

9TH EDITION

1 TEAM REPORT

1

2024-2025 SEASON

2



PRESENTATION OF THE LIGUE DE FOOTBALL PROFESSIONNEL

The Professional Football League (LFP, Ligue de Football Professionnel) regulates French professional football. In this respect, the LFP organises and manages Ligue 1 McDonald's, Ligue 2 BKT, the Trophée des Champions and eLigue 1 McDonald's.

The LFP and its commercial subsidiary, LFP MEDIA, finance all the operations or actions meant to develop the resources of professional football with a view to promoting it.

The Ligue de Football Professionnel is the leading organiser of live entertainment in France, bringing together a total of 8.55 million spectators each season in Ligue 1 McDonald's and 2.3 million in Ligue 2 BKT.

During the 2024-2025 season, Ligue 1 McDonald's matches were broadcast by 45 broadcasters across 215 areas in 40 languages.

French professional football is the number one sports product consumed by the media and has a strong geographical presence in the heart of 40 of France's 50 largest cities. 80% of French people live less than 50 km from a Ligue 1 McDonald's or Ligue 2 BKT stadium.

IN 2024-2025, THE LFP MEANT:



OUR BUSINESS VALUE CHAIN

COMPETITIONS



ORGANISATION OF COMPETITIONS



- ▶ Organisation of Ligue 1, Ligue 2 and eLigue1
- ▶ Organisation of the Trophée des Champions



PROMOTION OF COMPETITIONS



- ▶ Communication
- ▶ Marketing
- ▶ Events



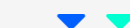
ECONOMIC DEVELOPMENT



- ▶ Sale of broadcasting rights
- ▶ Audiovisual production
- ▶ Broadcast
- ▶ Partnerships



BESIDES COMPETITIONS



- ▶ Club network events
- ▶ Internal events
- ▶ Charity events

EDITORIAL

For the ninth season in a row, the Ligue de Football Professionnel is publishing a report on the social and environmental actions introduced by professional football. In just under ten years, the work carried out by the LFP and the clubs has helped them define a CSR approach to a more inclusive, respectful and sustainable football.

On 12 September, the Ligue de Football Professionnel (LFP) took another step forward by launching the **1TEAM** solidary brand, which gives its name to this report, to elucidate this approach and maximise its impact. The **1TEAM** logo printed on all Ligue 1 McDonald's and Ligue 2 BKT club jerseys was a particularly high point of this launch.

With **1TEAM**, the LFP is affirming its willingness to make professional football a lever of positive impact, which helps bring the full power of its ecosystem to contribute to a more inclusive society, more responsible sport sector, and a long-term collective commitment.

FOOTBALL, A FORCE FOR POSITIVE CHANGE

Football has a role to play well beyond the pitch, because it crosses all generations, brings different regions together and gives millions of fans more than enough to cheer about. Through **1TEAM**, the LFP intends to fully assume this responsibility, imposing the same requirements on itself and inspiring all its stakeholders to act in the same way.

FOUR CONCRETE PILLARS OF ACTION

1TEAM has four main priorities that embody the LFP's vision:

- ▶ **1TEAM for inclusive football:** promoting diversity, equality and accessibility, so that football is open to all;
- ▶ **1TEAM for solidarity football:** supporting major causes, encouraging mutual aid and strengthening social links across the country;
- ▶ **1TEAM for health in action:** promoting physical exercise, prevention and well-being through the practice and values of sport;
- ▶ **1TEAM for sustainable football:** reducing the environmental footprint and actively contributing to the fight against climate change.

By combining these four dimensions, **1TEAM** embodies the ambition of a football that takes action, brings people together and prepares for the future.

Against this backdrop, the **1TEAM** report sheds light on the work carried out throughout the season by the clubs and the LFP through a network of CSR consultants who help each other on a daily basis. It also testifies to the vitality of local and national initiatives, and the desire shared by all players to take inspiring and impactful action.

Jérôme BELAYGUE, Director of External Communications & Sustainability

MANIFESTO

The Ligue de Football Professionnel places social responsibility at the heart of its project: make professional football a lever for positive change in society. Football can and must play a role beyond the pitch, because it touches every generation, brings different regions together and thrills millions of fans.

Through **1TEAM**, LFP's ambition is to build an inclusive football that welcomes all diversities, a socially responsible football that

supports major causes, promotes health and solidarity, and a sustainable football that makes a concrete commitment to preserving the environment and combating climate change.

It intends to assume its full share of responsibility, by setting an example at every level, by applying to itself the demands it makes, and by inspiring its entire ecosystem to do the same.



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01

THE COMMITMENT OF THE LIGUE DE FOOTBALL PROFESSIONNEL

1TEAM

LFP LIGUE DE FOOTBALL PROFESSIONNEL

OUR CSR GOVERNANCE

INTERNAL ORGANISATION TO DEAL WITH CSR ISSUES



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MANAGER -
ENVIRONMENTAL
TOPICS



ARNOT GUEHUELE
CSR PROJECT
MANAGER -
SOCIAL
TOPICS

SUPPORTING
THE DEPLOYMENT OF THE CSR STRATEGY

PROMOTE
THE LFP'S INTERNAL CSR APPROACH

NETWORK OF 36 CSR ADVISORS
IN THE CLUBS

LFP
EMPLOYEES

MAPPING OF 2024-2025 STAKEHOLDERS

LFP can also rely on its entire **ecosystem of stakeholders** to deploy its CSR strategy.



COMMITMENTS SHARED BY OUR PARTNERS

EA SPORTS



EA Sports is once again joining forces with the LFP and LICRA (International League Against Racism and Anti-Semitism) to combat racism and anti-Semitism. Through a collector's jersey in Ultimate Team, the mobilisation of clubs and ambassadors and a strong presence on the networks, the initiative reached millions of players, extending EA Sports FC's annual commitment alongside its partner leagues.

DECATHLON



Kipsta celebrated the 4th edition of «Défenseurs de l'Enfance» with the LFP and the CNAPE thanks to collector balls sold in aid of the cause and its support for the Nice tournament. The brand also supported the WO=MAN campaign. Both on the pitch and online, Decathlon has promoted the values of protection and equality.

LA POSTE



In 2024, La Poste renewed its commitment during the 22nd edition of the Journées Nationales de l'Arbitrage (National referee days). Sponsored by Christian Karembeu, the event focused on recruiting and retaining referees, with trophies, practical and theoretical workshops, and a digital guide distributed to 3.7 million club members, from amateur to Ligue 1.

ORIS



Oris, the official timekeeper of Ligue 1 and Ligue 2, is the LFP's first «responsible partner». The brand supported «Défenseurs de l'Enfance» with a collector's watch, ten of which raised €7,797 for CNAPE, and raised the profile of anti-racism initiatives in the French league.

MCDONALD'S



As title partner of Ligue 1, McDonald's has renewed its support for the LFP's major social initiatives. For «Défenseurs de l'Enfance», children were welcomed in its restaurants and €10,000 was donated to CNAPE. The WO=MAN campaign was also put in the spotlight with a contest to win a signed collector's jersey.

BKT



As title partner of Ligue 2 BKT, BKT has supported the «Défenseurs de l'Enfance» campaign by modifying its logo to match the colours of the operation. This gesture raised the profile of the message with the general public throughout the league matches.

E-LIGUE 1 MCDONALD'S

Throughout the season, E-Ligue 1 McDonald's relayed the LFP's major CSR campaigns to young e-sport communities. As part of the «Non au Racisme» (Stop Racism) campaign, the programme presented the scheme live, showcased the official logo, launched a contest to win a branded jersey and broadcast automatic messages directing viewers to the LICRA's reporting platform. The E-Ligue 1 also got involved in the WO=MAN campaign, with a collector's jersey and ball, a pre-show teaser and a competition. The initiative was amplified by the permanent display of the #HerGameToo logo and dedicated chat messages.



AND BY THE OFFICIAL BROADCASTERS (2024-2025 SEASON)

BEIN SPORTS



As the official broadcaster of Ligue 1 McDonald's and Ligue 2 BKT for the 2024-2025 season, beIN SPORTS has successfully played its role in relaying the LFP's major social campaigns. The channel promoted the WO=MAN campaign by highlighting the Her Game Too ambassadors and explaining the scope of the initiative in its programmes. Actions against racism and homophobia have also become more visible thanks to the use of branded jerseys and the official logo during broadcasts. Finally, as part of the «Défenseurs de l'Enfance» campaign, beIN SPORTS presented the collector balls and filmed the players' signatures, contributing to the success of the auction in aid of CNAPE.

DAZN



As the official Ligue 1 McDonald's broadcaster for the 2024-2025 season, DAZN provided high visibility for the LFP's various CSR campaigns throughout the season. During the WO=MAN operation, the channel highlighted female ambassadors for the «Her Game Too» association and explained the meaning of the printing worn by the players. For the anti-racism and anti-homophobia campaigns, DAZN has given pride of place to the jerseys and logos on the screen, in order to reach a wide audience. Finally, as part of the Défenseurs de l'Enfance campaign, DAZN presented the collector balls before the matches and collected the players' signatures at the end, before selling them in aid of CNAPE.

THE LFP AS A PARTNER

Through these partnerships with key players in the French sporting world, the LFP aims to raise the profile of the commitment shown by professional clubs.

LES TROPHÉES SPORT ET MANAGEMENT

Since 2013, the Sport & Management Awards have been celebrating innovative, supportive and environmentally-friendly sporting initiatives. The LFP, which won the award in 2021, will be supporting the event for the fourth year running. Three clubs have been awarded this year's «Acteur du Sport Professionnel» (Actor in Professional Sport) award: AJ Auxerre for «Sport Pour Tous» (Sport for all), Stade Brestois 29 for «Viens donc faire un tour à Le Blé» (Drop by at the Blé) and LOSC Lille for «Une colo au LOSC» (A summer camp at LOSC).

LE FONDACTION DU FOOTBALL

Created in 2008, the Trophées Philippe Séguin reward civic initiatives in amateur and professional football, focusing on education, diversity, solidarity and health. In 2025, Stade Brestois 29 won an award for «Viens donc faire un tour à Le Blé». The LFP also supports Open Football Club, a civic and cultural outreach programme for young footballers, with 56 workshops preparing them for civic involvement and professional retraining.

OUR CSR POLICY

The Ligue de Football Professionnel's CSR policy aims to mobilise the entire French professional football ecosystem around common actions. It covers both support for

the 36 French professional football clubs in their own CSR approach, and the LFP's internal approach, aimed at its employees.

1TEAM FOR INCLUSIVE FOOTBALL

- ▶ Fighting discrimination
- ▶ Combating sexist and sexual violence
- ▶ Making competitions more accessible to people with disabilities

1TEAM FOR HEALTH IN ACTION

- ▶ Combating sedentary lifestyles (Major National Cause 2024)
- ▶ Supporting hospital staff with the FHF

1TEAM FOR SOLIDARITY FOOTBALL

- ▶ Help for victims of war and terrorist attacks with Bleuet de France
- ▶ Child protection with CNAPE

1TEAM FOR SUSTAINABLE FOOTBALL

- ▶ Reducing our carbon footprint
- ▶ Improving the management of our resources

FOCUS BUSINESS ETHICS

With the Sapin 2 law on transparency, action against corruption and the modernisation of economic life, France acquired new tools in 2016 to combat corruption and influence peddling. With this in mind, and with a view to promoting its culture of integrity and the principle of zero tolerance for fraud and corruption, the LFP has decided to set up an «integrity unit», whose purpose is to coordinate and support, at the highest level of the organisation, the action plans deployed to ensure compliance with the legal and ethical standards applicable to its managers, employees and volunteers. It also deploys prevention and surveillance resources to combat the manipulation of sporting events and match-fixing. In addition, in application of the legal provisions in force, the LFP has chosen to set up:

- ▶ A whistleblowing system, to enable the reporting in good faith, in particular of one or more breaches of the rules of the Code of Ethics and Compliance, but also more generally of any breach of the law or regulations;
- ▶ A gifts & invitations policy;
- ▶ A procedure to combat favouritism in recruitment;
- ▶ A purchasing policy;
- ▶ A third-party evaluation questionnaire.

FEBRUARY 2025

Corruption risk mapping updated



JANUARY 2025

Procedure for declaring situations of conflict of interest



SEPTEMBER 2024

Integrity and probity training



NOVEMBER 2022

Code of conduct against the risk of corruption adopted by the Board of Directors



FEBRUARY 2022

Corruption risk mapping



APRIL 2021

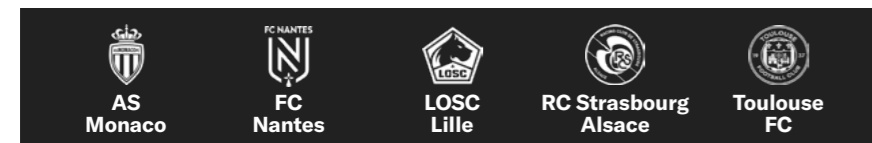
Creation of the LFP integrity unit

FOCUS ON DOUBLE MATERIALITY ASSESSMENTS FOR THE LFP AND CLUBS

THE FACTS

Although neither the LFP nor its clubs are subject to the CSRD regulation since the European Commission's recent amendments, the LFP has been actively engaged alongside several clubs to carry out two double materiality assessments:

- ▶ One on the scope of the LFP's activities (see opposite);
- ▶ Another was carried out in collaboration with:



OBJECTIVE

This approach aims to restructure our CSR strategies based on an objective assessment of our impacts, risks and opportunities, while adopting a common extra-financial language with our investor and partners. Finalised in September 2025, this analysis conducted with the UTOPIES consultancy agency will serve as the basis for the overhaul of our CSR policy for the 2025-2026 season.

THE PROJECT

An initial document review identified the most significant CSR issues facing the LFP and its clubs, based on an analysis of their value chain. These issues have been qualified in terms of materiality of impact (positive and negative impact of our activities on the issues) and financial materiality (risks and opportunities of these issues in relation to our activities). Management teams have been made aware of these initial results.

To deepen the assessment of financial materiality, 20 interviews were conducted with internal and external stakeholders (LFP directors, club directors, partners, investors and service providers). At the same time, UTOPIES rated the impacts on the basis of public studies and internal documents.

This work led to the development of two consolidated double materiality matrices, which were then discussed with the clubs, on the one hand, and with the management of the LFP, on the other. The results were then presented to the stakeholders, marking a milestone in professional football's CSR approach.

IMPACT TOPICS

- Diversity, inclusion and fighting **discrimination in French football**
- Work conditions and career **management**
- ESG lobbying/**influence**

- Climate change **mitigation**
- **Safety** of spectators
- **Adaptation**
Climate change **adaptation**
- **Data** management and protection
- Business **ethics**

NON MATERIAL TOPICS

- Circular economy
- Work conditions involving suppliers and subcontractors
- Responsible procurement
- Diversity, inclusion and fighting discrimination at work
- Pollution
- Development and local roots
- Social and professional integration
- Sport and health promotion

- Work conditions and career management of **professional players**
- Dialogue with **stakeholders**
- Responsible **sponsorship**
- **Water** management
- **Biodiversity**

FINANCIAL MATERIALITY

- Environment
- Social
- Governance
- Societal

IMPACT & FINANCIAL TOPICS

FINANCIAL TOPICS

→ As the organiser of the Ligue 1 McDonald's and Ligue 2 BKT competitions, the Ligue de Football Professionnel's mission is to promote a responsible approach to address social, environmental and governance issues. Throughout the season, it works with clubs to reduce the negative and maximise the positive impacts of professional football. To ensure that CSR issues are taken into account, the LFP relies on a network of 36 CSR advisors with whom it works according to a common methodology based on three pillars: measuring, encouraging and supporting.

MEASURE

Measuring CSR actions is an essential prerequisite: it enables us to build a relevant strategy, to guide decisions on the basis of objective data, to monitor commitments over time, and to report

transparently on progress made. This is why the LFP is actively working to improve its own capacity, as well as that of the clubs, to measure their results in this area.

FOCUS ON THE 2024-2025 SEASON

AN EXTRA-FINANCIAL REPORTING PLATFORM FOR CLUBS

THE FACTS

- ▶ Increasingly exacting ESG (Environment, Social and Governance) reporting requirements, leading to greater demands for data from our stakeholders
- ▶ A multiplicity of reporting requirements imposed on clubs, both in terms of frequency and format
- ▶ A lack of centralisation of the data collected throughout the seasons, resulting in a lack of specific processing

OBJECTIVES

- ▶ Centralising club data
- ▶ Making club data more reliable
- ▶ Simplifying reporting processes for clubs

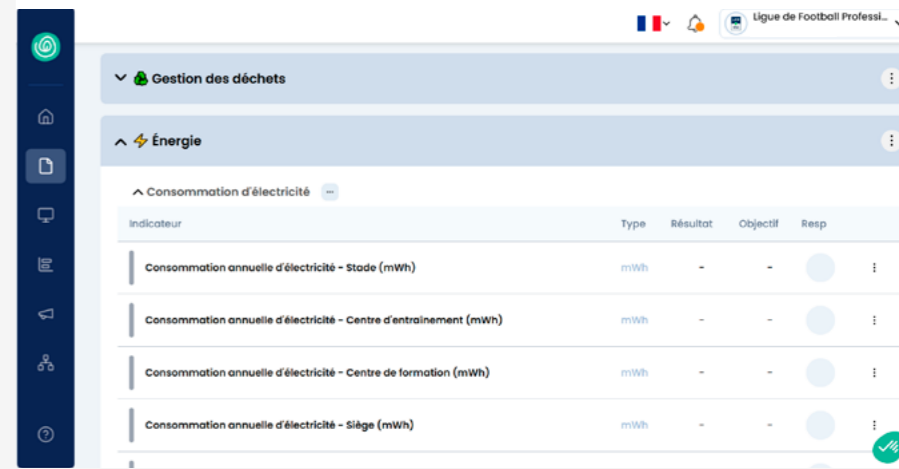
THE PROJECT

The LFP, with its service provider Zei and a working group made up of CSR officers from AS Monaco, AS Saint-Étienne, FC Annecy, Olympique Lyonnais, Olympique de Marseille, Paris Saint-Germain and RC Lens, has set up and made available an extra-financial reporting platform to all the clubs.

This makes it possible to :

- ▶ Centralising club data relating to CSR issues (strategic documents, performance indicators, consumption monitoring, etc.)
- ▶ Streamline reporting thanks to its user-friendliness and flexibility
- ▶ Involve the entire club ecosystem by giving access to as many employees as they wish
- ▶ View CSR performance trends by accessing historical data
- ▶ Improve the methodological framework for data feedback

Club CSR officers were also trained in the use of the platform at the CSR Seminar in January 2025, before using it for the first time as part of the reporting of CSR criteria for the UEFA Club Licensing, in conjunction with the French Football Federation.



ENCOURAGE

The regulatory tools (Labels, Club Licensing) are essential to the advancement of CSR issues and enable us to go beyond the recommendations and good practices distributed to clubs. Regulatory tools often have a structuring effect on clubs, not least

because of the potential financial rewards associated with obtaining them, and they encourage clubs to take CSR issues into account at a high level. They are also used to indicate the priorities on which clubs should concentrate their efforts.

A KEY TOOL: THE CLUB LICENSING

The Club Licensing is a flagship tool that supports the professionalisation of clubs through a grading system based on a set of evolving specifications. For the past two seasons, the Club Licensing has included a CSR family, divided into 2 sub-families (Corporate Social Responsibility and Environmental Responsibility) accounting for 10% of the total amount of the Club Licensing. This strong decision has placed CSR on the same level of importance as the other major themes: «Product enhancement», «Spectator experience» and «Clubs». In addition, other CSR criteria are incorporated into other families, making it possible on the one hand to generalise CSR topics, and on the other hand to increase the number of points awarded to CSR.

