reduced rates (Pathé Cinémas France)

In 2024,

807 films screened (all countries),

+ over 1,500 events (previews, exhibitions, etc.)

2 labels awarded per month (Coup de cœur, L'Autre Regard...)

Customer satisfaction rate (NPS):

- 2023: **score of 51**
with 63% of maximum scores at 9 or 10 and 12% between 0 and 6

- 2024: **score of 47**
with 61% of maximum scores at 9 or 10 and 14% between 0 and 6 (calculated on 114,831 entries)



FOCUS: PATHÉ HOME

Camille Brès, Director of VOD France, presents Pathé Home and the integration of CSR issues in this structure.

Pathé Home is a new activity of the Pathé group. Can you tell us about it?

Pathé Home is the new VOD service designed by Pathé to enrich and extend the cinema experience. This initiative is part of the Group's global digital strategy, and complements its existing commercial offering. It's 100% cinema, with no subscriptions or advertising. Films are offered for rental or purchase in the best possible quality (HD, UHD 4K) as soon as they are released on VOD, and remain available on the platform indefinitely thereafter. The catalogue already includes over 4,000 films, from the latest new releases to timeless and heritage films, and continues to grow every month. The platform is edited by a team of film enthusiasts who offer collections on a variety of themes, inviting discovery.

What do you see as the major CSR challenges facing a streaming platform today?

There is of course an environmental issue, via the energy consumption required for a streaming offer, but for the moment we still have relatively few levers at our disposal. There's also the issue of choosing the right content. Indeed, the Pathé Home team will be paying close attention to the visibility to be given to films of all genres, origins, productions and budgets, in order to make a variety of works discoverable. It's an anti-algorithmic bubble approach found on some platforms, which tends to lock viewers into a consumption of homogeneous content with standardized narratives. In addition, through the creation of editorial collections, the team promotes content with an inclusive or ecological outlook, for example with the collections: "Cinéma LGBTQ (LGBTQ Cinema) +", "Para-Cinema" and "Ecologie et cinéma (Ecology and Cinema)"

What initiatives have been taken to guarantee enhanced accessibility (e.g., audio description, subtitling for the deaf and hearing-impaired, inclusive interface)?

As soon as audio description tracks or subtitles for the deaf and hearing-impaired are available, we offer them on the platform. We also carry out, in the context of the RGAA, an audit to ensure the accessibility of our site and applications, and implement any necessary adaptations.

Do you think streaming can play an active role in raising awareness of social and environmental issues?

Films influence our collective imagination and ideals. The Pathé Home team is sensitive to these issues. Streaming can have an impact by showcasing content that offers a different take on environmental issues, but this requires such content to exist, and it's still in the minority.



Camille Brès
Director VOD France





PATHÉ LA GÉODE: A REVOLUTIONARY CINEMATIC EXPERIENCE

On 18 December 2024, Pathé reopened La Géode, the iconic Parisian sphere, after a technological and architectural metamorphosis. This ambitious project, launched in 2018, places immersion at the heart of the cinematic experience.

The completely redesigned theatre now houses France's first IMAX Laser 4K dome projector. Combined with a 27-meter-diameter hemispherical screen and an IMAX 6.0 sound system, it guarantees unrivalled visual and sound quality. Each spectator, seated in one of the 278 reclining seats, is plunged into the heart of the image for a total sensory experience. The programme promises complete immersion: documentaries in 180° projection during the day, major films in IMAX Laser in the evening and on weekends, as well as a cultural season with Pathé Live broadcasts. **La Géode, at the crossroads of art and technology, thus reaffirms its cultural and scientific vocation**, enriching the Parisian offering alongside the Cité des sciences et de l'industrie. Thus, documentaries accounted for 88% of admissions and school groups for 6% of admissions in just a few days after opening.





GUARANTEEING A SAFE AND NURTURING WORKING ENVIRONMENT

Commitment 1 We promote the personal and professional development of our employees

Commitment 2 We guarantee the safety of our employees

WORKING CONDITIONS AND PROFESSIONAL EQUALITY: THE PILLARS OF OUR SOCIAL COMMITMENT

In terms of the key results of the double materiality analysis, two priorities have been identified for this pillar: maintaining good working conditions and promoting equal treatment and opportunities for all. These issues now form the backbone of our CSR strategy, with initiatives focused on safety, diversity and professional equality, as well as access to training and skills development.

• Continuation of measures in favour of professional equality

In 2024, Pathé is reaffirming its commitment to professional equality between women and men. The results of the equality index illustrate this dynamic, with scores among the highest in the sector: 98/100 for Pathé Cinémas and 98/100 for Pathé Films. This index is based on key indicators: the pay gap between women and men, the gap in the distribution of individual raises and promotions, the percentage of employees receiving a raise when returning from maternity leave, and the proportion of women among the ten highest earners.



98/100
Pathé Cinémas

98/100
Pathé Films

• Promoting diversity and inclusion

> Pathé takes part in the "**Les Fiertés sur grand écran**" event at Pathé Les Fauvettes. In November, this cinema honoured the Festival des Fiertés, a celebration of inclusive and committed cinema. A selection of iconic films, ranging from cult favourites to intimate stories, comedies and dramas (Portrait de la jeune fille en feu (Portrait of a Girl on Fire), Call Me by Your Name, 120 battements par minute (120 Beats a Minute), Carol, Toute la beauté et le sang versé (All the Beauty and Spilled Blood) (documentary) and Love Lies Bleeding) were offered at a special rate.

> Pathé commits to inclusion with its first **DuoDay**: As part of its commitment to inclusion and diversity, Pathé took part in DuoDay for the first time on 21 November. This unique day was an opportunity to welcome disabled people who, working in pairs with volunteer employees, were able to discover different professions. 16 Pathé cinemas and 4 head-office departments (Legal, Programming, General Management, Human Resources) took part in the event, covering a wide range of functions. The pairs were immersed in our businesses, and spent time discussing their career plans. This event is part of Pathé's commitment to society, with the ambition of changing the way we look at disability in our businesses and promoting diversity in a caring and inclusive environment.

> Pathé offers its employees membership of **Prev&Care**. This is a support service for family carers. Created in 2017, Prev&Care's support is aimed at companies, local authorities, mutual insurance companies and collective organizations to meet the needs of their active employees, who are keen to find fast, high-quality solutions to the dependency of their loved ones: parents, children, spouses, siblings.

RESULTS OF THE EMPLOYEE SURVEY 2024

In 2024, Pathé launched an internal survey, in collaboration with Deloitte, to assess the quality of working life for employees in its various entities and identify strengths as well as areas for improvement in working conditions. With a significant participation rate of 57% (1,925 responses), the results reveal a high level of motivation, pride and feeling shared by the teams, supported by committed management and a positive working environment. The main strengths identified include **team solidarity, employee autonomy, innovation and market leadership**. These strengths form a solid foundation for pursuing Pathé's commitments to quality of life at work and collective performance.

KEY FIGURES FOR 2024:

87%
of employees feel proud of the work they do

72% would recommend Pathé as an employer

The main findings of the Quality of Life at Work survey conducted in 2024:



FOCUS NETHERLANDS: MENTAL HEALTH

How are environmental issues taken into account during filming at Pathé?

What initiatives have you developed to address the mental health of your employees?

To deal effectively with mental health problems among young people, Pathé Netherlands has implemented several initiatives as an employer to manage these situations appropriately. These initiatives aim both to prevent mental health problems and to respond quickly and appropriately. Various elements have been integrated into Pathé's policy, along with proactive measures such as training programmes, to deal with these situations effectively.