79%
average score for CSR criteria
in L1 (+26 points vs the previous season)

64%
average score for CSR criteria
in L2 (+6 points vs the previous season)

FOCUS ON THE 2024-2025 SEASON

After two seasons of applying the CSR family criteria, some of them since 2016, some of them have been reviewed for the 2025-2026 campaign with two objectives in mind: evaluate clubs on the basis of criteria that are better adapted to their reality on the ground and ensuring that criteria reflect regulatory changes.

| | | |
|------------|--|------------|
| 2 | CLUBS | |
| 22 | STAFFING STRUCTURE | |
| 2 211 | Presence of a CSR officer | |
| 4 | SOCIAL AND ENVIRONMENTAL RESPONSIBILITY | |
| 4.1 | SOCIAL RESPONSIBILITY | 250 |
| 4 100 | Fighting discrimination workshops | 100 |
| 4 101 | Presence of a disability consultant with the club | 50 |
| 4 102 | Online ticket office available to people with disabilities | 50 |
| 4 103 | Information on accessibility, welcome and services in the stadium, available online for people with disabilities | 50 |
| 4.2 | ENVIRONMENTAL RESPONSIBILITY | 750 |
| 4 200 | ESG reporting | 200 |
| 4 201 | Rainwater harvesting for rational use | 20 |
| 4 202 | Zero single-use plastic cups | 60 |
| 4 203 | Zero plastic bottles | 70 |
| 4 204 | Measuring and reducing the carbon footprint | 100 |
| 4 205 | Carrying out an energy audit | 100 |
| 4 206 | Transport for professional players | 100 |
| 4 207 | LED lighting bonus | 100 |

| | |
|--|--|
| CATERING FOR THE GENERAL PUBLIC LABEL | |
| 06 | ATTRACTIVENESS AND QUALITY OF OFFER |
| 6D | Home-made products in the top 3 sales: cooked or processed the same day using fresh or raw produce |
| 6F | Local and artisanal products |
| 6G | Labelled and/or organic products |
| 6H | Existence of at least 1 regional speciality |
| 6I | Availability of at least 1 vegetarian product |
| 6J | Combating food waste |
| 6K | Elimination of single-use plastic packaging and containers |

| | |
|----------------------|---|
| WELCOME LABEL | |
| 2 | ACCESS TO THE STADIUM |
| 2.1 | Setting up a car-sharing system |
| 2.2.1 | Public transport to the stadium |
| 2.2.2 | Number of spectators travelling to the stadium by public transport |
| 2.2.3 | Combined stadium tickets/public transport/soft mobility offer |
| 2.5 | Bicycle parking area & soft mobility |
| 6 | WELCOMING PEOPLE WITH DISABILITIES |
| 6.1.1 | The club provides the staff involved with training or guidelines to facilitate the access of people with disabilities to the stadium. |
| 6.1.2 | The club has set out a policy of welcoming people with disabilities. |
| 6.2 | The club is adapting its facilities to accommodate people with disabilities in a way that meets their needs. |
| 6.3 | The club offers fans with disabilities a range of special facilities to enhance their stadium experience. |
| 8 | LEAVING THE STADIUM |
| 8.4 | The public transport offer is adapted to fit the time the match ends and the public leaves the stadium. |

SUPPORT

As well as encouraging clubs to take action, the LFP is working to support them in the deployment of their CSR strategy by coordinating the network of CSR advisors, training them to improve

their skills in technical areas, providing them with tools tailored to their activity, putting them in touch with expert associations or service providers identified as relevant, etc.

CSR SEMINARS

For the past 7 years, the LFP has invited its CSR representatives to a CSR seminar twice a season. This is an opportunity to take stock of past projects and also to present future actions and challenges. The event is also an important opportunity for clubs to exchange ideas and share best practice.

CSR WORKING GROUPS

The working groups set up by the Ligue de Football Professionnel bring together a limited number of clubs with the aim of dealing specifically with a subject before making it available to all clubs. In 2024-2025, two CSR working groups were led by the LFP on the themes of sexist and sexual violence, and extra-financial reporting.

SECTOR AND REGULATORY WATCH

The monitoring work carried out enables us to anticipate and prevent legal or regulatory changes, and to share CSR best practice with all the clubs.

| | | |
|---|--|--|
| <p>15 seminars over the last 7 years</p> | <p>2 CSR working groups</p> | <p>13 clubs in the working groups</p> |
|---|--|--|

FOCUS ON THE 2024-2025 SEASON

INDUCTION SESSIONS FOR NEW CSR OFFICERS

Introduced this season, the LFP is organising induction sessions for new CSR officers at clubs. Each member of staff responsible for CSR at a club can spend an hour talking to the Ligue's CSR team about all the resources available to support them, as well as the key events of the season and the main expectations of clubs.



SAISON 2024/2025

ONBOARDING RÉFÉRENTS RSE

2024-2025

LFP | LIGUE 1 | LIGUE 2

MONTHLY ONLINE MEETINGS

This season, the clubs and the LFP met once a month for online meetings on specific CSR issues. The aims are to encourage exchanges between clubs, discuss practical solutions and keep clubs informed of regulatory developments. Throughout the year, sessions covered topics such as:

- ▶ Spectator mobility
- ▶ EPR schemes
- ▶ The tertiary sector decree
- ▶ Waste management at the stadium
- ▶ Biodiversity
- ▶ The circular economy for equipment
- ▶ ...

Each meeting was structured in the same way: an introduction to the issues, a testimonial from an external stakeholder (Paris 2024, Decathlon, etc.), a testimonial from a club and finally a time for collective discussion.

| | |
|--|---|
| <p>8 new CSR officers attended an induction session</p> | <p>8 monthly online meetings</p> |
|--|---|

FIGHTING DISCRIMINATION

The Ligue de Football Professionnel is pursuing its commitment to fight all forms of discrimination, a fight it started in 2019. To achieve this, it works with expert associations to help implement

its strategy (Foot ensemble, the Fondation pour le sport inclusif, the International League against Racism and Anti-Semitism). Our actions are based on 3 pillars.

RAISING AWARENESS IN THE PROFESSIONAL FOOTBALL ECOSYSTEM

During the 2024-2025 season, 33 awareness-raising workshops were held at 16 different clubs in partnership with LICRA, Football Ensemble and the Fondation pour le Sport Inclusif. During these one-day events, the expert associations talk to professional players, clubs' top management and fans, using practical case studies and open discussions about discrimination in professional football. They are designed to support the victims or the witnesses and to prevent potential perpetrators of discrimination. Since the scheme was set up, 122 workshops have been held in 43 different clubs. This stage brings an initial cycle to a close and, from 2025-2026, starts the process of adapting awareness-raising methods to ensure they remain relevant.

COMMUNICATING WITH THE GENERAL PUBLIC

In addition to its actions on the pitch, every season the LFP raises public awareness of discrimination. In partnership with LICRA, Foot Ensemble and the Fondation pour le Sport Inclusif, it organised two flagship days as part of the Dégageons les discriminations (Get rid of discrimination) campaign. Players, referees, coaches, officials and broadcasters wore dedicated jerseys, armbands and visuals, while the event jerseys sold at auction raised €34,000 for the partner associations. In the stadiums, arches, tarpaulins, billboards and announcements amplified the message, complemented by artistic works during derbies. Finally, the digital campaign, via #PlayAgainstDiscrimination, generated 15 million views and over 550,000 commitments.

IDENTIFYING AND PUNISHING DISCRIMINATORY BEHAVIOUR

Several seasons ago, in order to help identify discriminatory behaviour, the LFP rolled out a reporting system for incidents taking place in stadiums (www.licra.org/lfp). It allows anyone in a stadium, whether a witness or a victim, to report an incident of a discriminatory nature (racist, anti-Semitic, homophobic, sexist or other). At judicial level, since 2020, the LFP has included the fight against discrimination in its articles of association, giving it a better basis on which to bring a civil action before the courts. The Disciplinary Committee, in accordance with the LFP's articles of association and competition regulations, punishes incidents of a discriminatory nature that took place in stadiums (fines, closing of terraces, matches behind closed doors, withdrawing of ranking points, etc.). During the 2024-2025 season, it imposed 107 fines totalling 229,000 euros and closed three terraces, related to discrimination.

FOCUS ON THE 2024-2025 SEASON



33
awareness-raising
workshops

267
cases of discrimination
dealt with
by the Disciplinary
Committee

COMBATING SEXIST AND SEXUAL VIOLENCE

One year after including the fight against sexual and gender-based violence in its CSR strategy, the LFP has developed an ambitious action plan comprising four pillars aimed at eliminating this scourge from professional football, in association with Her Game Too and Colosse aux pieds d'argile.

RAISING AWARENESS OF THE ECOSYSTEM

- ▶ Professional players
- ▶ Administrative employees
- ▶ Stadium staff
- ▶ Fans

SAFETY AT THE STADIUM

- ▶ Reporting system
- ▶ Management procedure
- ▶ Post-incident follow-up
- ▶ Comfort at the stadium

COMMUNICATION TO THE GENERAL PUBLIC

For the past two seasons, the LFP has been committed to 8 March, International Women's Day, by promoting and coordinating communication campaigns aimed at the general public. The WO=MAN campaign on 8 March 2025 attracted national and international attention.

INTERNAL POLICY

Like the work carried out within the competitions it organises, the LFP aims to provide a safe and inclusive workplace for its employees. For example, since the 2023-2024 season, the Ligue de Football Professionnel has been organising one-day training sessions on the subject of sexist and sexual violence in the workplace, in collaboration with the Colosse aux pieds d'argile association.



FOCUS ON THE 2024-2025 SEASON

PILOT WORKING GROUP

Before rolling out this action plan across its entire ecosystem, the LFP created a working group made up of clubs that are driving forces behind the initiative and that have volunteered to do so (AJ Auxerre, ESTAC Troyes, FC Metz, Paris FC, Stade Rennais FC, Toulouse FC), as well as expert associations (Colosse aux pieds d'argile, Her Game Too, Fondation pour le sport inclusif). The pilot group's scope of work covered the areas of «Raising awareness of the ecosystem» and «Safety at the stadium».

The participants first worked together to create the expected deliverables: awareness-raising workshops for the various audiences, reporting mechanisms, operational procedures, post-incident monitoring, distribution of periodic protection at the stadium, etc. The clubs then implemented all these measures.

The working group's efforts have resulted in the production of deliverables that will be rolled out to all L1 McDonald's and Ligue 2 BKT clubs (Good practice guide, reporting posters, operational procedures, etc.).

WO=MAN CAMPAIGN

In order to affirm the unity of French professional football, all the players' names on the back of their jerseys have been replaced by a message of equality: «WO=MAN». This strong, unprecedented symbol highlighted the values of football. Supported by a digital campaign (teaser and reveal video, publications, relay and influence), the «WO=MAN» highlight generated a great deal of media coverage, particularly internationally (NY Times, The Washington Post, etc.).



MAKING COMPETITIONS MORE ACCESSIBLE

For several seasons now, the Ligue de Football Professionnel, in conjunction with the professional clubs, has been working to make the Ligue 1 McDonald's and Ligue 2 BKT competitions more accessible to people with disabilities.

SUPPORT
Throughout the season, the LFP works with the clubs to provide them with appropriate and concrete recommendations. The Ligue de Football Professionnel issues operational documents (Guide for welcoming spectators with disabilities, check-in agent job description, etc.), organises webinars for disability consultants, puts service providers in touch with clubs, runs awareness campaigns in collaboration with clubs and facilitates dialogue with the ecosystem.

ENCOURAGE
In 2024-2025, the LFP included in the Club Licensing a criterion on the presence of a disability consultant in clubs, marking an important stage in the work on accessibility. It also assesses the accessibility of the online ticketing service and the presence of accessibility information. The Welcome Label also contains criteria to promote accessibility: a reception policy dedicated to spectators with disabilities, accessible infrastructures, provision of accessibility services.

MEASURE
The Ligue de Football Professionnel regularly collects operational data that enables it to objectively analyse best practice and identify areas for improvement. 3 types of study are carried out: a survey of clubs to analyse the level of accessibility of competitions every year, a survey of European leagues to study our position in relation to European championships every two years, and a survey of spectators with disabilities to measure spectator satisfaction every two years.

76%
satisfaction
among survey respondents

5,480
HandiCapZero Guides
distributed

2
digital accessibility
audits of our sites

FOCUS ON THE 2024-2025 SEASON

FIRST SURVEY OF FANS WITH DISABILITIES

Having identified the relationship with fans with disabilities as an area for improvement, the Ligue de Football Professionnel has carried out its first satisfaction survey among fans with disabilities. The aim is to gather direct feedback from spectators so that they can be involved in the decision-making process. Carried out between April and June 2025, the survey was filled out by 716 respondents, both people with disabilities and carers. Structured around the spectator experience, the survey assessed the level of satisfaction of spectators with disabilities across the whole spectator experience: access to information, ticket purchase, arrival at the stadium, stadium entrance, etc. The results highlighted the strong points, such as access to seats and access to the stadium (81% and 77% satisfaction respectively), while other aspects, such as reception, still need to be improved, as do the comfort of seats and raising awareness of reception.

IMPROVING THE DIGITAL ACCESSIBILITY OF OUR SITES

As part of its multi-annual accessibility plan, the Ligue de Football Professionnel carried out two compliance audits of the Ligue1.fr and LFP.fr platforms, achieving 75% and 50% compliance respectively. Following these first two audits, the LFP will continue to work on bringing its digital platforms into compliance.

HANDICAPZÉRO

Building on its partnership with HandiCapZéro, for the 12th year running the LFP has published an adapted version of its competition guides for visually impaired fans. Accessible to all blind and partially sighted fans, they are available in four versions: a Braille format, a large-print version, an audio format and a web version.

These guides bring together all the information you need to get to the heart of the game: an introduction to the season and how it works, fixtures, history, statistics, and an introduction to the 36 teams and their squads.



→ Every season, professional football makes a commitment to support major causes at national and local level. In this way, the LFP and the clubs encourage mutual aid, promote the work of associations and strengthen local links throughout the country.

BLEUET DE FRANCE

HELP FOR VICTIMS OF WAR AND TERRORIST ATTACKS WITH BLEUET DE FRANCE

To mark the tenth anniversary of their commitment to Bleuets de France, the LFP and all the clubs joined forces to pay collective tribute to this symbol of remembrance and solidarity with veterans, wards of the Nation, widows, orphans and victims of acts of terrorism. On all the pitches, players, coaches, referees and journalists wore the Bleuets flower on their jerseys, jackets or armbands, marking a collective tribute. For this 2024 edition, in homage to the 80th anniversary of the D-Day landings, the flocking was personalised with petals in the colours of the Allies and a tricolour petal decorated with the Cross of Lorraine. These creations were made in an ESAT (supported employment workplace) in the Allier region, supporting the inclusion of people with disabilities.

On 7 November, with the participation of Frank Leboeuf, 1998 world champion and Bleuets de France ambassador, a digital campaign was launched with the broadcast of the film «La Couleur de la Mémoire», establishing a

€36,000
raised for
Bleuets de France

97
branded jerseys
donated by clubs



link between the passion for football and the duty to remember. During the matches, appeals for donations were relayed on the giant screens and by the commentators, while children benefiting from Bleuets gave a mock kick-off to several matches. Finally, the auction of the branded jerseys raised funds for the charity.

CNAPE

216
children

€10,000
raised for children in difficulty

612
balloons distributed to associations

CHILD PROTECTION WITH CNAPE

For the past 4 seasons, the French professional football ecosystem has been working with CNAPE to mark World Children's Day. In 2024, the LFP once again joined forces with the Child Protection Collective, which includes the CNAPE (Convention Nationale des Associations de Protection de l'Enfant), the French Secretary of State for Children, Decathlon and ambassador Mohamed Bouhafsi.

For this new edition, the children experienced the usual 'Train Like a Pro' in the Ligue 1 McDonald's clubs, the opportunity to pick up the outfits of the clubs represented before setting off for the Allianz Riviera in Nice to take part in the Childhood Defenders Tournament.

During the tournament, which was won by Racing Club Strasbourg Alsace, the children also had the opportunity to take part in a number of activities organised by the organisers and partners of the LFP (Decathlon, Panini). Finally, the day was marked by the presence of the sponsors of this year's event: Dante (OGC Nice) and Fianso (artist) as well as other players from the club.

In line with this commitment, the 12th day of the Ligue 1 McDonald's and the 14th day of the Ligue 2 BKT were dedicated to child protection: 36 collector balls were used during the matches, 108 of which were signed by the professional players and sold at auction. This matchday was also an opportunity to raise awareness and remind people of the fundamental rights of children by highlighting the helpline: 119 (Allô enfance en danger, confidential and free call, 24/7).



→ As sporting bodies, the Ligue de Football Professionnel and the clubs are committed to promoting physical exercise, prevention and well-being through the practice and values of sport. These actions have an impact at both national and local level.

MAJOR NATIONAL CAUSE 2024

COMBATING SEDENTARY LIFESTYLES

As part of the Major National Cause 2024, the LFP joined forces with the other professional sports leagues to promote sport and combat sedentary lifestyles. This campaign, organised in the wake of the Paris Olympic and Paralympic Games, is a response to the appeal launched by the President of the French Republic to remind people of the importance of daily exercise, since physical inactivity is one of the main non-communicable causes of premature death worldwide. The aim is clear: encourage everyone to plan at least 30 minutes of physical exercise into their daily routine.

On the weekend of 25 to 27 October 2024, all the football, basketball, cycling, handball, rugby and volleyball competitions joined forces to take this message to stadiums, venues and digital media, focusing on the slogan «30 minutes a day - it's easy, it feels good and it can change everything». In professional football, the LFP has launched a national campaign called 'La Causerie', a humorous film featuring a coach urging his team - and by extension the general public - to get moving, with the participation of comedian PV. The campaign was widely promoted by the clubs on their social networks, accompanied by original visuals, including jerseys «drenched in sweat» as a symbol of the effort involved, and messages broadcast over loudspeakers in the stadiums.

114
publications

33
professional clubs taking part

1.5 M
covers and 41 K commitment shares

FÉDÉRATION HOSPITALIÈRE DE FRANCE (FHF)

SUPPORTING HOSPITAL STAFF WITH THE FHF

For the fourth year running, the Fédération Hospitalière de France (FHF) and the Ligue de Football Professionnel have joined forces to organise the Tournoi des Soignants, this time at AS Saint-Étienne's Centre Sportif Robert Herbin. From all over France, almost 150 care staff were given a full set of equipment to proudly represent their local professional club on 2 June 2025.

The aim of the tournament was to offer care staff a chance to get together and share their passion for football. Well done to GHT Loire, who represented AS Saint-Étienne, for their victory!



12
teams of mixed gender and profession

150
hospital staff

The full list of teams taking part in the 4th edition of the Tournoi des Soignants:

- ▶ GHT Somme Littoral Sud for Amiens SC
- ▶ GHT Maine-et-Loire for Angers SCO
- ▶ GHT Loire for AS Saint-Étienne
- ▶ GHT Hôpitaux publics Grand Lille for LOSC Lille
- ▶ GHT Est Hérault Sud Aveyron for Montpellier Hérault SC

- ▶ GHT Hôpitaux de Provence for Olympique de Marseille
- ▶ GHU Paris Psychiatrie et neurosciences for Paris FC
- ▶ CH Yvelines Nord for Paris Saint-Germain
- ▶ GHT Hôpitaux publics de l'Artois for RC Lens
- ▶ GHT du Rouergue for Rodez Aveyron Football
- ▶ GHU de Champagne for Stade de Reims
- ▶ GHT de Mayenne et du Haut Anjou for Stade Lavallois MFC

REDUCING OUR CARBON FOOTPRINT

Faced with the urgency of climate change, reducing our carbon footprint is a priority shared by all sectors of activity. Professional

football, aware of its role and influence, is mobilising to make an active contribution to this collective effort.

1- CARBON MANAGEMENT

Whether it's for the clubs - on the global scope of their activity - or for the LFP - on the scope of our competitions - it is necessary to

regularly measure our carbon footprint in order to seek to reduce it. Initially, the aim is to measure our current situation in order to then set a reduction trajectory and an appropriate action plan.

MEASURE

First in 2023 for the «Decarbonising stadiums» interim report, then in 2025 for the «Decarbonising sport» final report, the LFP has worked with the Shift Project to get an initial clear view of the carbon footprint of professional football.

SUPPORTING CLUBS

To help the clubs carry out this Bilan Carbone, the LFP selected a service provider from 2022 onwards, with whom preferential rates were negotiated, and work was carried out on the data repository. Five training sessions on the use of the platform were also paid for by the LFP.

27

clubs have already carried out a carbon footprint assessment since the 2022-2023 season

ENCOURAGING CLUBS

Since 2022, the LFP has included in the Club Licensing a criterion requiring the completion of a Carbon Footprint and the implementation of a low-carbon strategy. Worth 80 points when it was introduced, it has been worth 100 since 2023. This criterion has been modified for the 25-26 campaign to encourage clubs to measure their carbon footprint annually, as opposed to once every four years previously, using the common methodology created this season (see opposite).

FOCUS ON THE 2024-2025 SEASON



CREATION OF A METHODOLOGICAL PROTOCOL FOR CARRYING OUT THE BILAN CARBONE OF A PROFESSIONAL FOOTBALL CLUB

THE FACTS

- ▶ Failure to take account of the specific characteristics of the professional football sector in carbon footprint measurement methodologies
- ▶ Results from clubs that have measured their carbon footprint vary too widely due to the lack of a common methodology

OBJECTIVES

- ▶ Offer a common methodological framework to ensure reliable measurement of the carbon footprint of clubs and competitions in order to establish a reduction trajectory and then structure an action plan to achieve the targets set
- ▶ Ensuring that results are comparable over time so that progress can be monitored
- ▶ Give clubs the keys specific to their activity to collect the data needed to accurately and exhaustively measure the greenhouse gas emissions generated
- ▶ Enable clubs to carry out their carbon footprint regardless of their level of access to data

THE PROJECT

The LFP, together with its service provider Sami and a working group made up of CSR representatives from AS Monaco, AS Saint-Étienne, FC Annecy, Olympique Lyonnais, Olympique de Marseille, Paris Saint-Germain and RC Lens, has created a

methodological protocol for carrying out Carbon Footprints for professional football clubs, based on the GHG Protocol and harmonised with that of UEFA.

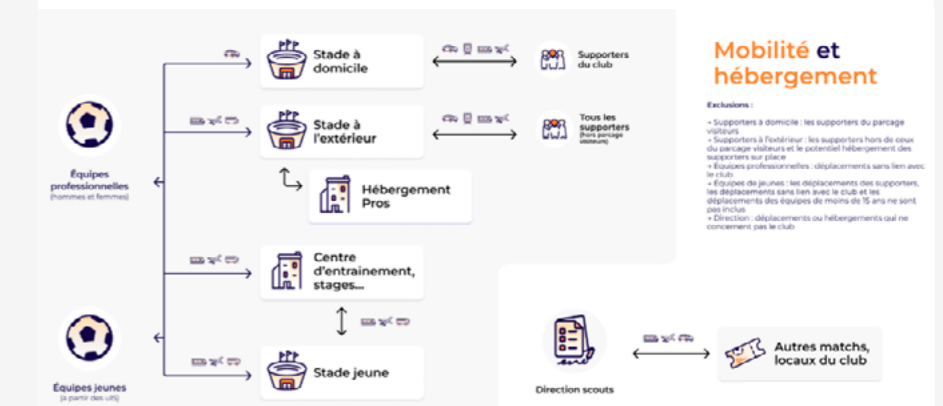
The protocol sets out the details of each emission item for a football club:

- ▶ Activity data to be collected
- ▶ The recommended data collection method (questionnaire, sampling, actual data entry, stakeholder holding the information, etc.).
- ▶ Emissions factors to be used
- ▶ Calculation method

Each page of the protocol describes three levels of accuracy for measuring the carbon footprint, depending on the possibilities for accessing the data : high, moderate and low.

Two training sessions were then organised at the Ligue to help clubs apply this methodology.

This methodological protocol is freely available by scanning the QR Code above, to be used by any service provider carrying out a Carbon Footprint for a club or any other sporting institution that might find it useful.



2 - SUSTAINABLE MOBILITY

Trips, firstly of spectators and then of sports teams, are undoubtedly the biggest contributor to a match's carbon footprint. That's

why, once again this year, we are committed to taking action to promote sustainable mobility.

MEASURE

Since 2013, the LFP has carried out a study of stadium audiences every 3 years, with a focus on spectator mobility: spectators are surveyed about where they come from, their travel time and their means of transport. The next one will be completed by the end of 2025.

In addition, in 2021, Ecoact carried out a study of the carbon footprint of travel related to the L1, L2 and the Trophée des Champions. It revealed that 87% of the carbon footprint linked to travel resulted from fan travels.

SUPPORTING CLUBS

At the start of each season since 2023, the LFP has sent all clubs a list of routes that sports teams can take by bus or train. This has been in place since 2025 with the help of the SNCF. At the end of the season, clubs must send the Ligue proof that the identified trips have been made by bus or train.

For the past 6 years, the LFP and the StadiumGO platform have been working with clubs to encourage fans to share cars to Ligue 1 McDonald's and Ligue 2 BKT matches.

This season, a new spectator awareness tool was presented to clubs at a monthly online meeting: Impact CO2 (ADEME). This simulator, which can be integrated free of charge into any website, allows you to calculate the carbon impact of various means of transport and compare them.

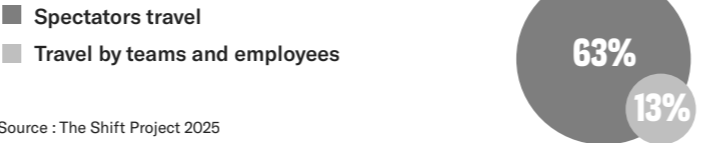
ENCOURAGING CLUBS

Sustainable mobility criteria have been included in the Club Licensing since 2016 to encourage clubs to take action to encourage their spectators to use public transport to come to the stadium, thus consuming less carbon than private cars. Since 2024, all the criteria relating to the sustainable mobility of spectators have been centralised as part of the Welcome Label.

With regard to sports teams, a criterion requiring that trips meeting certain feasibility conditions (trips less than 5 hours long, no train connection, back at the training centre before 2 am, favourable security context) be made by bus or train has been incorporated into the Club Licensing in 2023.

| | Pts |
|--|-----|
| Transport for professional players | 100 |
| Introduction of a car-sharing scheme with incentives | 20 |
| Public transport with incentives | 10 |
| Bicycle parking area or soft mobility | 10 |
| Appropriate public transport services | 20 |

PERCENTAGE OF THE CARBON FOOTPRINT OF PROFESSIONAL FOOTBALL (INCLUDING EUROPEAN AND INTERNATIONAL MATCHES) IN FRANCE*



*Source : The Shift Project 2025

FOCUS ON THE 2024-2025 SEASON



- 30** clubs have bicycle/soft mobility parking areas
- 17** clubs have introduced a combined stadium ticket/public transport/soft mobility offer, 60% of which offer free transport
- 27** clubs have set up a car-sharing scheme, 75% of which offer incentives such as free parking
- 1.3 M** km travelled by sharing cars via StadiumGO (+35% VS 2023-2024)
- 6** clubs have integrated the Impact CO2 ADEME awareness tool
- 1/4** of professional teams' travel trips were made by bus or train

INTEGRATION OF THE MOB'SPORT PROGRAMME

In 2024, the LFP joined the CEE (Certificats d'Economies d'Energie) Mob'Sport programme, initiated by the French Ministry of Ecological Transition and co-sponsored by the Union Sport et Cycle and ROZO. Following a selection phase carried out by Mob'Sport, eight Ligue 1 McDonald's and Ligue 2 BKT clubs were selected to take part in this edition of the programme: AJ Auxerre, AS Saint-Étienne, ESTAC Troyes, FC Lorient, FC Metz, Grenoble Foot 38, OGC Nice and Stade Rennais FC.

The clubs selected will benefit from :

- ▶ A specific territorial analysis
- ▶ A personalised action plan including innovative solutions tailored to the needs of clubs and their spectators
- ▶ Financing of identified actions

At the end of this phase, a review of successful solutions will enable all clubs not part of the programme to draw on best practice and adapt it to their own context.



3 - CATERING

Food & Beverage is the second-largest source of carbon emissions

after transport, with impacts of all kinds: the carbon footprint of meat, of course, but also food waste, the production of waste, etc.

ENCOURAGING CLUBS

While the issue of single-use plastic has been addressed in the Club Licensing since 2016, with a criterion on the use of reusable cups, the LFP's Food & Beverage department, with the support of the CSR department, introduced in 2023 a «Catering for the General Public Charter» placing eco-responsibility at the heart of the approach.

Translated into assessment criteria within the Catering Label, its recommendations cover the origin of products, the elimination of waste, waste management and the reduction of animal products.

- Local and artisanal products
- Labelled and/or organic products
- Availability of at least 1 vegetarian product
- Combating food waste
- Elimination of single-use plastic packaging and containers



7%

of greenhouse gas emissions from professional football in France are linked to food and beverages*

*Source : The Shift Project 2025

25

clubs offer at least one vegetarian option (+3 vs 2023-2024 season)

19

clubs have set up systems to combat food waste (= 2023-2024 season)

IMPROVE MANAGEMENT OF RESOURCE CONSUMPTION

Against a backdrop of dwindling resources and increasing pressure on bio-diversity, we are committed to working with clubs to help them reduce their

energy and water consumption, limit their waste and preserve biodiversity throughout their infrastructure.

1 - ENERGY

SUPPORTING CLUBS

With the support of A4MT, the LFP is providing clubs with a list of around ten consultancies capable of carrying out energy audits within a pre-defined price range. In addition, clubs were provided with a reference framework for carrying out these audits in November 2023. This tool lists all the data to be collected by the club and/or the local authority that owns the stadium in order to carry out a comprehensive energy audit. To further support clubs on the carbon dimension, the LFP and A4MT have created a calculation tool that quantifies the CO2 savings made according to the energy options chosen.

MEASURE

In 2022, the LFP entrusted A4MT with a survey of the energy situation in stadiums, analysing 84 criteria. With more than 90% of the stadiums surveyed, this study has provided the first-ever overview of energy consumption in professional football.

ENCOURAGING CLUBS

Since 2022, the LFP has included in the Club Licensing a criterion requiring that an energy audit be carried out on all the infrastructure used by the clubs, along with a criterion of reducing their energy consumption by 10%.

2 - WATER

ENCOURAGING CLUBS

Back in 2016, the LFP included a criterion for the «Eco-responsible Stadium» category of the Club Licensing requiring the installation of a rainwater harvesting system for a specific purpose. From 2022, the LFP has been encouraging clubs to install a water conservation system for watering the main pitch, and two years later added bonus points to reward the use of alternative water. This same criterion was then duplicated to cover the playing areas of the training centres.

3 - BIODIVERSITY

ENCOURAGING CLUBS

Since 2016, two criteria have encouraged clubs to implement traceability of inputs (= products not naturally present in the soil) added to maintain the pitch, as well as a sustainable fertilisation programme. These requirements were supplemented in 2022 by a new criterion recommending the installation of a system to reduce the transfer of effluent into the natural environment, and then by bonus points for using alternatives to plant protection products in 2024.

SUPPORTING CLUBS

This year, the LFP continued to play a very active part in the progress of the Spor&D (Sol Pelouse Organisme de Recherche & Développement) consortium created in 2023, involving experts and pitch consultants. A first Innovations Day was organised in February 2024, bringing together nearly 150 people to listen to researchers talk and pitch their solutions. A book was then published, as well as a bibliographical summary, with the aim of moving the responsible reinvention of natural lawns and sports surfaces forward. In addition, a 0 phyto experiment has been launched with 5 clubs: each club provides a training pitch on which no phytosanitary products are applied, even in the event of disease.

4 - CIRCULAR ECONOMY

ENCOURAGING CLUBS

Since 2016, clubs have been encouraged to replace their disposable cups with reusable ones and to introduce recycling (2 or more streams) at the stadium. From 2021, a new criterion has been added to the Club Licensing, rewarding the total elimination of plastic bottles (neither sold, nor offered, nor used) both in reception areas, in refreshment kiosks, for the organisers but also for the players and sports staff. Finally, in 2023, the LFP began assessing the recycling rate of waste produced by clubs.

12 clubs have carried out energy audits of their facilities

18 clubs have a rainwater harvesting system

28 clubs have water efficiency systems for stadium pitch irrigation, 10 of which integrate the use of alternative water sources

FOCUS ON THE 2024-2025 SEASON

RELIABLE MEASUREMENT OF THE ENVIRONMENTAL FOOTPRINT

THE FACTS

- ▶ No centralised measurement of consumption
- ▶ Difficulty for clubs to report certain consumption data

OBJECTIVES

- ▶ Establish a common methodological framework to make measurement more reliable
- ▶ Centralise all data on the consumption of club resources
- ▶ Enable all clubs to submit data, whatever their level of access to information

THE PROJECT

To encourage clubs to report their consumption annually, a criterion worth 200 points (50 points per indicator) was included in the Club Licensing for 2024-2025.

This is done via the Zei extra-financial reporting platform (see p.17), which allows clubs to report annually on the following 4 resource consumption indicators for each infrastructure used (stadium, training centre, training centre and head office):

- ▶ Electricity consumption (mWh)
- ▶ Water consumption (m³)
- ▶ Waste production (T)
- ▶ Waste recycling rate (%)

To help clubs with this reporting exercise and to ensure methodological consistency, we have drawn up a guide available from the platform, with the help of the Reporting Working Group (see p.17) including:

- ▶ The sources of each item of data to be collected, for each of the infrastructures potentially used by the club
- ▶ Alternative collection or calculation methods based on 3 different levels of precision, depending on the club's situation (whether or not it owns the infrastructure, whether or not it is the sole operator, etc.).
- ▶ Extrapolation calculations explained where necessary

This harmonised and centralised measurement will provide an initial objective assessment of the environmental footprint of French professional football, paving the way for the establishment of a reduction trajectory as a first step, the structuring of an action plan to achieve the targets set as a second, and finally regular monitoring of the progress made.

3,693 MWH
average stadium electricity consumption
(based on data from 26 clubs)

9,719 M³
average stadium water consumption
(based on data from 25 clubs)

168 T
average stadium waste generation
(based on data from 23 clubs)

48%
average stadium recycling rate of waste
(based on data from 21 clubs)

INTERNAL POLICY

Like any other company in the tertiary sector, LFP has to take into account the environmental impact of its premises, staff trips, the waste produced by their activities, the purchases they make, etc.

REDUCING OUR CARBON FOOTPRINT

Carbon management

For the past 4 years, the LFP has carried out an annual carbon assessment of its activities.

Sustainable mobility

For the past four years, an annual mobility survey has been used to monitor and encourage employees' sustainable practices. A sustainable mobility package of €500 to €600 finances a range of alternative modes of transport, including cycling, car sharing, car pooling and public transport. To encourage the use of bicycles, secure parking and racks are available. At the same time, the travel policy favours rail travel for business trips of less than four hours, with CO₂ emissions displayed for each booking.

Catering

For the past 2 years, employees have had access to a dedicated connected fridge (seasonal fruit and vegetables, organic produce, system to combat food waste).

IMPROVE MANAGEMENT OF RESOURCE CONSUMPTION

Energy

The building, which has been awarded BREEAM and Effinergie renovation certification, incorporates a Building Management System (BMS) to optimise its energy performance. Heating and air conditioning are automatically switched off if a window is opened, while the lighting is adapted by a presence detection system and adjusted according to natural light.

Water

Kiosks for cleaning cups and flasks have been installed, reducing water consumption by up to 75% compared with conventional washing.

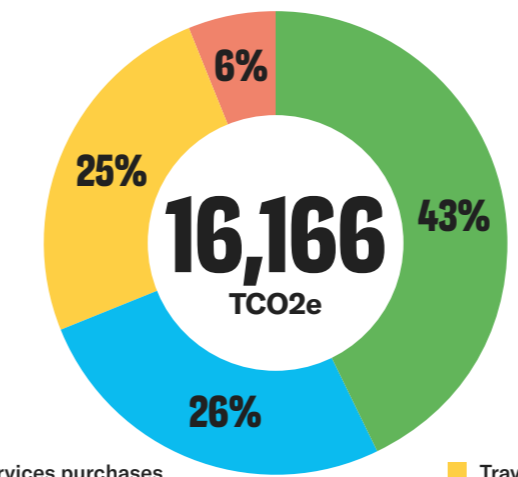
Biodiversity

The building has been awarded the BiodiverCity label and its green spaces are maintained with no plant protection product used, in accordance with an ecological guide included in the service provider's contract. To encourage local biodiversity, bat nesting boxes and habitats for wild bees have also been installed.

Circular economy

The LFP did away with plastic bottles by installing water fountains and providing reusable glass bottles, glasses, cups and cutlery. Each employee also receives a water bottle, a cup and a set of cutlery to limit single use. Finally, waste sorting is organised into six distinct streams to maximise the recovery of materials.

FOCUS ON THE 2024-2025 SEASON



Scope: LFP activities & Trophée des Champions – competitions' carbon footprint to come

262 MWH
OF ELECTRICITY CONSUMED

39%
OF WASTE RECYCLED

20 T
OF WASTE PRODUCED

1,121 M³
OF WATER CONSUMED

0
SINGLE-USE PLASTIC ON THE PREMISES

1
BIODIVERSITY AWARENESS WORKSHOP

02

THE COMMITMENT OF PROFESSIONAL FOOTBALL CLUBS

1TEAM

LIGUE 1  LIGUE 2 

→ To find out more about all the CSR actions carried out by the clubs throughout the season, scan the QR codes on their pages!

KEY FIGURES

€178,250

AVERAGE BUDGET FOR THESE STRUCTURES

21

CLUBS HAVE A STRUCTURE DEDICATED TO CSR PROJECTS

15

ENDOWMENT FUNDS

4

FOUNDATIONS

6

ASSOCIATIONS



CSR IN CLUBS

LIGUE 1 MCDONALD'S





→ Structured around 3 main themes, the Horizon AJA Endowment Fund develops initiatives aimed at promoting a civic vision of sport, highlighting its educational virtues and encouraging social innovation and the integration of sustainable development into football throughout its territory.

★ EDUCATION & INTEGRATION

- ▶ Bringing together all the players in the area, establishing exchanges and connections in order to carry out projects and undertake concrete actions to promote integration through educational development.
- ▶ Offering the best possible education to apprentices at the AJA Acadomia training centre.

♥ CITIZENSHIP & SOLIDARITY

- ▶ Promoting community involvement through collective projects. Become aware of the importance of a civic-minded approach to fostering solidarity.

🏃 YOUTH & SPORT

- ▶ Be a driving force by supporting, developing and promoting innovative initiatives and projects for future generations.
- ▶ To educate through sport and pass on the history and values of our club.

+ 5 000
people affected

10
associations supported

+ 50
actions over the season

AJ AUXERRE



LIGUE 1 MCDONALD'S

HIGHLIGHTS OF THE 2024-2025 SEASON



AN INNOVATIVE PARTNERSHIP BETWEEN AJA AND THE CHS

On 9 December 2024, AJA and the Centre Hospitalier Spécialisé (CHS) de l'Yonne signed an unprecedented partnership in professional football. This project enables adult and adolescent patients to take part in sporting activities under the supervision of the club's instructors, including players from the women's section. The sessions, broken down over 16 hours a week, take place at AJA's training centre or on facilities made available by the town of Auxerre. The aim is to improve the treatment process through the benefits of sport: physical well-being, self-confidence and social integration.



A STEP FORWARD IN THE FIGHT AGAINST SEXIST AND SEXUAL VIOLENCE

This season, AJA has deployed a comprehensive protocol to combat SSV at the Stade Abbé Deschamps: QR code for signposting, dedicated Safe Zone, VSS referees, information page on the club's website, friendly reception by trained teams. An awareness-raising day also brought together players, staff, employees, stadium stewards, security guards, hospitality teams and fans for workshops run by the Colosse aux pieds d'argile, Her Game Too, Fondation du Sport Inclusif and ADAVIRS associations. An approach supported by the prefecture and local authorities. At the same time, AJA has strengthened its partnership with Her Game Too to take concrete action at the stadium and with the club's young people, in particular by making sanitary protections available on a self-service basis in the women's toilets.



AJ AUXERRE COMMITTED TO HELPING THE UNDERPRIVILEGED DURING SOLIDARITY NIGHT

AJ Auxerre, via its Horizon AJA foundation, took part in the Night of Solidarity organised by the Prefecture, the City of Auxerre and the CCAS. The aim of this event, which brought together a large number of associations and local players, was to reach out to people living in very precarious conditions, to better understand their needs and to offer them a moment of respite and exchange. Alongside the community outreach associations, health and social professionals and generous service providers who have come to offer their expertise (hairdressing, massage, care, veterinary care, food aid, etc.), the club has decided to lend its support by offering tickets to our home match against Le Havre, together with a voucher for a hot meal in the refreshment kiosk. Because football is a time for sharing and passion, and because this evening at the stadium is a chance for some people to get away from it all for the duration of a match and rediscover a little human warmth. But beyond this action, this evening was a reminder that everyone can contribute in their own way, just like the fantastic work of the volunteers and associations who work every day to help the most vulnerable.