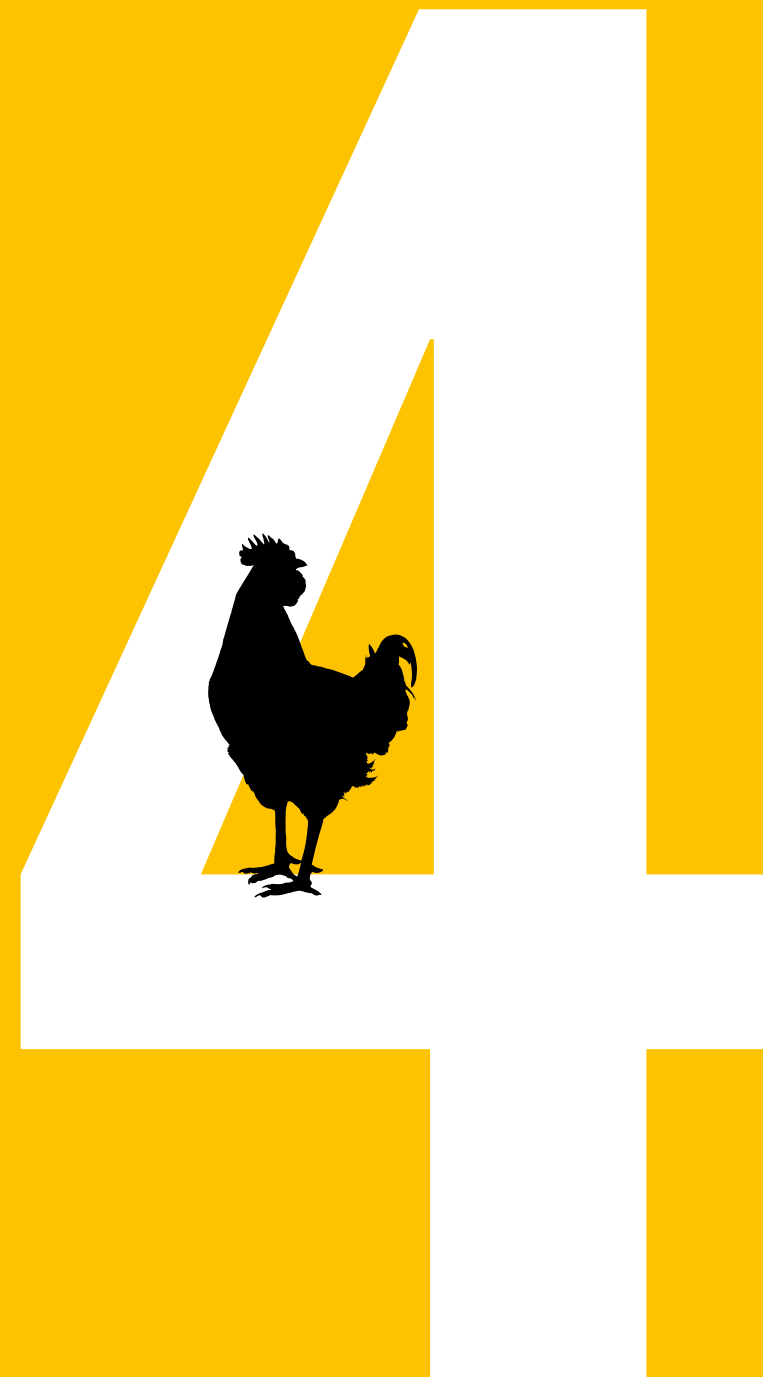
How do these initiatives work?

This includes: - Conducting an annual psychosocial workload survey; - Setting up a corporate social service through Emergenz; - Appointing two confidential advisors, one male and one female, to ensure diversity and inclusion. In addition, an external confidential advisor has been appointed through Emergenz.- The organizational structure includes an Integrity Framework: Human resources department, confidential

advisors, complaints committee, works council, whistleblowing policy and code of conduct.- Creation of an infographic with appropriate references to various helplines.- Offering burnout prevention and coaching programmes through burnout clinics and other organizations.- Collaboration with MyDaily LifeStyle and PSION for individual coaching programmes.- Trainings on managing inappropriate or boundary-crossing behaviour.- Training courses: "Engaging in conversations about mental well-being - Training courses: "Generational management" — Initiatives launched as part of the vitality calendar — A one-page document on mental well-being,



Bartjan Top
HR Manager Netherlands



ACTING AS AN ETHICAL COMPANY, IN TOUCH WITH OUR STAKEHOLDERS

Commitment 1 We guarantee ethical and transparent business conduct

Commitment 2 We aim to develop a more responsible value chain in collaboration with our stakeholders

COMBATING PRECARIOUSNESS AND SUPPORTING YOUNG PEOPLE AND CONTRIBUTING TO REGIONAL DEVELOPMENT

In line with the commitments defined in the CSR strategy, Pathé is committed to generating a positive impact on society. This pillar takes the form of concrete initiatives at local level, promoting access to culture for all, responsible governance and dialogue with stakeholders (see page 11 of the report). Adapted to local realities, these solidarity initiatives are supported by the cinemas and tailored to the needs of audiences and regions.