AUDIO-DESCRIPTION AT THE STADIUM FROM NEXT SEASON

Audio-description, offered by the association Ensemble pour voir 89, will be available at every home match from the start of the season.





ANGERS
SCO



LIGUE 1 MCDONALD'S

→ Angers SCO implements its CSR strategy through its SCO Fonds De Dotation endowment fund, created in 2018, and its non-profit association, l'École Noir & Blanc. This strategy is part of a strong commitment to the region, with a focus on people, solidarity and open-mindedness. The programme has three main focuses

HEALTH & DISABILITY

- ▶ Bringing comfort to sick children or with disabilities.
- ▶ Supporting carers.
- ▶ Developing sport for health and accessibility to football.

EDUCATION, INCLUSION & CITIZENSHIP

- ▶ Promoting equal opportunities.
- ▶ Strengthening the social ties and commitment of young people in local neighbourhoods.
- ▶ Including disadvantaged groups in club projects

ECOLOGY

- ▶ Encouraging eco-responsible actions
- ▶ Promoting the second life of objects
- ▶ Raising public awareness of environmental impact

104

children from the Roseraie priority neighbourhood take part in fun, sporting and cultural activities at the Noir&Blanc school every week

Nearly 2,000

children invited to the Raymond Kopa Stadium last season

30

children with disabilities included every week with children from the Angers SCO academy

HIGHLIGHTS OF THE 2024-2025 SEASON



THE BLACK & WHITE SCHOOL

Since its creation in 2019, the Ecole Noir&Blanc has welcomed almost 100 children from the elementary schools of La Roseraie in Angers every week. After school, the educators collect the children directly from their schools and accompany them to the Salpinte stadium to take part in workshops as part of a structured educational programme based on the values of respect, listening, living together and citizenship. This season, a sports afternoon was shared with the residents of the Emera «La Retraite» nursing home, followed by an invitation to the Stade Raymond-Kopa box, where the mock kick-off of the Angers SCO - AS Monaco match was given by a 94-year-old resident and a child from the Noir&Blanc school.



CHILDREN OF THE BALL

The purpose of this initiative is to include children with disabilities into the SCO Futsal Academy on a long-term basis, without distinction or differential treatment. Today, 30 children from the Les Enfants de la Balle association take part in sessions every week that include «ordinary» groups, accompanied by a volunteer sports life assistant who helps them to integrate fully, manage their efforts and interact with others, while maintaining a close relationship with the child's family.

The results are remarkable: these children make progress both in terms of motor skills (coordination, endurance) and interpersonal skills. They gain in confidence and social ease, and share rich moments with their peers. Once fully integrated, they develop autonomously within the sessions, a strong sign of the success of this approach. For their part, the other young people are learning to deal with their differences in a natural and caring way.

RAISING AWARENESS OF BLIND FOOTBALL

In May, the SCO Endowment Fund organised a day to raise awareness of disability by playing blind football at the Château du Plessis-Macé. This initiative, led by SCO Futsal instructors, gave more than 250 secondary school pupils an immersive experience of this adapted sport for the visually impaired. Blindfolded, the pupils developed new sensory cues to take on sporting challenges. It was a great opportunity for them to gain a better understanding of the daily lives of people with disabilities, while at the same time discovering a new sporting activity. In addition, another public awareness campaign was held in November 2024, attended by more than 70 participants and hosted by professional blind football players.



CHILD PROTECTION

Signed for the period 2024/2025, the partnership agreement between the SCO Endowment Fund and the Department of Maine-et-Loire reflects the club's strong commitment to child protection. This structured framework enables children in the care of Aide Sociale à l'Enfance to benefit from privileged access to a range of educational, sporting and civic initiatives, such as educational workshops, events at the Raymond Kopa stadium and discovery days. These actions are part of an overall project for integration, transmission and open-mindedness. By offering these young people, who are sometimes faced with fragile life paths, moments of sharing, appreciation and belonging, the SCO is fully playing its role as a socially committed player. This commitment to child protection reflects a shared ambition: to build a more inclusive society through the values of sport.

→ Created in 2017, the ASMonaco programme works for young people on the Côte d'Azur through 4 pillars of action: Close relationship, Education, Health and the Environment.

☆ CLOSE RELATIONSHIP

▶ While traditionally meetings with the public are held at the stadium during matches, AS Monaco's Kids Tour is designed to bring it closer to the region's young people, by seeking simplicity and close relationship, while consolidating its links with the region's local authorities and amateur clubs.

🏃 EDUCATION

▶ Because young people represent the future, AS Monaco seeks to pass on to new generations values such as surpassing oneself, solidarity and a taste for effort, while promoting the practice of a sporting activity, which the club does every year through the Munegu Cup and the ŪNSEME Cup.

❤️ HEALTH

▶ AS Monaco works with local institutions and associations to support them in their efforts to comfort young patients and their families (My Wish operations, joint initiatives with the Princess Grace Hospital of Monaco) and medical research (donations). The club, through its employees, also takes part in blood drive campaigns every year.

🌿 ENVIRONMENT

▶ AS Monaco's ambition is to raise awareness among its young fans and players of the major environmental issues of the future, as demonstrated by the Ruches Rouge & Blanches programme, through which the club is taking humble but concrete action to protect biodiversity while raising awareness of this cause among the youngest members of society.

+ 100
amateur club instructors
took part in an immersive day
at the Academy

+ 3,500
children welcomed
on the Kids Tour

+ 6,000
young members of the region's
amateur clubs invited
to attend a Club match

HIGHLIGHTS OF THE 2024-2025 SEASON



3RD EDITION OF THE MUNEGU CUP

On 13 May, more than 400 school-children from the Principality of Monaco took part in the 3rd Munegu Cup, organised in collaboration with the Department of National Education, Youth and Sport. Created at the instigation of AS Monaco President, Dmitry Rybolovlev, this event enabled pupils in CE2 classes (Year 4) to take part in a major football tournament on the pitch at the Louis-II Stadium, with the encouragements of the mascot Bouba, hosted by the AS Monaco stadium announcer, and refereed by secondary school pupils from the Principality who are members of the UNSS. President Dmitry Rybolovlev, CEO Thiago Scuro and captain Denis Zakaria attended the final and then took part in the prize awarding ceremony.



AS MONACO KIDS TOUR SEASON 3

For the third season running, the AS Monaco Kids Tour has been going up and down the Côte d'Azur to meet up with young people from the region's local communities and amateur clubs, setting up for the day in the village square or on the pitch of the local football team and offering a host of free events, as well as meetings with the Club's players. What is the objective? To strengthen the ties between AS Monaco and its youngest fans by actually going to meet them, to raise awareness of the importance of playing sport and to introduce novices to football matches by inviting them to attend a match at the Louis-II stadium.



SUPPORT FOR THE PRINCESS GRACE HOSPITAL (CHPG) IN MONACO

Following on from their joint initiatives and the personal donations made by President Dmitry Rybolovlev, AS Monaco and the CHPG unveiled a fresco decorating the reception area of the paediatric ward. Incorporating the Club's identity markers, this initiative aims to bring positive energy and comfort to young patients throughout their course of treatment, punctuated by numerous touches reminiscent of AS Monaco. The inauguration was attended by Managing Director Thiago Scuro and striker Breel Embolo, who came to meet a number of children in hospital.



THE U16S DISCOVER AN URBAN FARM

In the middle of spring, AS Monaco's U16s visited the Terrae urban farm, located in the heart of the Principality, to discover the life of a vegetable garden and reconnect with nature. The Rouge & Blanche delegation, supervised by the Academy's dietician, enjoyed an enriching experience alongside the founder of Terrae, who showed them around her 1,000 m² mini-farm and her daily routine of planting, henhouse and apiary. The aim of this fun and educational immersion? Introducing these young players to the world of crops and livestock farming, raising their awareness of nature, the environment and its protection, but also giving them the keys to a better understanding of what's on their plates.





AS SAINT-ÉTIENNE



LIGUE 1 MCDONALD'S

→ Greening the Future, Our Goal? Make our club a source of commitment, both at home and away.

MOBILISING ALL OUR ENERGIES TO RESPOND TO THE CLIMATE EMERGENCY

- ▶ **Objective #1**
Limiting the environmental footprint of the club and its activities.
- ▶ **Objective #2**
Raising awareness and training our teams in environmental issues.
- ▶ **Objective #3**
Helping to preserve biodiversity in our region.

NURTURING EVERY DESIRE TO ACT

- ▶ **Objective #1**
Putting our fans at the heart of our transformation.
- ▶ **Objective #2**
Inspiring healthier eating that respects the living world.
- ▶ **Objective #3**
Forging innovative partnerships that create responsible value.

WORKING TOGETHER FOR HEALTH, SOLIDARITY AND INCLUSION

- ▶ **Objective #1**
Bringing people together around football to live and grow together.
- ▶ **Objective #2**
Carrying out meaningful community initiatives.
- ▶ **Objective #3**
Encouraging solidarity in the face of illness.

3

wheelchair football teams from our section fully integrated into the club

€50,000

the sum donated to 4 charities following the 1st Diner de Prestige organised by the Club

42,000

the number of children who have taken part in the ASSE Cœur-Vert literature prize since 2011

HIGHLIGHTS OF THE 2024-2025 SEASON



WHEELCHAIR FOOT

As part of their third season at the highest level, the players of the ASSE Cœur-Vert AÉSIO Mutuelle team have put in an historic performance. Fourth in the Division 1 championship, Les Verts are confirming their progress and growing ambitions. It is quite simply the best ranking in the club's history in this discipline. With a record of 11 wins, 1 draw and 6 defeats in 18 matches, the St Etienne team have confirmed their growing strength and their status as one of the strongest teams in the ligue.



TREE PLANTING WITH THE ONF

Alongside the commune of Merle-Leignec, the ONF and the MFR in Marlihes, ASSE Cœur-Vert and its partner Shape It organised the planting of 300 deciduous trees by pupils from CE1 to CM2 at the Estivareilles school in the Hôpital forest in Saint-Bonnet-le-Château. It's a practical way for them to understand the challenges of biodiversity and play an active part in changing their environment. Designed to meet aesthetic, practical and ecological challenges, this reforestation project is based on a judicious choice of local and varied tree species that not only promote biodiversity, thanks in particular to the fruit that birds love, but also create a harmonious landscape that changes with the seasons.



1ST PRESTIGE DINNER

In the company of ASSE players, over dinner prepared by restaurateurs from the Collectif des Tables Stéphanoises and served by students from the Renouveau Catering School, more than 300 guests enjoyed a convivial moment of exchange, dear to the values of the region, on Monday 24 March. These heartfelt initiatives were organised alongside the already substantial prize fund, thanks in particular to the €6,000 raised from the sale of a piece of square post from the 1976 final.



ASSE COEUR-VERT LITERARY PRIZE

Since 2011, the ASSE Cœur-Vert association has been working with the Pupilles de l'Enseignement Public de la Loire (PEP42) on a meaningful initiative: the PEP 42 - ASSE Cœur-Vert Literary Prize. More than 2,400 pupils from the Loire are taking part in this educational project this year, which combines reading, civic reflection and inspiring encounters with ASSE players. After several weeks of reading and analysis in class, each pupil was able to vote for their favourite book. One delegate per class will then defend this choice during the final deliberation, and the author with the most votes will be crowned the winner.

LABELS AND CERTIFICATIONS

ASSE is committed to working alongside the United Nations climate and environment agency (UNFCCC) by joining the «Sport for Climate Action» programme and committing to becoming carbon neutral by 2040 («Race to Zero»).



INCLUSION & DIVERSITY

► The FC Nantes Foundation places diversity and diversity at the heart of its commitments, developing initiatives to promote integration through football in the priority neighbourhoods of Nantes. It promotes football that is inclusive, accessible and socially responsible, and supports para-sports, in particular through its blind football section and its promotion of regional athletes.

LOCAL CLUBS

► Support local clubs through a dedicated programme, in collaboration with local football authorities. Our aim is to recreate links with clubs through our local initiatives.

WELL-BEING AT WORK

► We produce a monthly in-house newsletter that focuses on our employees. We organise various team-building sports activities and reserve gym time for all our employees.

CULTURE & HERITAGE

► Our two missions: integrate art and culture into the heart of the Nantes stadium terraces and preserve the history of FC Nantes for our fans by celebrating the emblematic figures and most memorable stories of the Yellow House.

SPORT HEALTH

► **Offering a joyful interlude to patients in Nantes hospitals:** Because a smile can change everything, the FC Nantes Foundation creates moments of joy and sharing in conjunction with local health structures.

► **Raising awareness of the disease among our fans:** Through awareness-raising campaigns at its events, FC Nantes mobilises its fans around major public health causes.

► **To be a player in health and adapted sport in the region:** FC Nantes is convinced that sport is a fantastic way of promoting well-being for everyone, and is developing a programme based around health and adapted sport.

ENVIRONMENTAL PROTECTION

► Reduce our impact on the environment by measuring our carbon footprint and following our responsible action plan.

+ 170
young people
with disabilities supported

+ €15,000
donated to research
and health

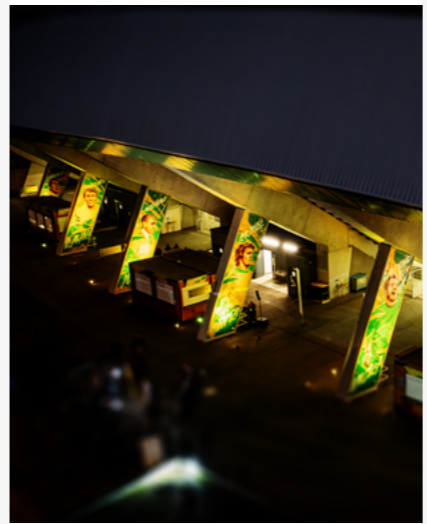
+ 360
young people from the inner-city raised awareness as part of the Joue la Citoyen programme

HIGHLIGHTS OF THE 2024-2025 SEASON



THE TERRACE OF LEGENDS

The Terrace of Legends makes history: 16 FC Nantes legends now grace the pillars of the Océane - Crédit Mutuel terrace at the Stade de la Beaujoire. A monumental project supported by the FC Nantes Foundation that pays tribute to the iconic players of the Yellow House, and reminds us that the yellow flame will continue to shine for a long time to come. 10,000 fans and supporters took part in the election of the 16 big names from a list of 38 legendary players.



CAP FOOT AT LA BEAUJOIRE

At the end of May, La Beaujoire played host to more than 170 young people with mental and psychological disabilities, as part of an event organised by the FC Nantes Foundation, in partnership with the District de Football 44 and the Comité Départemental du Sport Adapté 44.

AUDIO DESCRIPTION

FC Nantes is taking another step forward in its commitment to accessibility and inclusion. Since Friday 7 February, for the match between the Yellow and Green and Stade Brestois, an audio description system has been in place at the stade de La Beaujoire, enabling visually impaired fans to enjoy the match to the full.

INAUGURATION OF THE JOUE LA CITOYEN PROGRAMME

The FC Nantes Foundation has launched its brand new flagship programme, Joue la Citoyen, aimed at promoting inclusion and diversity in the Nantes area. This season, it organised a 4-day football and citizenship course for more than 60 young people from Nantes' priority neighbourhoods and neighbourhood centres. During the month of May, FC Nantes took to the streets of Nantes, bringing together more than 300 secondary school pupils to take part in the first edition of the Joue la Citoyen event. An innovative concept combining a fun, mixed football tournament with awareness-raising workshops on living together and citizenship.



ENVIRONMENTAL ACTIONS

► IKO car sharing solution, an initiative to promote sustainable mobility

► CO2 calculator for fan travel

With the aim of reducing its carbon footprint, FC Nantes is committed to Eco-Scoring for its fans. A first in the French football ecosystem. A tool created by ADEME (French Environment and Energy Management Agency) and the French Ministry for Ecological Transition. Thanks to a fun measurement tool, our fans can now calculate and compare the CO2 emissions they could generate depending on the means of travel chosen on match day.

► Raising awareness of waste sorting among young people in the Académie. For a year now, the club has been recycling all the organic waste generated at La Jonelière and turning it into compost thanks to our service provider Terracompost. To raise awareness among our youngsters of the importance of waste sorting, our U14s had an immersive experience at the heart of this cooperative.

► Offbeat campaign to raise awareness of the use of soft mobility

→ For more than 25 years, the HAC has been involved in local initiatives, using football to foster solidarity, integration and education.

☆ AMATEUR FOOTBALL

▶ The Collectif Ciel&Marine creates opportunities for Ciel&Marine and local amateur clubs to get together: football workshops, autograph sessions and technical exchanges. Amateur clubs that are part of the Collectif Ciel&Marine also take part in matchday events.

☆ NEIGHBOURHOOD LIFE

▶ Using football as an opportunity for exchanges between residents of working-class neighbourhoods: parent-child activities, exchanges with local players (public transport, social housing landlords, etc.). Through the «Journées Ciel&Marine» programme, HAC is working with the City of Le Havre's leisure centres to provide holiday entertainment for local young people.

😊 SCHOOL

▶ Génération Stade Océane aims to bring HAC into primary schools and enable our educators to pass on messages linked to physical activity, the values of sport and the history of the HAC. The visit to the Stade Océane is a highlight of the programme and illustrates the messages passed on in the classroom.

♥ DISABILITY

▶ Thanks to the energy of the club's blind football section (French champions once again!), the HAC has set up a number of awareness-raising workshops around the matches as well as on the various citizenship programmes.

♥ CHARITY

▶ HAC continues to work with local associations and branches: Secours Populaires, Groupe Hospitalier Havrais, Association les Etoiles Filantes, l'Amazone and the fight against cancer.

🌿 ENVIRONMENT

▶ The Vents d'Énergie programme is continuing and the planning of actions to enable HAC and its members of the public to be more virtuous remains a priority at all levels of the club.

HIGHLIGHTS OF THE 2024-2025 SEASON



JOURNÉES CIEL ET MARINE

After 20 years of commitment, and with the end of the HAC Mon Parrain operation, we decided to set up a new initiative for children in various districts of Le Havre. The aim is to encourage children from different neighbourhoods in Le Havre to be good sportsmen and sportswomen, both in a sports stadium and on public transport.

We proposed the action to our contacts in the sports department of the city of Le Havre, who relayed the proposal to the education department. LIA, a long-standing partner of the HAC Mon Parrain operation, has signed up to this new operation. Transdev staff have always responded positively and efficiently. They wanted to continue working together on issues that they felt reflected their corporate values: community involvement, access to activities for all, public service, civic-mindedness and respect for others, etc.

On the programme:

- ▶ A session to discover and raise awareness of visual disability,
- ▶ Raising awareness of safety and good citizenship on buses and in a sports stadium
- ▶ Visit to the Stade Océane

To put the awareness-raising activities into practice, the city invited the children to attend a gala match of our women's team on a «1 parent/1 child» basis, with a total of 360 seats.



ACTING FOR INCLUSION

► To promote social and professional integration through sport, to give the most underprivileged people access to sporting activities and events, to work towards the development of amateur football, to develop links between the club's communities and with the local area, and to take action to combat racism, homophobia, sexism and all forms of discrimination.

TAKING ACTION FOR ECO-RESPONSIBILITY

► Implementing an eco-responsible approach in all areas of the club's activity, reducing and offsetting energy consumption, recycling, collecting and redistributing foodstuffs, etc.

TAKING ACTION FOR HEALTH AND CHILDREN

► Supporting and improving the day-to-day lives of patients and children in hospital, making the dreams of sick children or with disabilities come true, raising awareness in the Lille community of the need for donations, participating in research, etc.

Nearly **€60,000**
donated to
our partner associations

Nearly **10,000**
beneficiaries of
our actions this season

Nearly **30**
CSR operations
this season

HIGHLIGHTS OF THE 2024-2025 SEASON



«I'M HESITATING»

Once again this year, LOSC has teamed up with the Lille University Hospital and Lemahieu to design boxer shorts to be sold in shops. 100% of profit are donated to the Lille University Hospital Endowment Fund, for research into male cancers.



UNE COLO AU LOSC

LOSC organised a holiday in the heart of the Domaine de Luchin for 30 underprivileged children from the Lille area who do not have the chance to go on holiday. A project in collaboration with our partner association, AGSS de l'UDAF, and the Département du Nord, which is part of our commitment to child protection and has given these children the chance to live a unique experience.

MICROS BLEUS (BLUE MICROPHONES)

We welcomed pupils from three underprivileged secondary schools in the Metropolitan area as part of a project run in partnership with Decathlon. The project, which took the form of a sports journalism competition, gave secondary school pupils the opportunity to slip into the shoes of reporters by producing videos of interviews with local sportsmen and women, including a mock press conference with Thomas Meunier.



DUAL MATERIALITY

LOSC is taking part in the dual materiality assessments alongside four Ligue 1 clubs. The aim of this approach is to identify the economic, social and environmental issues that have an impact on the club, as well as those on which the club can take action. By joining this initiative, LOSC is affirming its desire to strengthen its social and environmental responsibility. This collaboration between several clubs shows just how important a collective approach is to fully integrate ESG (environmental, social and governance) criteria into professional football.



**MONTPELLIER
HÉRAULT SC**



LIGUE 1 MCDONALD'S

INCLUSION, EDUCATION & MUTUAL SUPPORT

- ▶ Strengthening the club's social role in its local area.
- ▶ Organising operations and promoting inclusion.
- ▶ Working with schools, local associations, hospitals and amateur clubs to pass on civic values through sport.
- ▶ Making our meetings more accessible to spectators with disabilities.
- ▶ Fighting all forms of discrimination.

EQUALITY, INTEGRATION, CAREER PATHS

- ▶ Encouraging professional equality.
- ▶ Promoting conditions and quality of life at work.
- ▶ Setting up an induction process and developing the employer brand.
- ▶ Sharing employees' needs and concerns.

TRANSPARENT & PARTICIPATORY GOVERNANCE

- ▶ Involving stakeholders in the CSR decision-making process and making decisions more inclusive.
- ▶ Setting up a CSR committee.
- ▶ Eventually, publishing our CSR report every year.
- ▶ Incorporating our CSR policy into future projects.

LOCAL & SUSTAINABLE DEVELOPMENT

- ▶ Contributing to economic development and regional networking.
- ▶ Encouraging patronage and crowdfunding around endowment fund projects.
- ▶ Establish and implement a responsible purchasing policy and involve suppliers to the maximum extent possible.

REDUCE, ENHANCE, PROTECT

- ▶ Encouraging the use of soft mobility.
- ▶ Using energy wisely (water, electricity, etc.) .
- ▶ Improving the energy efficiency of our infrastructures and promoting renewable energies.
- ▶ Reducing greenhouse gas emissions.
- ▶ Preserving biodiversity through various actions.
- ▶ Reducing the volume of waste at our facilities.
- ▶ Raising stakeholders' awareness of this strategy and the challenges of sustainable development.

24

places offered to Touch to See for visually impaired people

3

matches available in audio description

€27,000

donated to charities

HIGHLIGHTS OF THE 2024-2025 SEASON



OCTOBRE ROSE (PINK OCTOBER)

For the MHSC/OM and MHSC/RCSA matches, our teams wore pink jerseys in support of Pink October. The match between MHSC and Olympique de Marseille was also kicked off by an oncology doctor. The jerseys were then auctioned off, and a total of €6,652 was donated to the ICM for the month of October, enabling better care for patients during their treatment. We've been working on this type of action (pink jerseys) for almost 10 years now.



RAISING ENVIRONMENTAL AWARENESS

In August 2024, 120 young people were mobilised for a site clean-up during which more than 300 kg of waste was collected. An awareness-raising session was then given by Project Ocean Rescue.

WEDNESDAY, COACH MHSC IS TRAINING YOU!

This season, the Bernard-Gasset training centre has been alive with youth and passion. No fewer than 240 children, along with their teachers, had the privilege of setting foot on the pitches usually reserved for Montpellier Hérault Sport Club's professional players. In all, 12 amateur clubs from the region were invited by MHSC to share a unique moment: taking part in a training session alongside professional players. Beyond the sporting aspect, this initiative perfectly embodies the values held dear by the club: transmission, close relationship and local roots.



1 GOAL SCORED = €250 FOR A CHARITY

Once again this season, MHSC has pursued its commitment to solidarity through the «1 goal scored = €250 for an association» operation. This scheme has provided support for around ten local associations working in a wide range of fields: health, education, inclusion, solidarity and the environment. In total, more than €27,000 was redistributed this year, making a tangible contribution to supporting local initiatives. Through this programme, MHSC is reaffirming its attachment to its region and its role as a committed player beyond the pitch.





→ The aim of the OGC Nice Endowment Fund is to make the Club's civic commitment a central part of its development policy and to help local people in need on a day-to-day basis. A key player in the local community, with the aim of being «useful every day», the Gym is recognised and distinguished at national level. The Club combines strong local actions with large-scale events that promote its commitment well beyond the Côte d'Azur.

CHILDHOOD

By setting up and supporting initiatives to ease the daily lives of children and families in physical or financial difficulty, including the following flagship programmes:

- ▶ Les Mercredis de Lenval
- ▶ Enfants sans Douleur
- ▶ Toi+Moi=OGC Nice

CLOSE RELATIONSHIP

By taking care of all those who find themselves in a precarious financial and/or social situation on the Côte d'Azur, whose flagship programmes are:

- ▶ Gym Solidaire
- ▶ Forum de l'Emploi
- ▶ Red & Black blood drive

+ 10,000
beneficiaries of
OGC Nice's initiatives
in the region

+ 500
solidarity
actions
during the season

+ 2.5
tonnes of donations collected and several thousand
euros worth of toys and games purchased thanks to
the support of partners during the Calèna Tour

HIGHLIGHTS OF THE 2024-2025 SEASON



**TOURNOI
DES DÉFENSEURS DE L'ENFANCE**

On 17 November, the Allianz Riviera hosted the 4th edition of the Tournoi des Défenseurs de l'Enfance, bringing together 216 children from 18 Ligue 1 clubs. Organised with CNAPE and Mohamed Bouhafsi, and sponsored by Dante and Fianso, the event showcased the rituals and hallmarks of OGC Nice's identity (Mèfi, clapping, tours of stadium and dressing rooms, gifts). The Nice family was on hand, including current and former Aiglons players, coaches and managers. The day transformed the stadium into a place of celebration and civic engagement, sending out a strong message in support of the protection of children's rights.



2ND CALÈNA TOUR

An initiative that benefits both of the Endowment Fund's areas of work (Children, Close relationship). The aim? Mobilising the whole of the Club's eco-system to make Christmas brighter for people in difficulty. Donations are collected throughout the Côte d'Azur and then distributed to the organisations that benefit from the Club's community work throughout the year. At the second event, held at 15 locations across the region, over 2.5 tonnes of donations were collected and distributed, with several thousand euros transformed into new gifts. The Brut. media devoted a report to the final stage of distribution at the Lenval paediatric hospital.



RED & BLACK BLOOD DRIVE

Organised in an area with a cruel shortage of blood products, this event has become the Côte d'Azur's leading blood drive. 1,200 donors took part in the two editions in 24-25 in the heart of Nice. Of these, 40% were new donors, one of the programme's priority objectives, which is to broaden the community of supportive citizens and strengthen local autonomy in terms of vital resources.

**EMPLOYMENT FORUM
(8TH EDITION, 2025)**

Created in 2014 as part of our local initiative, the OGC Nice Employment Forum brings together local employment players every year in the unique setting of a football stadium. Organised with France Travail, the City of Nice, Allianz Riviera and sponsored by Crédit Agricole PCA, it has become the Côte d'Azur's leading employment forum: 5,000 participants, over 1,000 jobs on offer, 70 companies present and 600 jobs filled, including 200 permanent positions.

TOI + MOI = OGC NICE

Since 2016, the programme has been using football to foster inclusion of young people with mental disabilities by highlighting adapted sport and its monthly practice between teenage beneficiaries, two sponsoring players (Mohamed-Ali Cho & Teddy Boulhendi) and the Gym's U17s. Following on from this, the club hosted the French Wheelchair football Championship at its facilities in May, with the 23 best teams in the sport taking part.





OLYMPIQUE DE MARSEILLE



→ Olympique de Marseille's CSR policy is supported by the Treizième Homme organisation (endowment fund + corporate foundation), which manages the club's high-impact programmes in the following areas.



Treizième Homme is involved with the people of Marseilles throughout their educational and professional careers.



Treizième Homme aims to reduce the club's environmental impact, promote responsible behaviour and take part in the fight against global warming.



Treizième Homme is committed to building a more caring OM community by helping people in vulnerable situations and working to reduce social inequalities.



Treizième Homme works to make sport accessible to all, to develop women's football and to help nurture tomorrow's local talent, while promoting the values of living together.

LABELS AND CERTIFICATIONS

ISO 20121 certification valid since 2021, the only professional football club in France

62%

Average waste recovery rate

70%

Average rate of reuse of reusable cups

10,000

Cahiers des Olympiens distributed free of charge to CE2 pupils in Marseille

HIGHLIGHTS OF THE 2024-2025 SEASON



NÉE SOUS UNE BONNE ÉTOILE (BORN UNDER A LUCKY STAR)

Distribution to newborn babies in Marseille of boxes containing an OM nappy and bodysuit (made locally, in an eco-responsible and inclusive way).



FOOTBALL CAPITAL

Artistic renovation of local pitches in Marseille, to make them more attractive and encourage sport for all (inauguration of a 3rd pitch at the Friche Belle de Mai with INTERSPORT France).



OM AMPUTEE FOOTBALL TEAM

Creation and management of a football team for amputees made up of 8 players, 3 staff and a patron, Romain Alessandrini (a first for a Ligue 1 McDonald's club).



HOME TO OM

Provision of free, secure bicycle parking during the club's matches at the Orange Vélodrome.



LETTER TO FOOTBALL

Design of an educational kit (posters, awareness-raising clip, training/awareness-raising module) made available to Olympique de Marseille's amateur partner clubs (OM Next Gen clubs) to prevent violent or inappropriate behaviour by certain parents or educators at the edge of the pitch during youth matches.



→ The principle of corporate responsibility applies to all of Olympique Lyonnais' activities, with methods and objectives based on several dimensions.

ENVIRONMENTAL POLICY

▶ EAs a professional football club, manager of major infrastructures (Groupama Stadium, Groupama OL Training Center and OL Academy) and organiser of major events, Olympique Lyonnais has a duty to adopt an ambitious approach to limiting the negative impact of its activities on the environment.

EMPLOYER PROCEDURE

▶ As part of its approach as an employer, Olympique Lyonnais implements HR policies aimed at aligning the needs of its 500 employees with the requirements and objectives of its sports and events business.

THE OL FOUNDATION'S SOCIAL INITIATIVES

▶ Symbolising the club's attachment to values of respect and solidarity, the OL Foundation is committed to the community. Since 2007, a number of organisations have benefited from strong support from Olympique Lyonnais thanks to all the resources made available by the club. For the 2024-2025 season, the OL Foundation pursued its commitments to community organisations working in the Lyon area, based on the 3 main pillars of its strategy: offering hope and emotion through football, promoting equal opportunities and raising environmental awareness.

FUNCTIONING & PHILOSOPHY OF THE TRAINING CENTRE

▶ The Academy continues to pursue its mission of training, innovation and exploration, while upholding the values that have been handed down from generation to generation.

430
 people made aware of sexual violence, harassment and hazing with the Colosse aux Pieds d'Argile association

6,700
 free tickets for matches and concerts

250
 participants in educational workshops on beehives

HIGHLIGHTS OF THE 2024-2025 SEASON



SEPTEMBRE EN OR - MOBILISATION AGAINST PAEDIATRIC CANCERS

To mark paediatric cancer awareness month, the OL Foundation and Groupama Rhône-Alpes Auvergne have joined forces with the Léon Bérard Centre, a major player in the fight against cancer. A donation of €10,000 was made to support research and the care of young patients. An «Appeal for donations» operation was also organised at Groupama Stadium to mobilise the general public. One of the highlights of this operation was Alexandre Lacazette's visit to the Léon Bérard Centre, where he met the children in hospital to share a warm moment, present them with gifts and present them with his Paris 2024 Olympic medal.



A NEW SPORTS CENTRE FOR EVERYONE IN LYON'S 8TH ARRONDISSEMENT

In November 2024, the Nelson Paillou multi-sports pitch was inaugurated in Lyon's 8th arrondissement, thanks to a partnership between Adidas and the OL Foundation. The project was set up in the heart of a district with few sports facilities, with the support of associations committed to providing access to sport for all. The site, fully equipped to cater for a wide range of activities, includes an artificial turf pitch, a 3x3 basketball court, a climbing block, a parkour track, an athletics track and an active bench. Sporting activities and events are offered on a regular basis to promote inclusion, diversity and equal opportunities, in particular by encouraging women to take up sport.



TRANSMISSION AND COMMITMENT

Every year, young players from partner club Lyon La Duchère take on the role of club manager for a week to carry out a project. At the beginning of December, the team that came 2nd in this course had the chance to share a special moment with Georges Mikautadze to learn more about the world of professional football.



BEHIND THE SCENES AT THE STADIUM

Since 2018, the OL Foundation has been supporting initiatives run by the Femme Mère Enfant hospital for children and teenagers suffering from chronic diseases. As part of this initiative, a special operation was organised in partnership with Brest University Hospital to coincide with the match between Olympique Lyonnais and Stade Brestois. Thanks to Awabot tele-presence robots, Youcef and Enzo, two young patients from the HFME and the Brest university hospital, were able to enjoy an immersive experience from a distance: a visit of dressing rooms, the arrival of players, warming up on the pitch...



→ Paris Saint-Germain's CSR strategy is a collaborative effort built around 11 issues and measurable commitments. Aligned with the Club's global strategy, it mobilises all our teams to improve performance and promote a more sustainable model that meets the expectations of our stakeholders.



60%
of waste recovered
(recycled or composted
at the Parc des Princes)

10%
reduction in electricity and gas consumption
at the Parc des Princes between the 2022-2023 and 2023-2024
seasons thanks to work to improve energy performance

HIGHLIGHTS OF THE 2024-2025 SEASON



MARCH 2025: A MONTH DEDICATED TO EQUALITY AT PARIS SAINT-GERMAIN

Organisation of numerous equality and diversity events:

- ▶ Exhibition dedicated to Martin Luther King at the PSG Campus: organisation of guided tours and quizzes for young people at the training centre
- ▶ An evening dedicated to inspiring women with Deloitte
- ▶ Introducing PSG for Communities beneficiaries to hip-hop culture with SNIPES
- ▶ 120 children at the Parc des Princes for World Autism Day
- ▶ Women's leadership seminar for Club employees



ACCESSIBILITY SOLUTIONS FOR VISUALLY IMPAIRED FANS

Paris Saint-Germain organised tests of solutions aimed at visually impaired spectators. The Club brought together a panel of testers who were able to try out and give their opinions on 3 solutions: audio description, a tablet that tracks the ball's movements on the pitch and an immersive headset for zooming in and adjusting contrasts. With this innovative scheme, Paris Saint-Germain is once again demonstrating its desire to make the Parc des Princes more inclusive.



RAISING AWARENESS OF SUSTAINABLE DEVELOPMENT ISSUES

At the Parc des Princes, Paris Saint-Germain has installed 5 beehives and a 250 m² vegetable garden for educational purposes, open to schoolchildren and local residents. At the PSG Campus, a 1-hectare organic vegetable garden is cultivated by market gardeners; vegetables are eaten on site by the athletes and the young people from the training centre take part in market gardening workshops. There are also 10 beehives in Poissy.





→LRacing Club de Lens' CSR strategy is supported by the Loyalty and Commitment department and more specifically by its endowment fund, Racing Cœur de Lens. The priorities set as part of our commitment to the region are as follows.



▶ Making our facilities and our sport accessible, whether as players or spectators.



▶ Helping overcome obstacles to entering the world of work.



▶ Ensuring a greener environment and adopting eco-responsible approaches.



▶ Offering caring moments away from the difficulties of everyday life.



▶ We have decided to slightly adjust this strategy by adding this 5th theme.

24,859

people involved in our actions (as stakeholders or beneficiaries)

69

actions or events

93,376

donated in the form of financial gifts

RC LENS



LIGUE 1 MCDONALD'S

HIGHLIGHTS OF THE 2024-2025 SEASON



HOLIDAY PARTY

For many families, the «just necessary» takes precedence, relegating holidays to second place. Racing Cœur de Lens and the club supported an initiative by the urban community and the département by hosting a holiday party at the Bollaert-Delelis stadium. Opening the doors of the Bollaert-Delelis stadium made it easier to organise this XXL friendly event. In addition to the appeal of an iconic site in the coalfield, the loan of the stadium has enabled people who were unfamiliar with the site to discover areas of the Sang et Or stadium that are usually not open to the public. Results: 9,300 beneficiaries of a holiday, 6,000 participants in the festival, 30 local authorities involved.



RACING CROSS DE LENS

A race that didn't stop there! The 1st edition showed that people responded positively to this appeal. The originality of the «courir pour un emploi» (run for a job) concept has proved that recruiting in a different way can be effective, with above-average job conversion rates. The initial objective remains the same: to innovate and break with the traditional codes of recruitment to offer exchanges in a context and environment different from a traditional recruitment interview. Practising sport before meeting a potential recruiter helps candidates to relax and to approach the companies present with greater confidence. Results: 32 companies present and 1,680 participants.



BOLLAERT-DELELIS KEEPS THE FLAME BURNING

As part of the Great National Cause 2024, Racing Cœur de Lens, one of whose priorities is «accessibility to sport for all», in collaboration with the French Departmental Olympic and Sports Committee, offered its fans the chance to discover and learn about various disciplines (Olympic and Paralympic) before each league match at Bollaert-Delelis. For each match, a federation or club has undertaken to provide a dedicated area in front of the Trannin and Delacourt terraces. The Minister for Youth and Sport even praised the proposed scheme during a visit to Bollaert-Delelis. Results: 17 parasports available, accessible events for potentially 37,000 fans.



OUR BLOOD IS GOLD

With blood reserves constantly in short supply, the French blood establishment is always looking for support in terms of communication and infrastructure. The Lens community proved during the 4th edition that it was responding to the appeal launched by the endowment fund, and with almost 500 donors, it is now the largest collection on a single day in the Hauts-de-France region! More than just a good deed, this event has now become a tradition. Changing the colour of the coat of arms, highlighting the letters A, B and O on the players' jerseys, and running a digital campaign around the campaign - it's a powerful commitment to capture attention and collect as much blood as possible.



→ The club's CSR strategy is structured around 3 pillars.

SOLIDARITY

► Committed to working alongside local associations and the most vulnerable, the club takes concrete action to support those who need it most. Thanks to the Femmes de Foot Association, the cornerstone of our solidarity approach, we are able to put our visibility, energy and resources at the service of health and generosity initiatives.

INCLUSION & TERRITORIALITÉ

► Our club is a reflection of its region: rich in diversity, proud of its roots and looking to the future. Racing is committed to football that is more open, more accessible and more local. This involves increasing the number of women in the terraces, promoting amateur football, supporting people with disabilities and highlighting those who bring Alsace to life on a daily basis.

ENVIRONMENT

► Racing has chosen to fully integrate environmental issues into its operations, infrastructure and day-to-day life. From recycling to soft mobility, from the sustainable renovation of the stadium to raising public awareness, every initiative counts in making La Meinau a model of ecological transition in sport.

€1M

donated by Femmes de Foot to charities

180

partner clubs in the One Football programme

650

trees planted in and around the stadium as part of the renovation work

HIGHLIGHTS OF THE 2024-2025 SEASON



COMMITMENT TO CHARITABLE CAUSES:
€1.4 M PAID OUT

Spearheaded by the Femmes de Foot association, Racing's solidarity-based approach has helped support a number of local causes, from funding cancer treatment to supplying cutting-edge medical equipment to hospitals in Strasbourg and Mulhouse, as well as supporting children with disabilities. These commitments bear witness to the club's deep-rooted and concrete commitment to its local community.



RACING,
THE MOST FEMINISED STADIUM IN LIGUE 1

Racing has the highest proportion of women in the league, with 26% women in the terraces. This result is the fruit of several years' hard work by the Femmes de Foot association to promote inclusion, change the codes of football and make the stadium accessible to all.