• Support for youth and seniors

Pathé encourages young people through training and dedicated programmes. They offer **educational workshops related to film and the creative industry**, to provide young people with the skills and practical experience they need to enter the job market. Some cinemas go even further, such as Pathé Amiens, which has been awarded the **tourisme et Handicap (tourism and Handicap)** label in July 2024. The same cinema welcomes young autistic people for special screenings one Sunday a month. This is also the case at Pathé Cap Vert in Quétigny with the association **ABA Côte d'Or**.

Several Pathé cinemas organize special screenings for seniors, such as Pathé Annecy.

• Fighting precariousness

Pathé is committed to reducing instability through partnerships with local and national associations. The company participates in programmes that support vulnerable populations by providing access to cultural and educational services.

For example, many Pathé cinemas in France organize special screenings for the beneficiaries of **Restos du Cœur**; partnerships have been forged with **Secours Populaire**. At the Pathé Bellecour cinema in Lyon, a partnership with the **HAPPY TOQUE** association enables students in precarious situations to gain access to screenings.

During renovations, cinemas **donate old furnishings to associations involved in social action** like the Pathé cinema in Caen. In July 2024, Les Restos du Cœur could benefit from a large part of the furniture in the former Pathé headquarters.

• Regional development

Pathé contributes to regional development by supporting local projects that enhance cultural heritage and by investing in modern cinema infrastructures in various regions. **This creates local jobs and promotes cultural tourism**. The great success of the film "Le comte de Monte Cristo", put the spotlight on many areas and monuments.

The opening of a new Pathé cinema in Casablanca, Morocco, has enabled us to expand our film offering by showcasing **domestic production and attracting new moviegoers**, particularly among younger audiences.

MOI CAPITAINE: SPECIAL EVENING IN DAKAR WITH THE FILM CREW

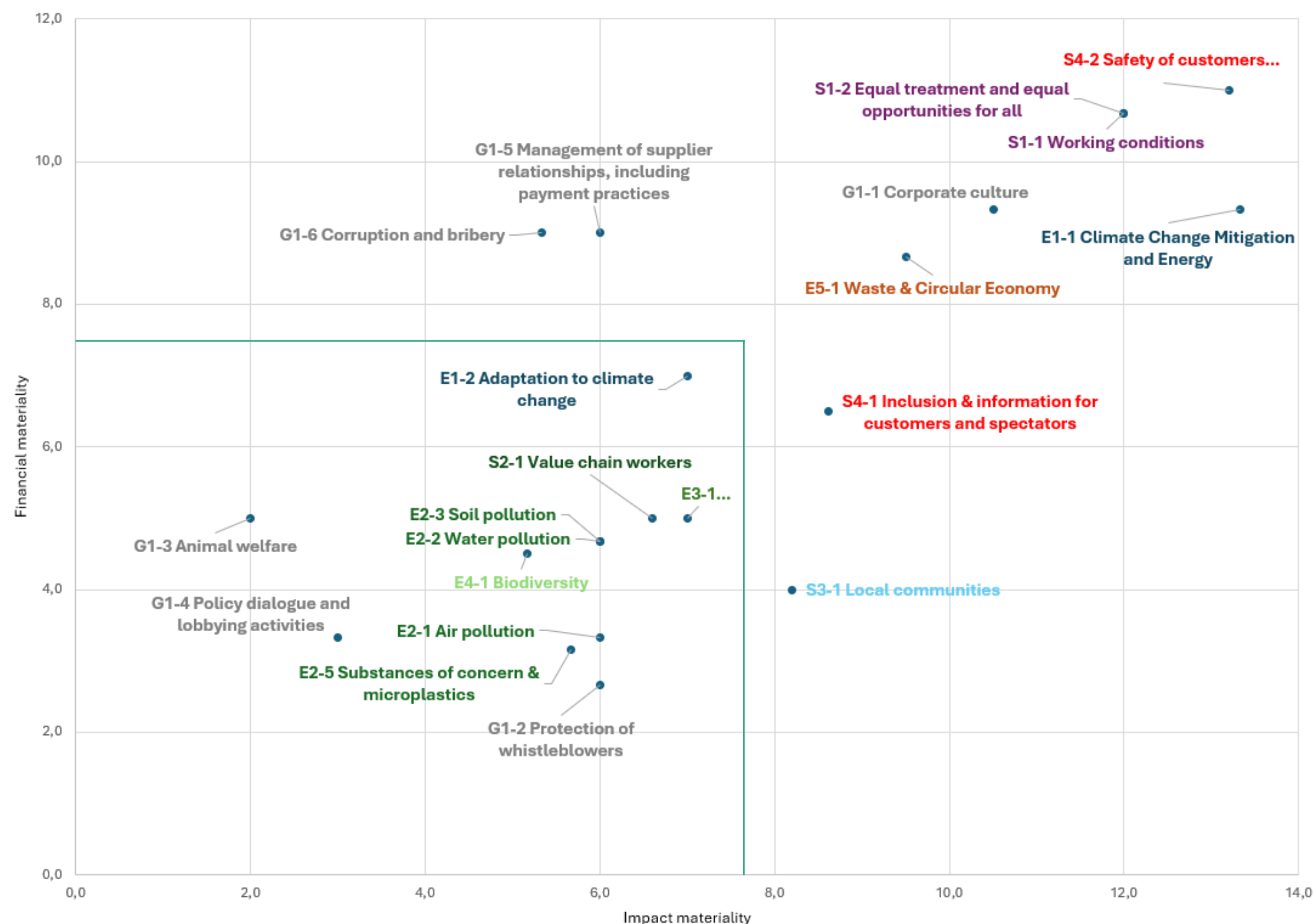
Pathé BC Afrique organized a special screening of *Moi Capitaine* at Pathé Dakar last 13 April. Director Matteo Garrone, actors Seydou Sarr, Moustapha Fall and Amath Diallo, as well as Mamadou Kouassi, whose story inspired the film, producer Paolo Del Brocco and Ardavan Safaee, President of Pathé Films, were on hand to present the film to over 500 spectators. Official guests, including the French and Italian ambassadors, were also present. The evening was followed by an exceptional open-air screening on Sunday April 14 in Dakar's Medina, offering a magical cinematic experience under the stars.