STADIUM RENOVATION
GUIDED BY THE CIRCULAR ECONOMY

The project to transform the Meinau is based on a strong ecological ambition. It is based on the reuse of materials, including aircraft fuselages to clad several façades, reduced energy consumption through 860 m² of solar panels installed on the roof of the South Terrace and a connection to a heating network, as well as the greening of the site with 650 trees planted around and inside the stadium. Rainwater will also be harvested and reused for the stadium's sanitary facilities, and on completion of the works, the stadium will be able to accommodate more than 2,000 bicycles.



→ Stade Brestois 29 introduced a CSR strategy called «Bon Air de Brest» ahead of the 2022-2023 season. This strategy is based on 3 main areas.

BETWEEN LAND & SEA

► In Finistère, we are deeply attached to the elements that surround us and punctuate our daily lives. In the truest sense of the word, Brest's fresh air is a pleasant place to live. With this in mind, we want to help preserve these resources through three main actions: raising awareness of environmental issues among our stakeholders, ensuring sustainable management of resources and waste, and reducing the club's carbon footprint.

JOUONS LOCAL (PLAY LOCAL)

► Our programme also symbolises our attachment to the region and its inhabitants. Jouons local is more than just a motto, it's a corporate culture that translates into three major actions: long-term partnerships with local businesses and associations, giving priority to local products and players, and supporting the development of amateur football in the département.

THE STRENGTH OF THE COLLECTIVE

► This theme reflects our commitment to solidarity, helping others in Finistère, our desire to contribute to solidarity initiatives and to convey positive emotions about the club. We are working on 3 main areas: health and children, inclusion through sport, and training and employment.

€11,185

donated to 5 local charities working for solidarity and environmental causes thanks to Match Worn Shirt auctions

45%

increase in the use of our temporary bike park on match days, compared with the 23-24 season

124

young members play in the para- and adapted sports sections of Stade Brestois 29, in association with the Fonds Le Saint

HIGHLIGHTS OF THE 2024-2025 SEASON



SETTING UP A SUSTAINABLE MOBILITY INCENTIVE PROGRAMME «VIENS DONC FAIRE UN TOUR À LE BLÉ!»

Stade Brestois 29 has made mobility one of its priorities in terms of environmental actions: supervised bicycle parking on match days, a car-sharing platform and promotion of public transport. In January 2025, the club introduced an active incentive programme, imagining it as a loyalty scheme that rewards responsible behaviour rather than purchases. Thanks to the WeFlo app, fans can earn points for walking, cycling, taking public transport or sharing cars to the stadium. These points can then be exchanged for exclusive rewards (match tickets, jerseys, experiences, etc.).



LE DRAPEAU DE ZEF (ZEF'S FLAG)

Le Drapeau de Zef is an educational serious game developed by Stade Brestois 29 and its partner E-learning Touch' to raise awareness among young licence-holders of eco-actions in football. Aimed at amateur clubs in the region and all interested fans, this online game tackles concrete environmental issues: mobility, consumption, resources, food, waste, climate and biodiversity. Designed as an interactive, progressive adventure, the player must complete challenges across 6 modules to help Zef the Pirate get his flag back. Each stage is an opportunity to pass on key messages about the right behaviours to adopt when practising sport. Over 200 young people have already played Drapeau de Zef since it was launch, with very positive feedback from users.



TELEPRESENCE ROBOT FOR CHILDREN IN HOSPITAL ON MATCH DAYS

For the past 3 seasons, Stade Brestois 29 has been using a telepresence robot to make it possible for children in hospital to watch matches from their rooms. Thanks to this mobile device, children can experience the pre-match atmosphere first-hand: a visit of the dressing rooms, pitch-side, discussions with players and coaches, privileged access to the warm-up session and the players' entrance. This initiative aims to bring comfort and offer a unique experience to children who are away from the stadium for health reasons. 28 children benefited from the scheme this season, in association with the «Fée du Bonheur» association and partner medical structures.



RENEWED COMMITMENT TO FOOTBALL ECOLOGIE FRANCE FOR 3 OTHER SEASONS

Stade Brestois 29 has renewed its commitment for 3 seasons to the Football Écologie France association, an expert in the environmental transition in football. The aim of this partnership is to integrate sustainable practices into the life of the club and to spread this eco-responsible culture throughout the region. Next season will see the launch of a major project aimed at local amateur football. The aim will be to support clubs in the region in their own transition, through concrete actions, educational tools and events.

LABELS AND CERTIFICATIONS

► 2025 Philippe Seguin Trophy in the professional club category, for its project «Viens donc faire un tour à Le Blé!»
 ► Digital Learning 2025 Trophy, in the «Jury's Favourite» category, for its e-learning serious game project entitled «Le Drapeau de Zef» (Zef's Flag).

→ As a pioneering club with a rich sporting and cultural heritage, Stade de Reims is committed to a global approach to sustainability. True to its values of commitment, transmission and open-mindedness, the club develops and implements concrete environmental, social and solidarity initiatives to ensure that football is ever more responsible, inclusive and rooted in its local area.

ENVIRONMENT: REDUCING OUR ECOLOGICAL FOOTPRINT AND ENHANCING OUR HERITAGE

- ▶ **Objective #1**
Promoting local resources and the natural and cultural heritage of the Champagne region.
- ▶ **Objective #2**
Promoting the circular economy and food self-sufficiency.
- ▶ **Objective #3**
Reducing the Club's energy consumption on a daily basis.

SOCIETY & SOLIDARITY: PROMOTING INCLUSION, TRANSMISSION AND SOCIAL USEFULNESS

- ▶ **Objective #1**
Actively fighting all forms of discrimination.
- ▶ **Objective #2**
Committed to accessible, supportive football.
- ▶ **Objective #3**
Strengthening links between generations and regions.

138
donors,
including 26 new ones,
at the blood drive

70 KG
of food
donated
by U17 players

150
fillings per day
between June and November
from the kitchen garden

HIGHLIGHTS OF THE 2024-2025 SEASON



ORGANIC VEGETABLE GARDEN

A market gardening project has been launched on unused land at the Centre de Vie Raymond Kopa. Run by an ESAT, it involves workers with disabilities and supplies organic vegetables to the kitchens of the vocational and training centre. The produce harvested is used for the players' meals and is available in the form of baskets. This project combines local food, a reduced carbon footprint and a commitment to solidarity.



BLOOD DRIVE AT DELAUNE WITH EFS

On Wednesday 20 November 2024, the VIP area of the Stade Auguste Delaune was transformed into a place of solidarity. For the fifth year running, Stade de Reims and the Établissement Français du Sang (EFS) Grand Est have joined forces to organise an exceptional blood drive. 138 donors took turns throughout the day. Not only did they make an essential gesture to save lives, but they were also able to take a behind-the-scenes tour of the Stade Auguste Delaune and chat with Stade de Reims players.



HISTORIC PARTNERSHIP WITH LICRA

In 2024-2025, Stade de Reims celebrated the 20th year of its partnership with LICRA (International League Against Racism and Anti-Semitism), making this the longest-standing link between a Ligue 1 club and the association. This partnership is based on a shared will to fight racism, anti-Semitism and all forms of discrimination.



LABELS AND CERTIFICATIONS
Ecocert-certified kitchen garden, for organic production and labelling of organic products.



→ For several seasons now, Stade Rennais F.C. has been committed to an ambitious social and environmental approach, inspired by the LFP, UEFA and the Artémis Group. Aware of its local and global impact, the club mobilises all its components to carry out concrete actions that go beyond the sporting framework. Its evolving strategy incorporates the expectations of stakeholders and emerging issues, underlining a constant desire to improve towards sustainable and inclusive football.

EQUALITY & INCLUSION

► Stade Rennais FC is committed to providing its fans with an environment that is respectful, fair and open to all, regardless of gender, origin, religion, skin colour or place of birth, and to promoting the values of equality, diversity and inclusion, both in football and in all its activities.

FIGHTING DISCRIMINATION

► Football, a universal and unifying sport, cannot turn a blind eye to any form of discrimination. Stade Rennais F.C. is firmly committed to combating all kinds of hatred, both on and off the pitch. Internally, the club's code of ethics guarantees these provisions.

FOOTBALL FOR ALL

► Because football is a vehicle for social cohesion, Stade Rennais FC is committed to facilitating access for as many people as possible. Underprivileged children, people with disabilities, people alienated from sport: the club actively supports inclusion projects through sport, both as a physical activity and as a form of entertainment.

WELL-BEING & HEALTH FOR YOUNG PEOPLE

► Since 2021, the SRFC has been actively combating sedentary lifestyles and physical inactivity among children, which is a major public health issue, thanks in particular to its flagship programme Bouge! (Move).

PROTECTING THE ENVIRONMENT

► Aware of its ecological impact, Stade Rennais F.C. has made the environmental transition an integral part of its overall project, and is taking steps to reduce its footprint and encourage more sustainable behaviour: carbon footprint, partnership with the StadiumGO car-sharing platform, partnership with sponsor BWT to gradually phase out the use of plastic water bottles, continuous improvement and optimisation of the club's infrastructure.

+ 3,000
pupils take an active part in the Bouge!
programme every week, making movement
part of their daily school routine

2,600
students promoted movement in a festive atmosphere
before watching the professional team train
for the 4th edition of Bouge! ta classe

HIGHLIGHTS OF THE 2024-2025 SEASON



A SYSTEM TO COMBAT VIOLENCE AND INAPPROPRIATE BEHAVIOUR

This season, Stade Rennais F.C. has launched a plan to improve safety and respect at its stadium. A QR code, deployed in the toilets and hostess dressing rooms, enables victims or witnesses to report any act of violence or inappropriate behaviour. In addition, a team of trained agents are now mobilised at every match, Safe Zones have been set up, and an awareness-raising video worn by the players is shown in the stadium.



ACCUEIL RENFORCÉ POUR LES PERSONNES EN SITUATION DE HANDICAP

This season, Stade Rennais F.C. has continued its work in favour of inclusion, with a comprehensive scheme to improve the integration of people with disabilities. A dedicated team of stewards, recognisable by their purple uniforms, has now been trained to provide personalised support from the moment they arrive at the stadium. An on-site catering service allows customers to order drinks and snacks without having to go anywhere. And from next season, an audio description system will provide complete immersion experience for blind and partially sighted fans.



THE BOUGE! PROGRAMME: OVER 3,000 STUDENTS ON THE MOVE EVERY WEEK

The Bouge! programme, which has been run by the club for several seasons, aims to integrate physical activity into everyday school life to improve well-being, concentration and cohesion. This year, 52 schools, including specialist institutions (ITEP), took an active part, representing more than 150 classes and 3,000 pupils. Highlights: 204 «Bouge!» activities have been created by the pupils themselves, with a rigorous evaluation system to measure the effects of the programme.



SUPPORTING ELA: A DICTATION FOR SOLIDARITY

Stade Rennais F.C. has renewed its commitment to the ELA association as part of the national «Put on your trainers and beat the disease» campaign. Players, staff and colleagues took part in the traditional ELA dictation in three schools in the region, to raise pupils' awareness of leukodystrophies, rare genetic diseases.

A DREAM COME TRUE WITH THE ARC-EN-CIEL ASSOCIATION

The club was honoured to welcome 11-year-old Amine, accompanied by the Arc-En-Ciel association, to make one of his greatest dreams come true: a full immersion experience at Stade Rennais F.C. The programme include a meeting with the players, a visit of the performance centre and participation in training. It was a magical moment, made all the more symbolic by the fact that it was the association's 1,000th dream. A fine illustration of the emotional power of sport.



**TOULOUSE
FC**



LIGUE 1

→ Toulouse Football Club's CSR policy is supported by its foundation, which also has an endowment fund, Toulouse Football Cœur. Three pillars stand out.

SOLIDARITY

► Supported and embodied by the actions of Toulouse Football Cœur, the aim of this pillar is to support a different association each month that develops projects of general interest in the fight against precariousness or the promotion of health.

EDUCATION & CITIZENSHIP

► Actions using football as a lever to raise awareness of inclusion and anti-discrimination issues.

ENVIRONMENT

► Development of a strategy to reduce the Club's carbon footprint and deployment of concrete actions.

€79,000

raised by Toulouse Football Cœur for its solidarity programme

€32,800

donated to 6 local associations

900

places on offer

HIGHLIGHTS OF THE 2024-2025 SEASON



«RÉUSSIR SON MATCH» (WINNING ONE'S MATCH) FORUM AT STADIUM

As part of the European Week for the Employment of People with Disabilities 2024, the Club organised «Réussir son match», an original job dating event 100% dedicated to jobseekers with disabilities. The day was organised around «soft activity» sports workshops in which companies and jobseekers took part together, in teams, while remaining anonymous to allow them to discover each other spontaneously. Anonymity was then lifted and the recruiters were given one minute to pitch their company and attract candidates. The afternoon was given over to job dating, which was designed to break away from the traditional codes of recruitment interviews, thanks to the sporting and friendly atmosphere that was maintained throughout the day. The aim is to develop the skills that sport reveals: attentiveness, respecting instructions, team spirit, coming up with new ideas... and to create a unique experience in which employment agencies, companies and jobseekers take part in a collective dynamic.

EDUCATIONAL PROGRAMME

450 Toulouse schoolchildren and secondary school pupils invited to the Stadium for the match against Brest, as part of the day dedicated to the fight against racism. It was an opportunity for the children to show off their civic-minded fan banners from the terraces. They were produced as part of anti-discrimination awareness-raising workshops run in schools and secondary schools by the TFC Foundation, in the presence of male and female players.



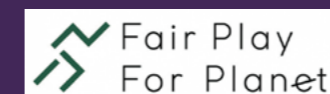
CHARITY GALA

A gala evening organised in the heart of the offices of the newspaper La Dépêche du Midi, in the presence of players, and enlivened by solidarity auctions in aid of Toulouse Football Cœur.



LABELS AND CERTIFICATIONS

Fair Play For Planet label 1 star



2

CSR IN CLUBS
LIGUE 2 BKT

1TEAM

LIGUE 2 BKT



1TEAM



→ For several years now, AC Ajaccio has been keen to support various humanitarian, sporting and social causes. Helping those who need it most in a spirit of solidarity is a priority for the Presidency and all the managers. The AC Action programme involves the club in a large number of operations in support of major causes and associations on the island.

SOcial ISSUES

- ▶ Distribution of packed lunches to the secours populaires (to prevent food wastage)
- ▶ Integration days (resto du cœur seminar and discrimination awareness workshops)
- ▶ Donations of jerseys to local associations

ENVIRONMENTAL ISSUES

- ▶ Reducing water use
- ▶ Reduced lighting
- ▶ Buying local products

HIGHLIGHTS OF THE 2024-2025 SEASON



ENVIRONMENT AND ECOLOGICAL TRANSITION

AC Ajaccio has teamed up with IKO, a car-sharing platform, so that fans can travel to the stadium together. Fewer cars, less CO2 and easier parking for those who come in groups of three in the same vehicle. This offer reflects the Corsican club's commitment to making travel more user-friendly and more responsible.



A JERSEY THAT BRINGS PEOPLE TOGETHER

Fishing has always brought Ajaccio's residents and fans together. To celebrate this heritage, AC Ajaccio has designed a new sky blue and white jersey, inspired by fishing nets and the colours of our town. The Acéistes then wore this jersey for the match against FC Lorient on 27 September.



SUPPORT FOR LOCAL ASSOCIATIONS

To mark World Autism Day, the Espoir Autisme Corse association was welcomed to the Michel-Moretti stadium for a day of sharing and inclusion. The participants had the opportunity to pass the ball around with the players and share a convivial moment, immortalised by souvenir photos. The event strengthened the ties between the club and the association, thus highlighting AC Ajaccio's commitment to inclusion and sport for all.



→ Amiens SC is actively committed to social responsibility in a number of key areas. This strategy reflects a clear desire to make the club a committed player at the service of its region and its communities, and not just in the sporting arena. This strategy is only just beginning to be put in place.

ENVIRONMENT

► The club introduced a waste reduction policy, notably by drastically reducing the use of disposable cups in the stadium thanks to reusable solutions and the use of water fountains.

INCLUSION & FIGHTING DISCRIMINATION

► The club promotes equality, respect and diversity, in line with the Ligue de Football Professionnel's commitments, through awareness-raising campaigns.

LOCAL COMMITMENT & SOLIDARITY

► Amiens SC is working alongside local players to combat student poverty.

► Social initiatives: partnership with a local association fighting paediatric cancer. Support throughout the year with events.

+€5,500
raised for charitable causes
(pink October, golden September)

HIGHLIGHTS OF THE 2024-2025 SEASON



FANS OF CARERS

Amiens SC players took part in a prostate cancer awareness session at Amiens University Hospital. On this occasion, they discussed with medical staff and patients, sharing a moment of solidarity. The visit ended with a book-signing session, giving participants the chance to take home a souvenir of this wonderful experience.



INVOLVEMENT WITH ASSOCIATIONS

Amiens SC has joined forces with the LÉNA - FOR HER MEMORY association, set up as a tribute to Léna, a young dancer who died aged 19 after a long struggle against a rare form of paediatric cancer. The aim of the partnership is to raise awareness and support for the families affected, with the «Run For Her Memory» marathon in September 2025 as the highlight to raise funds for research. Through this initiative, the club is reaffirming its commitment to solidarity and its close relationship with its community.



ENVIRONMENTAL RESPONSIBILITY

With sustainability in mind, Amiens SC has continued its commitment to the environment this season by reissuing its away and third jerseys rather than producing new ones. This responsible choice limits the environmental impact while extending the life of already iconic outfits. True to this approach, the club is demonstrating that it is possible to combine sporting performance, visual identity and reduced textile waste. The season will also be punctuated by limited edition collector's jerseys, including a special Pink October model, extending the club's commitment beyond the pitch to social and solidarity causes.



→ Clermont Foot 63 now has a global CSR strategy based on 4 pillars that guide us in our commitment through the many initiatives introduced by the club's departments, both on a day-to-day basis and on match days, at the stadium and throughout the metropolitan area.

THE ENVIRONMENT

► Construction of a training centre to RE2020 standards, installation of ecocups at all points of sale and solutions to encourage the use of soft mobility.

SOCIAL & COMMUNITY COMMITMENT

► Organising job fairs and blood drives at the stadium, and donating food and toys to various associations.

ACCESSIBILITY & DISABILITY

► Working meetings with PRMs/DSPs, trials of the GiveVision tool for visually impaired fans, commitments to associations and implementation of match-day initiatives.

CHILDHOOD

► Visits to hospital paediatric wards with the players, visits to the stadium and training sessions for young people from care homes.

200 M²
of photovoltaic panels
on the roof of the new performance centre

85%
recovery of ecocups
at Montpied stadium sales outlets

HIGHLIGHTS OF THE 2024-2025 SEASON



INTEGRATION AND SOCIAL COHESION

At the beginning of January, Clermont Foot 63 welcomed coaches from partner club RC Vichy Football for a day dedicated to discovering and sharing the club's game plan. A day of exchanges at the Stade Gabriel Montpied that helped support and develop amateur football in their region.



SUPPORT FOR LOCAL ASSOCIATIONS

The «Handi-Cap' vers le droit à l'école» association and the «CHU Gabriel-Montpied child psychiatry unit» had the opportunity to immerse themselves in the world of Clermont Foot 63 with a tour of the stadium and a meeting with the professional players. The children and adults present that day were given a behind-the-scenes look at the Gabriel-Montpied stadium, its dressing rooms, the edge of the pitch, and the substitutes' benches. They then attended a training session with the professional team, before enjoying a privileged moment of exchange with the players, along with photo sessions and autographs.



MOBILISATION FOR EMPLOYMENT

Clermont Foot 63 hosted the «From the Stadium to Employment» operation, in partnership with Adecco and France Travail. More than 80 candidates took part in this day combining sport and employment, with a morning of sporting activities alongside recruiters, followed by an afternoon of professional meetings in a friendly atmosphere.





EA
GUINGAMP



LIGUE 2 BKT

→ This season, En Avant Guingamp initiated a global reflection to build a long-term CSR strategy. The year was marked by discussions with a number of stakeholders (partners, institutions, the Region) to define the main priorities and initiate an initial phase of internal awareness-raising, particularly among the administrative teams. This approach is still under construction and will evolve over the seasons.

ENVIRONMENT

▶ The club is seeking to reduce its ecological impact by favouring sustainable solutions, such as: promoting car-sharing, using water bottles at the training centre, improving biodiversity at the training centre with informative displays, etc.

EDUCATION

▶ Convinced that sport is a vehicle for learning and development, EAG supports the training of young people through its KAP La Vie endowment fund (with a newsletter for distribution, the project to set up a course in a secondary school (BPJEPS) in conjunction with the club, first aid training, nutrition, biodiversity, etc., and help in building a career path.

INCLUSION / SPORT FOR ALL

▶ True to its values of solidarity and open-mindedness, the club is working to make football accessible to all and strengthen social links: updating PRM/PSH information and signage, VSS awareness-raising, support for associations via the Kalon fans' association, support for food banks via the club's young people, etc.

5 H
training/week
at KapKorner

1.2 HA
affected by biodiversity
enhancement schemes

HIGHLIGHTS OF THE 2024-2025 SEASON



IMPLEMENTING AN ENERGY EFFICIENCY PLAN

Following on from the energy audit carried out in 2023, En Avant Guingamp launched an energy efficiency plan aimed at reducing the environmental impact of its infrastructure. Several concrete actions have already been deployed:

- ▶ Modernising lighting
- ▶ Heating control
- ▶ Optimising day-to-day use

This plan is part of a wider drive for energy transition and responsible resource management.



BIODIVERSITY AT THE TRAINING CENTRE

En Avant Guingamp embarked on an initiative to enhance biodiversity at its training centre, Pro Park / Akademi, in Pabu. A number of natural areas have been identified for preservation or development (fallow land, hedgerows, flowerbeds), and some plots will be left to grow freely to encourage the development of local flora and fauna. Educational panels will soon be installed to raise awareness among young players, staff and visitors of the importance of this ecosystem and the species that make it up. This initiative will also help to raise young people's awareness of the importance of maintaining grounds and green spaces, in relation to environmental issues and the sustainable management of sports facilities.



KAP LA VIE

KAP La Vie is an endowment fund launched this season to support the club's young people beyond the pitch, by offering them a structured framework in which to grow and flourish. At the heart of the Akademi, the KapKorner is a central place dedicated to work, exchanges and access to adapted equipment, with workshops and discussions on themes such as respect, food and commitment. KAP La Vie does not fund external projects: it only supports players trained at the club, in their sporting and human development. It embodies the club's values of close relationship, local roots, high educational standards and individual attention.



→ Aware of the impact of the sporting sector, ESTAC wishes to assume its responsibilities and commit to a collective dynamic driven by its owner, the City Football Group, on the one hand, and by sporting and local institutions on the other. ESTAC aims to be a proud representative of its region and to take advantage of this opportunity to showcase the local treasures.

ENVIRONMENT

- ▶ **Climate:** measuring, controlling and reducing greenhouse gas emissions / encouraging the development and use of low-carbon mobility / committing to actions that respect local biodiversity.
- ▶ **Waste management:** adopting a circular economy approach / combating plastic pollution and single-use waste / combating food waste.
- ▶ **Energy and Water:** measure, control and reduce water and energy consumption / opt for more environmentally-friendly energy sources / preserve water resources.

GOVERNANCE

- ▶ Ensure that all actions and decisions are guided by ethical, professional and transparent principles.
- ▶ Working to develop more responsible sport.
- ▶ Ensuring transparent internal and external communication.

250
plastic water bottles avoided
per week thanks to the installation
of fountains at the training centre

23
local clubs are part
of the Club Ambassadors
programme

432
children took part
in ESTAC courses during
the 2024/2025 season.

SOCIAL & SOCIÉTAL

- ▶ **A player in the local community:** engaging in dialogue and animating its local community / being a vector of local economic added value through partnerships and responsible purchasing / creating social added value for its employees by enabling them to flourish at work / promoting local know-how.
- ▶ **Fighting all forms of discrimination:** stepping up deployment of the club's SafeGuarding programme / raising awareness among all stakeholders of the need to fight all forms of discrimination and violence / being an inclusive club.
- ▶ **Education:** to provide access to quality education for young people at the club's training centre / to adopt a training policy to develop the skills of its internal workforce

HIGHLIGHTS OF THE 2024-2025 SEASON



ROMAN MURCY'S SOLIDARITY AND RESPONSIBLE FASHION SHOW

Designed and led by Roman Murcy, a reserve team player and management student, this local ecology project involved collecting more than 75 items of unused clothing from the club (jerseys, scarves, bags, socks, etc.) and then transforming them into original outfits by the fashion section of the *Lycée Edouard Herriot*. An initiative that combines recycling, creativity and Trojan textile expertise. These creations were presented at a fashion show organised in a dressing room at the Stade de l'Aube. The models for the day came from *APEI de l'Aube* (Établissement et Service d'Accompagnement par le Travail), *GAI Soleil* (Institut Médico-Éducatif) and EHPAD de Piney nursing home, embodying the concepts of intergenerational inclusion and valuing people who are far removed from the media spotlight.



ESTAC TOUR, A POPULAR TRADITION FOR YOUNG PEOPLE IN THE AUBAGNE REGION

On Wednesday 19 March, the ESTAC Tour brought together players, staff, young licence-holders and supervisors in Troyes for an afternoon of conviviality and exchange. At the Complexe Sportif *Henri Terré*, the Bleu et Blanc went out to meet all those who hold the club close to their hearts. More than 350 participants of all ages were able to exchange balls with the professional team and take part in the various activities. The presence of the club's president Edwin Pindi, of Benoît Nayrac (Director of Sports - *City of Troyes / Troyes Champagne Métropole*) and Frédéric Serra, Deputy Mayor in charge of sports, testifies to the importance of this popular event. A strong sign of the close ties that bind ESTAC to its region.



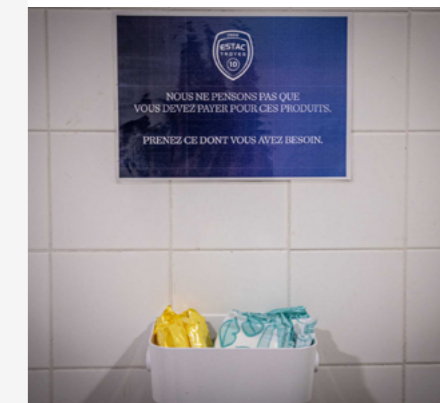
A HEARTFELT PARTNERSHIP BETWEEN ESTAC AND «LE TEMPS DU DEVENIR».

Since October 2024, ESTAC has been working alongside the *City of Troyes* to support Mental Health Week, in support of the *Le Temps du Devenir* association, a medical and psychological structure dedicated to helping teenagers in psychological distress in the Aube region. During the ESTAC - Paris FC match on 21 October 2024, the club put in place a concrete initiative: €1 per ticket sold and €1 per jersey sold were donated to the *Le Temps du Devenir* centre, representing a total of €3,000 donated by the Aube-based club. This gesture of solidarity helped fund the creation of an innovative boxing therapy workshop, designed to offer young people a space for discussion and well-being through movement and breathing.



WELCOMING WOMEN

For several seasons now, ESTAC has been committed to creating a welcoming, safe and inclusive environment for women, whether they are fans, employees, volunteers or players. The club exceeds the national average (17%) with 27% women in the terraces. It was one of the first in France to install free sanitary protection dispensers in the toilets at the Stade de l'Aube. In April 2025, ESTAC hosted the first national seminar of *Her Game Too France*, a group working to combat sexism in football. In addition, in November 2024, security guards were trained in sexist and sexual violence to better prevent and manage harassment and discomfort experienced by some female fans.



ça joue!



FC ANNECY



LIGUE 2 BKT

→ A magic phrase, a linguistic singularity... in all 4 corners of our territory this little music resonates. A unique, historic region with a strong identity, preserved and dynamic. It's a region we hold dear, and one that FC Anancy proudly represents from its boulevard. «Ça joue!» can mean anything from «ça va!» (all good) to «je suis d'accord!» (I agree) to «ça marche» (OK, great!). And here, it works in every sense of the word. On the green rectangle, of course, but also in the 3 pillars of our CSR approach.

**FOR OUR LAKES AND MOUNTAINS:
PROTECTING THE ENVIRONMENT, MOVING FORWARD**

Wild, unspoilt, majestic... To inherit an area like ours, between lake and mountains, is an opportunity. It is also a responsibility. To cherish it, protect it, preserve it and share it. Our actions are now part of a structured framework, emanating from a 3-stage strategy designed to strengthen them:

- ▶ Carrying out a carbon assessment
- ▶ Definition of impact reduction targets and implementation of an action plan
- ▶ Annual evaluation of actions and development of the programme

**FOR SAVOIE:
LOCAL ECONOMY, A TEAM EFFORT**

▶ FC Anancy federates and advances in partnership with all the economic players in Haute-Savoie and Savoie. They are all working towards the same goal: to help our territory win. As part of our CSR strategy, we want to strengthen our ties, encourage attentiveness and the pursuit of common goals.

**FOR WOMEN AND MEN:
SOCIAL ACTIONS,
WORKING TOGETHER**

▶ Circulate, make short, long and cross passes. As a group, as a team, to have fun together, to move forward and to create opportunities to build a society together. FC Anancy is all about getting together to enjoy match nights. And it's much more than that! It also means building bridges between generations, promoting integration and fighting discrimination and inequality. Since 2015, a number of initiatives have been implemented to fight discrimination and contribute to a more inclusive society: sections dedicated to people with disabilities, Pink October, support for the Restos du Cœur, Futsal sessions for children in schools and neighbourhoods in Anancy. These initiatives are organised within the FCA Social Club.

HIGHLIGHTS OF THE 2024-2025 SEASON



FC ANNECY AMPUTEES

On 12 March 2025, FC Anancy and its endowment fund, the FCA Social Club, unveiled a groundbreaking initiative: the creation of FC Anancy Amputees. This new section was presented to the public on Friday 14 March, before the Ligue 2 BKT match against Rodez. Involved in the French EFAA Championship (French Amputee Football Team), it has 11 outfield players, 3 goalkeepers and 4 members of staff.

The club also represented France at the EAFF Champions League 2025, held in Ankara (Turkey) from 30 May to 1 June, playing against top European teams such as Wisła Kraków (Poland, titleholders), Shamrock Rovers (Ireland), FSV Mainz 05 (Germany), Sporting Amp (Italy), AFC Tbilisi (Georgia), Alves Kablo (Turkey) and Real Betis (Spain).

This ambitious project was made possible thanks to the support of the Haute-Savoie department and the commitment of EFAA volunteers.



SOcial ACTIONS

- ▶ Outreach work (Red Cross)
- ▶ Monthly visits with professional players (Restos du Cœur)
- ▶ Jerseys donated to the fight against cancer (Mouillons le Maillot)
- ▶ Visits to children in hospital (GHBS)
- ▶ Patron of the Kerpape endowment fund and member of the Board of Directors

PLAN D'ACTION FAN EXPERIENCE

- ▶ Soft mobility: member of the Mob'Sport programme
- ▶ Fans with disabilities

45

new bicycle parking spaces

1

communication campaign with two professional players for plasma donations via the Lorient donation centre

16

outreach operations with the Red Cross

«ARMADA» SOCIO-EDUCATIONAL PROGRAMME

- ▶ Raising awareness of children's rights (UNICEF)
- ▶ 10 Armada Wednesdays
- ▶ Creation of an Armada charter (values, attitudes, etc.) for the 15th anniversary of the programme

PRÉVENTION & SENSIBILISATION À DESTINATION DES JEUNES DU CENTRE DE FORMATION

- ▶ On the following themes: the environment, disability, social networks, harassment, road safety, discrimination, etc.

HIGHLIGHTS OF THE 2024-2025 SEASON



ARMADA SOCIO-EDUCATIONAL PROGRAMM

A programme aimed at raising awareness among young U10-11s (800 children) from local amateur clubs taking part in Armada Wednesdays, run by UNICEF volunteers ten times a year. Presentation followed by a lively debate.



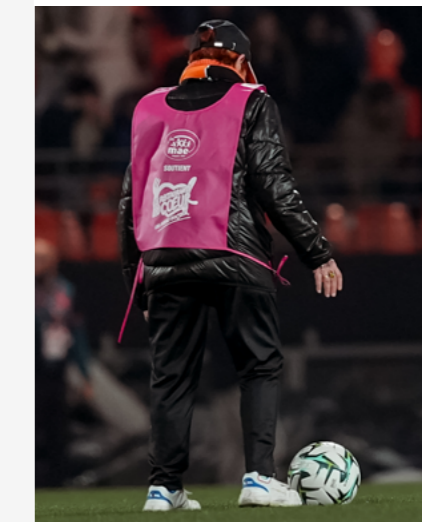
RED CROSS

Taking part in street outreach work gives our young people an insight into social realities and helps them develop empathy and a sense of responsibility. By going out to meet people in difficulty, they become aware of the importance of solidarity and listening. In all, 16 outreach campaigns were carried out.



RESTOS DU CŒUR

Visites mensuelles faites par deux Monthly visits by two professional players, accompanied by a volunteer from the association, to the Maison de la Solidarité in Lorient. The club takes part in and informs its fans about the national fund-raising campaign during the month of March. Employees (including players) are made aware of the need to make donations when the Restos du Cœurs have special needs (hygiene products and/or essential products).



GHBS

Two visits a year to the paediatric ER department and the paediatric ward at Lorient hospital, one by professional players (volunteers) and the other by players from the reserve team. It was an opportunity to talk to children in hospital and give them goodies in the club colours. The partnership has been in place for over 10 years.



→ Football Club de Metz, an iconic club in the French sporting landscape, is pursuing its ambitious CSR policy with fervour. FC Metz aspires to be much more than just a sporting entity, demonstrating its respect for the society and environment in which it operates. With this in mind, and in order to promote the strong values it holds dear, the club with the cross of Lorraine has initiated a number of concrete actions to promote inclusion, solidarity and citizenship. For the 2023-2026 cycle, its CSR strategy is built around three pillars.

CHILDREN

► FC Metz places children at the heart of its social responsibility. The Club Grenat supports the development of young people, regardless of their background. Each season, a variety of initiatives are put in place to offer children in difficulty unique, privileged moments at the heart of the club, enabling them to discover its world and share special moments with those involved.

INCLUSION

► FC Metz has made inclusion a priority. The club is developing an ambitious accessibility policy, so that everyone can enjoy their visit to Saint-Symphorien to the full, without barriers or exclusion. By regularly raising awareness among its various audiences, it actively fights all forms of discrimination and promotes diversity, equality and respect at the heart of its community.

ENVIRONMENT

► Aware of its role in preserving the planet, FC Metz is taking concrete action to protect the environment. At its training centre, the club has installed a biomass boiler, significantly reducing its energy consumption. This approach is accompanied by a plan to renovate more sustainable infrastructures, designed to limit the carbon footprint.

1ST

sensory room in a stadium in France

HIGHLIGHTS OF THE 2024-2025 SEASON



SUCCESSFUL SOLIDARITY CAMPAIGN FOR RAFAEL LORRAINE

For the last four years, FC Metz, in partnership with CAR Avenue and the Rafael Lorraine association, has been organising a charity event during a league match. On 8 February 2025, against Clermont Foot 63, the main sponsor was replaced on the Metz jersey with Rafael Lorraine, offering high visibility to this association supporting sick children in the region. A tombola, featuring collector's jerseys worn and signed by the players, raised €4,651 to fund trips, sporting events and cultural activities for children in hospital or seriously ill. This initiative, which is now a must, illustrates the club's commitment to solidarity and local support.



LAUNCH OF AUDIO DESCRIPTION ON FM FREQUENCY

During the 2024-2025 season, FC Metz took another step forward in its commitment to accessibility by becoming the first sports club in France to launch an FM frequency entirely dedicated to audio description within its stadium. From the FC Metz - Amiens SC match, played on the 8th day of Ligue 2 BKT, blind and partially sighted fans were able to benefit from adapted commentary in all the terraces at the Stade Saint-Symphorien, free of charge. This major step forward was made possible thanks to the support of Arcom, technical collaboration with Direct FM, and the expertise of the UniverJo association. Previously limited to a dedicated area in the South High terrace, this service has been extended to the entire stadium thanks to the introduction of the 90.4 FM frequency. Aware that the most recent smartphones are no longer equipped with FM receivers, FC Metz, with the support of the City of Metz's CCAS (Community Social Action Association), has also provided free FM players to the fans concerned, in order to remove any barriers to access to the system.

REINFORCED MEASURES TO COMBAT SEXIST AND SEXUAL VIOLENCE (SSV) AT STADE SAINT-SYMPHORIEN

The club's aim is clear: to make the stadium a safe and inclusive place where everyone can enjoy their passion for football without fear, whatever their identity or condition. To achieve this, a number of concrete measures have been deployed:

- **Helpline:** displayed in the toilets, on the tickets and on the giant screens, this can be used to report any act of violence, harassment or inappropriate behaviour immediately.
- **Accessibility for staff:** this number is also available in the refreshment kiosks, VIP bars and kitchens so that staff working in the stadium can call if they have a problem.
- **Intervention procedure:** in the event of an incident, a precise protocol is applied and Safe Places are available to receive any person in danger.
- **Delayed reporting:** an e-mail address enables fans to report incidents after matches.

SSV: RAISING AWARENESS FOR PREVENTION AT THE HEART OF THE CLUB

FC Metz is pursuing a proactive policy to prevent sexist and sexual violence (SSV) throughout its ecosystem. On 5 March 2025, in partnership with Her Game Too and Colosse aux pieds d'argile, three separate workshops raised awareness among players, administrative staff and fans of the various forms of violence, their consequences, risky behaviour and the right reflexes to adopt as a witness, thereby promoting collective awareness. This approach is repeated every season, with educational initiatives such as ambassadors speaking at matches to promote the place of women in football and the fight against sexism. The women's team, which plays in the Second League, is also involved in this commitment: since International Day for the Elimination of Violence against Women, its training jerseys bear the number 3919, a national helpline for victims. Finally, the club is working with Soroptimist Metz to organise workshops for women's teams on gender stereotypes, consent and the mechanisms of violence.



→ The club has adopted a CSR strategy, designed as a genuine commitment to serving the region and its residents. It is structured around a programme called GF Engagement, which embodies our desire to act responsibly, both in sport and in society. This approach is based on four main principles.

★ ETHICAL & SUSTAINABLE GOVERNANCE

▶ With a focus on transparency, fairness and inclusion in the running of the club.

★ ÉCONOMIE & ANCRAGE LOCAL

▶ By promoting local partnerships and supporting employment and local initiatives.

🌿 ENVIRONMENT & ECOLOGY

▶ By implementing responsible practices and raising public awareness of these issues.

♥ SOCIAL & COMMUNITY DEVELOPMENT

▶ Through local initiatives focusing on education, health and access to sport for all.

8

clubs from the city's QPVs invited to matches, stadium visits and professional team training sessions

20

people were made aware of the WO=MAN campaign organised to mark International Women's Rights Day

GRENOBLE FOOT 38



LIGUE 2 BKT

HIGHLIGHTS OF THE 2024-2025 SEASON



JOB DATING AT THE STADE DES ALPES WITH FRANCE TRAVAIL

Grenoble Foot 38 organised an inclusive job dating event at the Stade des Alpes, in partnership with France Travail, to encourage exchanges between local companies and jobseekers. The event was built around a three-stage itinerary:

- ▶ An initial morning of preparation at the club's training centre enabled the selected candidates to prepare for the interviews with practical advice.
- ▶ A new support session was run by counsellors from France Travail Grenoble-La Bruyère, in the presence of an occupational psychologist.
- ▶ The job dating event brought together ten committed companies and players from GF38 to talk to the participants in a friendly and stimulating environment.

This initiative has created a bridge between the world of sport and the world of employment, promoting human values and local links.



A WARM WELCOME AT THE STADE DES ALPES

GF38 opens its doors to beneficiaries of local associations such as Pluri-Elles, Secours Populaire and many others, to give them a unique experience at the heart of the club.

- ▶ Visit to the Stade des Alpes
- ▶ Meetings with professional players or young people from the training centre
- ▶ Immersion in the world of the club

It's an initiative that aims to promote inclusion, social cohesion and sharing around the values of sport.



→ At Paris FC, football is a driving force for equality, diversity and social cohesion. Anchored in the south of Paris, the club works for the inclusion of everyone, whatever their origin, gender or background. Through its solidarity, educational and sporting initiatives, it is training a new generation of talented and committed citizens, demonstrating that a club can also be measured by its positive impact on society.