SOLIDARITY BASKET

During the Christmas vacations, Pathé distributed its fruit baskets, usually available at the head-office reception desk, to Paris Hospitals. Nursing staff at hospitals in Boulogne, Clamart and Kremlin Bicêtre enjoyed fresh fruit delivered between Christmas and New Year's Day, in partnership with Les Vergers de Gally.

THE MATRIX OF DOUBLE MATERIALITY

In preparation for the CSRD (Corporate Sustainability Reporting Directive), Pathé has drawn up its double materiality matrix. Subjects were prioritized and validated by the CSR and HR Departments, and then by the CODIR. The double materiality matrix presented below reflects the priority issues in a crude way, without including the prevention and mitigation actions already implemented by Pathé.



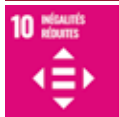
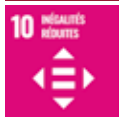
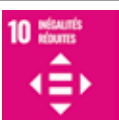
- Materiality thresholds have been defined on the basis of the average of the highest-rated IROs (Impacts, Risks and Opportunities) for each CSR theme.

- Subjects above these thresholds are considered priorities for Pathé: they structure the Group's CSR strategy and the associated roadmap. The other subjects are still taken into account and will be developed progressively.

- To make the results easier to read and to reflect the reality of Pathé's activities, certain CSRD themes have been grouped together.

- Clarification of the colours used in the matrix:

- ENVIRONMENT
- SOCIAL
- COMMUNITIES
- CUSTOMERS & SPECTATORS
- GOVERNANCE
- CLIMATE CHANGE

CSR CHALLENGES		CSRD CORRESPONDENCE		INDICATORS		DATA 2024		ODD CORRESPONDENCE (UN Sustainable Development Goals)	
GENERAL INFORMATION		Number of cinemas		130 cinemas					
		Number of spectators		55.1 million					
		Number of screens		1,316 screens					
		Sales figures		977 million					
GOVERNANCE		Compliance with ethical and deontological rules (ESRS G1) Anti-corruption (ESRS G1) Supplier relations management, including payment practices (ESRS G1)		Percentage of independent Board members		40%		 	
1. LIMITING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES									
DEVELOP ENERGY MANAGEMENT MORE ECONOMICAL IN OUR CINEMAS		Combating and adapting to climate change (ESRS E1) Energy management (ESRS E1)		Total energy consumption (electricity, gas, etc.)		130 GWh		 	
				CO ₂ emissions in tonnes of CO ₂ equivalent ^(*Scope1 and 2 from energy consumption)		20,118 t CO ₂			
PRESERVING RESOURCES AND REDUCE OUR WASTE				CO ₂ emissions / million euros of sales		20.6		 	
				Amount of renewable energy produced in the Netherlands		1,682 MWh			
PRODUCE FILMS BY MEASURING AND REDUCING THE ENVIRONMENTAL IMPACT		Marine waters and resources (ESRS E3)		Cinema water consumption in m³		357,607 m³			
				Water consumption in litres / spectator		6.5 litres / spectator			
2. OFFERING AN ACCESSIBLE, MORE RESPONSIBLE EXPERIENCE									
PROMOTING ACCESSIBILITY FOR ALL OUR CUSTOMERS		Information-related impacts for consumers and/or end-users (ESRS S4) Personal safety of consumers and/or end-users (ESRS S4) Social inclusion of consumers and/or end-users (ESRS S4)		Percentage of cinemas accessible to people with reduced mobility		98%		  	
				Number of subtitled screenings for the hearing impaired in France		9,150			
				Share of paperless sales (application, web, kiosks) (France perimeter)		92.5%			
				Percentage of cinemas complying with current visual and sound standards		100%			
3. ENSURING A SAFE AND FULFILLING WORKING ENVIRONMENT									
HEALTH AND SAFETY: A DAILY COMMITMENT		Health and safety of employees, service-providers and intermittent workers (ESRS S1-S2) Working conditions and quality of life at work (ESRS S1-S2)		FTE workforce Operations, Production and Distribution, workforce by country		France: 1,451 / Netherlands: 890 Belgium: 121 / Switzerland: 144 Africa: 37 Great Britain: 12 Total: 2,535		  	
				Workplace accident frequency rate Workplace accident severity rate		Frequency rate: 9.9 Severity rate: 0.2			
ENCOURAGE EMPLOYEE COMMITMENT AND WELL-BEING AT WORK				Number of training hours / employee		13.5 h		 	
ATTRACTING, SUPPORTING AND RETAINING OUR TALENT		Diversity, inclusion and anti-discrimination (ESRS S1) Gender equality and equal pay for work of equal value (ESRS S1) Equal treatment and equal opportunities (ESRS S1)		Share of disabled employees		4%		 	
				Share of women in total workforce		45.6%			
				Share of women on the Board of Directors		50%			
				Professional equality index		98/100 (France - Pathé Cinémas) 98/100 (France - Pathé Films)			
4. ACTING AS AN ETHICAL COMPANY, IN LIAISON WITH OUR STAKEHOLDERS									
DIVERSIFY OFFERINGS TO MEET SOCIAL ISSUES		Economic, social and cultural rights of communities (ESRS S3)		Number of films restored		24 films restored in 2024 (184 films since 2012)		 	
		Civil and political rights of communities (ESRS S3)		Number of items broadcast on Pathé Live (concerts, ballets, operas, etc.)		38			
		Social inclusion of consumers and/or end-users (ESRS S4)		Number of Pathé Live spectators		1 million			



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PHOTO CREDITS

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Film posters:

Emilia Perez: ©2024 PAGE 114 - WHY NOT PRODUCTIONS - PATHÉ FILMS - FRANCE 2 CINÉMA

Limonov: © WILDSIDE - CHAPTER 2 - FREMANTLE SPAIN - FRANCE 3 CINÉMA - PATHÉ FILMS

Parthenope: ©2024 The Apartment Srl - Numero 10 Srl - Pathé Films - Piperfilm Srl

La Vallée des fous (Valley of the Fools): ©2024 - Les films du Worso - Pathé Films - France 3 Cinéma - Les Films du Monsieur

God Save the Tuche: ©2025-PATHE FILMS-TF1 FILMS PRODUCTION-LES FILMS DU MONSIEUR-BESIDE PRODUCTIONS

Monsieur Aznavour: ©2024 MANDARIN & COMPAGNIE - KALLOUCHE CINÉMA - PATHÉ FILMS - TF1 FILMS PRODUCTION - BESIDE PRODUCTIONS