▶ Paris FC works to make football accessible to all, regardless of age, social background or disability. Our terraces, our pitches, our actions are designed to bring people together. Free access to the stadium: during the 2024/2025 season, almost 150,000 spectators were able to attend a Paris FC match free of charge.



▶ We train players, but above all we train citizens. Every year, we support hundreds of young girls and boys in their schooling, personal development and professional future.



▶ Paris FC is the most mixed club in France, with a strong and historic commitment to the development of women's football.

+ 200 KG

of plastic bottles saved, thanks to the use of pressurised soft drinks

23

workshops to raise awareness and discover the professional world organised with our players from our training centres

HIGHLIGHTS OF THE 2024-2025 SEASON



GIVE ME FIVE WORKSHOP

9 workshops to discover the professional world, with Vinci, for our young girls and boys from our training centres. They were able to take part in public speaking workshops, learn about AI in sport, take part in a climate fresco, visit a Greater Paris construction site and discover the Stade de France and its professions.



FROM THE STADIUM TO EMPLOYMENT

In conjunction with Adecco and France Travail, a recruitment day focusing on football (morning training/discovery of football and afternoon interview). The morning training session was an opportunity for our young people from our training centres to get into the shoes of trainers and lead the football workshops. At these workshops, recruiters and job-seekers are anonymous. The anonymity is lifted in the afternoon before the interviews. More than 120 people attended and nearly 80 jobs were filled.



THE VINCI MIXED CUP

Created in 2014, the Vinci Mixed Cup is now in its ninth edition, a sign of its durability and growing success. The tournament features an innovative format: each club is represented by two teams, one made up of U15 boys, the other of U16 girls. The matches are played in two stages, with one match for each category, and the final score is the combined result of the two matches. This ingenious mechanism enables the performances of young players to be valued equally, highlighting their respective skills.



FREE ACCESS TO THE STADIUM

Introduced in November 2023 and extended for the 2024/2025 season, almost 150,000 spectators were able to attend Paris FC matches free of charge. This season, the club is continuing to offer free admission to 10% of its stadium, i.e. 2,000 seats, in recognition of its promotion to Ligue 1.



 **ECOLOGICAL
TRANSITION PILLAR**

► Implementation of actions to reduce our ecological impact with the following objectives: zero carbon, zero waste and zero plastic

 **SOCIETAL
PILLAR**

► Introduction of actions to fight discrimination, violence, harassment and exclusion, to serve the following objectives: zero discrimination, zero exclusion (disability, health, education and social inclusion) and zero harassment

325

children spent the afternoon at the club with the «De l'école au Noust Camp» programme

3

professional players sponsors for 3 children in difficulty during the season

1,000

children from all the schools in Pau met professional players from the football, basketball, rugby, women's rugby and handball teams as part of the Pau'lympique 2025 programme

 **LOCAL INITIATIVE
PILLAR**

Reinforce the club's family value by being close to our public, fans and the people of Palermo, through the following programmes:

- «De l'école au Noust Camp» (visits to the stadium) and «Du Noust Camp à l'école» (players visiting schools and youth centres to talk about life as a professional footballer)
- Sponsorship of children in difficulty
- Local for clubs in surrounding districts

HIGHLIGHTS OF THE 2024-2025 SEASON



SOLIDARITY MATCH FOR REINTEGRATION

During the crucial match between Pau FC and Concarneau, the club had the honour of welcoming members of the Maison des Citoyen-ne-s du Monde 64 association. Together, we have shown that sport can go beyond borders and bring people of all origins together around a shared passion.

In addition to the programme of meetings between migrants and professional players, two members of the association were represented on the pitch at the mock kick-off.



ENVIRONMENTAL COMMITMENT

As well as installing water fountains in the stadiums, raising fans' awareness of the issue and replacing plastic bottles with glass ones in VIP areas, Pau FC has continued its commitment to a more sustainable future by renewing its partnership with OGEU, official supplier and major player in responsible, local hydration. Thanks to this collaboration, players are provided with reusable water bottles, reducing the club's use of disposable plastic. OGEU and Pau FC share common values of quality, sustainability and respect for the environment, making this partnership a concrete example of environmental responsibility applied on a daily basis.





RED STAR FC



LIGUE 2 BKT

→ Created in 2008 on the initiative of Patrice Haddad, the Red Star LAB schedules free cultural and artistic workshops for its members during the school holidays and has become the spearhead of the club's CSR strategy. Given Red Star FC's development challenges (stadium, training centre, integration and employment, environment), the club has decided to broaden its scope of action: a 3-pillar policy.

EQUAL OPPORTUNITIES PILLAR

▶ Red Star FC works every day to offer the young people of its region the keys to their future, and is preparing to become an even more powerful force for emancipation and opportunities for its young people with the opening of its training centre. Red Star FC's vocation is to train football players, but also to open up young people to other horizons. As well as football and school education, the Red Star LAB will play a central role in the training centre.

RESPONSIBLE MANAGEMENT PILLAR

- ▶ Ensuring the development and progress of employees and licensees.
- ▶ Improving working conditions.
- ▶ Promoting the integration of women and the development of women's football.

ENVIRONMENT PILLAR

- ▶ Reducing single-use plastic in all our activities (sports, stadiums, etc.).
- ▶ Encouraging upcycling and making it an integral part of all club strategies.
- ▶ Developing soft mobility for a low-carbon strategy.

LABELS AND CERTIFICATIONS ▶ Afnor committed CSR label



+ 900

young people taught by Bibliothèques Sans Frontières about the use of social networks and media education

€19,000

raised for charitable causes

HIGHLIGHTS OF THE 2024-2025 SEASON



TRUST'HER X LA FONDATION DES FEMMES

On Friday 7 March, Red Star FC created a special edition of its jersey and launched the Trust'Her. Each of the eleven players on the pitch had this message printed on their chest, reminding us once again that we must all fight for equality between women and men. In the corridor, the Stand Up training course run by the Women's Foundation, which aims to combat street harassment, was offered with the aim of training people to react as witnesses and/or victims of harassment.



LAB CUISINE

During the last winter holidays, the Lab organised a workshop focusing on sustainable sports nutrition to combine performance and responsible eating. The week ended on a high note with a cooking competition inspired by the famous Top Chef format.



ENVIRONMENTAL MATCH

During the match against FC Annecy on 11 April 2025, Red Star highlighted a number of initiatives in favour of ecology and environmental transition:

▶ Syctom, the waste treatment operator for the Ile-de-France region, was on hand with its eco-animators to raise spectators' awareness of the right way to sort and reduce waste, and Football Écologie France deployed its ecological football fresco to raise public awareness of football's ecological and solidarity-based transition;

▶ A new vegetarian offer was made available to fans in the refreshment kiosk. On the menu: a falafel sandwich specially prepared by the teams at ACM'Event 93, a partner of L'Étoile Rouge;

▶ For each goal scored by the Club during this match, a training session was offered to one of its members as well as a Banlieues Climat training day.

RED STAR LAB ERASMUS BERLIN TRIP

A new European stage for youngsters from Red Star LAB as part of the international Street Football project supported by @erasmus-plusfr. After a first stop this summer in Marseille, the adventure continued in Berlin for our young participants, alongside their counterparts from Germany and Northern Macedonia. As well as sport, this programme offers them a unique intercultural immersion, where football becomes a common language for exchanging ideas, collaborating and growing together. Participatory workshops, street tournaments, debates on inclusion, equality and civic commitment: every moment is designed to develop their open-mindedness, their ability to express themselves, and their sense of responsibility - both on the pitch and in everyday life.





**SOcial & TERRITORIAL
COMMITMENT**

▶ The RAF takes concrete action to promote inclusion and social cohesion. The players take part in solidarity initiatives, such as visits to specialised establishments (medico-educational institutes, hospitals), activities with young people and projects with schools. These initiatives aim to bring the club closer to its community and raise awareness of the importance of living together.

**SUSTAINABLE MOBILITY
& THE ENVIRONMENT**

▶ Through its partnership with StadiumGO, the club is encouraging fans to share cars on match days, thereby reducing the carbon footprint of their travels. It is also looking at responsible waste management and energy consumption at its facilities.

**CULTURE, HERITAGE
& LOCAL IDENTITY**

▶ As part of its commitment to the local community, the club promotes Rodez's rich cultural heritage. The new recruits are presented in emblematic locations (Musée Soulages, historic town centre), reinforcing the link between sport, culture and the region.

**COHESION BETWEEN
THE MEN'S & WOMEN'S SECTIONS**

▶ The RAF's CSR strategy fully includes both men's and women's teams, with a clear commitment to parity in terms of visibility and access to resources. The players take part in social initiatives and are featured prominently in the club's communications, affirming their equal commitment and the values they promote.

**SUPPORTING
THE LOCAL ECONOMY**

▶ The RAF works with a dense network of economic partners in Aveyron, ranging from small businesses to local institutions. This dynamic enables the club to play a structuring role in the regional economic fabric, while supporting local employment and know-how.

€1,500

the donation made to the **Un maillot pour la Vie (A Jersey For Life)** charity, thanks to the RAF's win over Martigues and the work of its partner, **Via Santé**.

HIGHLIGHTS OF THE 2024-2025 SEASON



COMING TO TRAINING - IME LES CARDABELLES

In October 2024, the residents of the IME des Cardabelles (medico-educational institute) attended a training session of the RAF players and had the opportunity to share a moment of exchange with them. This meeting, embodying the values of solidarity and social inclusion, will be something they will never forget.



1 MATCH 1 ASSOCIATION

For 2025, at each home match, the RAF will be honouring an association at the stadium. In connection with the international day closest to the weekend concerned, the club wishes to promote a local association and thus support the development of local players. Before each match, the association has a stand where it can talk to spectators, publicise its work and collect donations.

BLOOD DRIVE

To mark World Blood Donor Day, the Etablissement Français du Sang (French Blood Establishment) organised an exceptional blood drive at the Stade Paul Lignon in Rodez, in the VIP lounges, on Thursday 12 June from 1 pm to 6 pm.

**DON DE SANG
AU STADE PAUL
LIGNON À RODEZ**

**TOUS UNIS
PAR LE DON**

Le jeudi 12 juin
De 13h à 18h

VILLE de RODEZ

→ Sporting Club de Bastia has established itself as much more than a professional football club. Anchored at the heart of its region and attached to its founding values, it is resolutely committed to an approach that combines social progress, cultural influence and respect for the environment. Its vision is based on the idea that sport should be a vehicle for cohesion and sustainable development, serving the population and future generations.

ENVIRONMENT

► Known the world over for the quality of its landscapes and the exceptional nature of its biodiversity, Corsica is increasingly feeling and suffering the harmful effects of climate change. Aware of its responsibility in this area, since 2021 the club has been taking concrete action to work closely with local players (institutional, private and voluntary) to limit the environmental impact of its activities: recycling, use of reusable cups, the elimination of plastic bottles and, more broadly, consumables, the choice of local distribution channels for food in the refreshment kiosks, etc.

SOCIAL

► SC Bastia's social role in the region is well established. It embodies the Corsican identity and is a strong link between different populations well beyond the Bastia conurbation. Aware of its ability to bring people together, the club has developed and implemented a number of initiatives designed to promote opportunities and inclusion for all, regardless of social differences, gender or situation: collecting toys with the Restos du Cœur charity, raising awareness of disability, fighting racism and educating the younger generation (in sustainable development, social cohesion or sport and health) via its Paese Turchinu label.

19
food drives organised

HIGHLIGHTS OF THE 2024-2025 SEASON



CHILD PROTECTION

In partnership with the Bastia 92 Association, Sporting Club di Bastia treated around fifty children to an unforgettable evening at the Armand-Cesari stadium during the SCB-Martigues match. The event also highlighted the Rêves de Gosse association, which works to promote acceptance of differences and inclusion by bringing together children with ordinary backgrounds and others who have had to face life's challenges, such as illness. An evening in the heart of Furiani, true to the values of solidarity and sharing that drive our club.



SUPPORT FOR CHARITIES

SC Bastia President Claude Ferrandi signed an agreement linking the club to the Partage and Fratellanza associations, so that the latter can collect unsold foodstuffs from all the stadium's refreshment kiosks at each match taking place at Furiani and pass them on to their beneficiaries. This eco-responsible and supportive operation further strengthens SC Bastia in its social and human role, promoting and working towards sharing and mutual aid.



REMEMBRANCE AND THE DUTY TO REMEMBER

A tripartite agreement between AS Bastia 92, Collectif Furiani and SC Bastia was signed in tribute to the tragedy that occurred on 5 May 1992 in the history of the Corsican club. To mark the occasion, an auction of black jerseys worn by Sporting players was launched, with the proceeds going to support the INSEME association and the Collectif Furiani.



→ Since 2021, the club has been carrying out a project called CAP2025, Ensemble vivre un football RSSSE, a strategic project structuring 2021/2025 in 3 stages: Remonter, Rester, Rêver. This strategy has been drawn up on 4 fundamental pillars to provide an overall structuring strategy, areas for progress and monitoring indicators in order to involve all stakeholders in the unique project of Stade Lavallois Mayenne FC.

SOCIAL PILLAR

► The social aspect of the club's HSSEE policy covers all human-related issues within the organisation, which is equivalent to the human resources management policy of more traditional companies. Beyond the simple regulatory framework imposed by the Labour Code, the club wishes to invent the life that goes with the employment contract, i.e. to develop social skills, share the project(s) and live together.

SOCIETAL PILLAR

► Stade Lavallois defines its societal role as its involvement in society through the values, actions and benefits that the club can bring to its ecosystem. We are aware of our responsibility and that the better our results, the greater our responsibility. As the only professional club in the Mayenne region, Stade Lavallois is eagerly awaited by its external stakeholders to set an example of respectful behaviour in our environment. The club's aim is to contribute to the region's reputation and not to undermine its value.

ENVIRONMENTAL PILLAR

As far as the environment is concerned, Stade Lavallois' priority is to reduce its carbon consumption. By 2025, the club wants to:

- Find out more about your carbon footprint in partnership with Laval Agglo and the City of Laval
- Develop a steering and continuous improvement tool
- Set targets for reducing greenhouse gas emissions
- Commit to the ecological transition

ECONOMIC PILLAR

► The club is part of a sustainable business model, strongly attached to its territorial capital identity, which is reflected in the composition of its shareholder base. The club is also committed to respecting virtuous financial rules, and advocates economic transparency with all stakeholders. This business model incorporates the uncertainty of sporting results by sharing the financial risks.

120

actions illustrating the overall project

€4,541

raised for charitable causes (Red Cross, Pink October, Movember)

HIGHLIGHTS OF THE 2024-2025 SEASON



ENVIRONMENT AND ECOLOGICAL TRANSITION

Stade Lavallois MFC has decided to keep the same jersey for next season, an initiative that is part of a responsible and sustainable approach. This strong gesture, at once ecological, economic and symbolic, reflects the club's commitment to more environmentally-friendly football. Produce less, consume better, give meaning: that's the philosophy behind this decision.



DUTY TO REMEMBER

In December 2024, Stade Lavallois launched a crowdfunding campaign to erect a bronze statue of Michel Le Milinaire, the club's legendary coach and symbolic figure, who died the year before at the age of 92. Created by an artist from Mayenne and installed at the foot of the Francis-Le Basser stadium, this life-size work will be unveiled in January 2025. Spearheaded by the club's association in agreement with the Le Milinaire family, the project aims to raise €50,000 thanks to the efforts of fans and supporters, whose names will appear on a commemorative plaque next to the statue.

LABELS AND CERTIFICATIONS

Fair Play For Planet label 1 star



CHILD PROTECTION

In April 2025, the Stade Lavallois players shared a wonderful afternoon with the children of the «Résop53» programme run by the Centre Hospitalier de Laval, dedicated to exercise rehabilitation for young people who are overweight or obese. Between football sessions, discussions, autographs and snacks, this convivial moment illustrated the power of sport to bring people together, create links and offer a breath of goodwill to the participants.



→ As a key player in the local economy, the Club supports a number of causes throughout the year through various initiatives. Stade Malherbe Caen has an endowment fund dedicated to education.

HIGHLIGHTS OF THE 2024-2025 SEASON



SUPPORT FOR ASSOCIATIONS

During the match against Clermont Foot, SM Caen launched a solidarity initiative with almost 1,000 cuddly toys collected and donated to the most disadvantaged, thanks to Secours Populaire du Calvados and Restos du Cœur. Together, the club and its fans transformed a match into a moment of sharing and support.

HIGHLIGHTS OF THE 2024-2025 SEASON



PINK OCTOBER

Stade Malherbe Caen is supporting Pink October to raise awareness of the fight against breast cancer and promote early detection. Every goal scored by the professional and women's teams during the month resulted in €75 being donated to the Ligue contre le Cancer du Calvados. The final home match against ESTAC Troyes was also a highlight in raising awareness, with a women's solidarity tournament and a jersey auction.

INTERNATIONAL WOMEN'S RIGHTS DAY

Stade Malherbe Caen wanted to highlight the role of women during the match against Stade Lavallois Mayenne FC. Anne d'Ornano, former President of the Calvados Departmental Council, had the honour of kicking off the match.



SM CAEN ENDOWMENT FUND

To celebrate Caen's Millennium, SM Caen is auctioning the jerseys worn and signed by the players during the matches against FC Metz and Paris FC. The proceeds will go to the club's endowment fund, to support its projects and keep a collective memory of this historic year. The auction closed on Sunday 13 April. Together, let's bring our passion and our town to life through this gesture of solidarity.

MOBILISATION FOR EMPLOYMENT

In the unique setting of the Michel d'Ornano stadium, SM Caen organised an event dedicated to bringing together applicants, employers and training bodies. Over 200 career opportunities were on offer, including extra jobs, fixed-term contracts and permanent contracts, as well as numerous training and work-linked training schemes.



MERCREDI 23 AVRIL

 **Stade Michel d'Ornano**  **14H-19H**

→ The club actively pursues a committed CSR policy, paying particular attention to its local roots and social responsibilities. This strategy is based on several main themes:

SOLIDARITY & PUBLIC HEALTH

▶ Through recurring actions such as PinkOctober, Movember and hospital visits, the club supports causes that directly affect the local population.

EDUCATION & YOUTH

▶ By organising events in schools and secondary schools to raise awareness of civic values, respect, perseverance, health and the environment.

ECOLOGICAL TRANSITION

▶ Environmental awareness initiatives are carried out at matches (use of eco-boxes, free shuttle bus system, bicycle parking, etc.).

EQUALITY & INCLUSION

▶ USLD is working to strengthen the position of women in football. The partnership with Her Game Too illustrates this strong commitment. Communication, awareness-raising and hospitality initiatives are being put in place to promote a safe and inclusive environment at the Tribut stadium.

25
CSR actions organised

750
children met

HIGHLIGHTS OF THE 2024-2025 SEASON



VISIT TO THE PAEDIATRIC WARD AT DUNKIRK HOSPITAL

Ugo Raghober, Marco Essimi, Opa Sangante and Maxence Rivera visited the paediatric ward at Dunkerque Hospital to spend some quality time with the children. The players talked to them about their careers, shared a few anecdotes and took the time to sign souvenirs in the club colours. A jersey signed by all the professional staff was also presented to the nursing staff.

SUSTAINABLE MOBILITY

After the match, six free shuttles will be available in front of the stadium to ensure optimum accessibility to all the towns of the CUD, with no reservation required. This initiative highlights the company's commitment to soft mobility, eco-responsibility and easy accessibility thanks to the free bus.



COMBATING MENSTRUAL PRECARIOUSNESS

This season, USL Dunkerque has set up a scheme to combat menstrual precariousness in partnership with Her Game Too. At each home match, sanitary protections were made available free of charge at the Tribut stadium, to support female fans and encourage a more inclusive environment.



SPORTS DAY AT PORTE D'EAU SCHOOL

Abner Felipe and Nicolas Buteau, physical trainer for USL Dunkerque, took part in a sports day at the Porte d'Eau school. After a question-and-answer session in class, the students played in a tournament with members of the club. The day ended with a shared lunch, a signing session and tickets for a match at the Tribut stadium.



MOVEMBER

To mark Movember, Gaëtan Courtet, Enzo Bardeli, Alec Georgen and Ewen Jaouen showed their support for the fight against male cancers by trimming their moustaches. A season ticket holder joined them in this act of solidarity. Gaëtan Courtet gave a moving account of the illness he overcame ten years ago. Profits from sales of the special jerseys were donated to the Movember association, in support of research, prevention and support.

1TEAM



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