



2024 ESSENTIALS

# DRIVING FORWARD EQUAL OPPORTUNITIES



**FDJ UNITED**   
FOUNDATION

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A wide range of expertise  
channelled to fulfil a shared ambition

Created in 1993, the FDJ UNITED Foundation is a corporate foundation committed to driving forward equal opportunities in France. It supports innovative initiatives that encourage education and social integration, working in collaboration with charitable organisations.

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The FDJ UNITED Foundation would like to sincerely thank all those involved in producing this publication.

**Photo credits:** FDJ UNITED Foundation, 1001mots (p. 1), 3PA (p. 1), DUO for a JOB (p. 1, 5), Audoin Desforges (p. 3), Lionel Barbe (p. 4, 11), Marie Lopez-Vivanco (p. 7, 19), François Daburon (p. 10), Bruno Levy (p. 11), Mor Talla Mane (p. 12), Wlad Simitch (p. 18).

Written by the Group Communications & Sponsorship Department, May 2025

**Written, designed and produced by:** WordAppeal and Studio L'éclaireur



**Stéphane Pallez,**  
Chairwoman and CEO  
of the FDJ UNITED Group

FDJ UNITED was one of the first companies in France to set up its own corporate foundation. It emerged as a logical step for a Group that can trace its roots back to the values of sharing and solidarity, and whose business model is structured around redistributing the value it creates.

The FDJ UNITED Corporate Foundation has a role to play in society. The needs are considerable; concerns relating to social integration and the social divide are becoming increasingly pressing, exceeding the capabilities of public authorities.

The challenges are significant, but our Foundation has all it needs to respond, including the heartfelt engagement of our employees and partner retailers, the quality of the ties built between the Foundation and our partner charities, as well as the support of our Board of Directors, and the feedback from the people to whom it offers tangible and lasting support. We will nurture these strengths to continue our action over many years to come, maximise our positive impact on those around us and help build a more inclusive, supportive society, with enthusiasm and determination. ◆

By supporting projects seeking to educate and integrate struggling communities, our Foundation promotes equal opportunities. We pay particular attention to the younger generation – indeed, of the 370,000 people reached by the Foundation's action, 180,000 are under the age of 30 – and the integration of people with disabilities, which remains a central focus of the 2023-2027 period.

For over 30 years now, the Foundation has been making a positive impact on society. We regularly measure and assess the impact of our actions, as this is a key requirement of everything we do.

For the Foundation, 2024 was special in a number of ways. First and foremost, France organised the Paris 2024 Olympic and Paralympic Games. The two largest projects financed last year (representing a total investment of €3 million over three years) will help perpetuate the legacy of the Games in the areas reached. Overall, 6,650 socially vulnerable or disabled young people will benefit from this support.

Expanding our regional network also remains a key focus, with the Foundation funding over 200 projects from charities in the field through sponsorship agreements via our network of retailer partners.

Last year also saw our "Lycées Pro'Solidaires" programme achieve maturity. The impact of this project on the initial intakes of students from vocational high schools in the northern districts of Marseille has encouraged us to expand the scheme.

Now FDJ UNITED has become an international Group, it needs to consider its action from a wider perspective, beyond the borders of its domestic market in France. We consistently seek to engage the Group's people as much as possible in our efforts, as they, alongside the company as a whole, represent a key component of society. In line with this transformation, our Foundation changed its name, but not its ambition. The FDJ UNITED Foundation is fully focused on fostering genuine solidarity everywhere it operates. ◆



**Charles Lantieri,**  
Chairman of the FDJ UNITED Corporate  
Foundation and Deputy Chief Executive  
Officer of the FDJ UNITED Group



# 700

charities supported since 2018

# OUR MISSION



# 370,000

people reached since 2018



# 11%

of FDJ UNITED employees involved in a voluntary skill share programme in 2024

# Driving forward equal opportunities

The FDJ UNITED Foundation is devoted to ensuring everyone in society enjoys the same chances. Its commitment to drive forward equal opportunities comes from the strong values it upholds, which are brought to life through a clear strategy.

**A**ll throughout its history, FDJ UNITED has sought to promote public service and enhance equal opportunities. Its corporate foundation has been supporting people from vulnerable communities in France for over 30 years, since 1993, achieving considerable positive social impact and helping to change the lives of thousands of people. Indeed, since 2018, the Foundation has touched the lives of over 370,000 people, supporting 700 charities.

## Long-term support

As the needs are substantial, the FDJ UNITED Foundation continues to align its efforts with its tried and tested strategy to provide lasting assistance that meets the actual needs of communities. In order to help an ever-growing number of

people, the Foundation carefully selects the projects it supports. The idea is to enable high-impact initiatives to reach an even wider public, bring about profound change in society and extend projects across the entire country. Moreover, it goes above and beyond providing mere financial aid, offering workforce support as well as logistical and strategic assistance to every one of its partner charities.

## Deep local roots

The Foundation operates on the ground, hand in hand with local charities, for example, supporting projects championed by Group employees and FDJ partner retailers. ◆

## OUR VALUES

**Two strong values guide the action taken by the FDJ UNITED Foundation, permeating its strategy and orienting its support:**

### Helping everyone fulfil their potential

The Foundation strives to help people who are struggling, no matter the reasons behind their difficulties (whether due to social discrimination, disability or economic exclusion), so they may find their place in society, recognise their potential and express their talent.

### Daring to dare

The Foundation seeks to position itself as a major partner to the initiatives it supports, some of which would not be deployed without its financial, workforce, logistical or strategic assistance.



**"The unwavering support from the FDJ UNITED Foundation over the past three years has really amplified the impact we are able to have, as well as expand and extend our geographic footprint!"**

**PRUNELLE GORGET,**  
DIRECTOR FRANCE, DUO FOR A JOB

# "We choose which projects to support based on impact and social innovation"

**Isabelle Delaplace,**  
Managing Director of the FDJ UNITED Corporate Foundation

## **What are the main principles that guide the support the FDJ UNITED Corporate Foundation provides to charities?**

**I. D.** Our action is guided by the notion of impact – the impact on the charities as well as the people they help. That is why we seek to closely respond to needs while also listening to the people who champion the initiatives, as they properly understand the issues on the ground. We maintain constant dialogue with them, before, during and after a project is put in place, in order to provide the most effective support possible. Social innovation also has an essential place in everything we do. The programmes we select respond to needs that are not yet or not adequately addressed by public authorities. In order to maximise the impact we have and enable our partner charities to upscale their action, we have chosen to channel our budget into a limited number of major projects.

## **What exactly is involved in the call for project process?**

**I. D.** In 2017, we chose to put in place a process for calls for major projects, with funding ranging from between €240,000 to over €1.5 million over three years per charity. The projects selected are considered and scrutinised by our team. We assess

all applications we receive – a total of over 400 each year – and we identify a few dozen each year that present the qualities of a major project. They must meet a set of stringent criteria, which we regularly discuss with the charities. We work hand in hand with them to ensure they enjoy every chance of success. After we have ensured the solidity and potential impact of a project, the charities present their initiatives to the Board of Directors of the Foundation. And it is after this stage the projects are chosen and tailored support is deployed.

## **This support is provided over the long term. How is that viewed by the partner charities?**

**I. D.** Since the beginning, we have committed to supporting initiatives over a three-year period, which is key if we are to help them step up the scale at which they operate. For our partner charities, it's reassuring for them to know we will work together consistently on a project. Stepping up the scale of a project involves a considerable challenge in terms of human resources, identifying the target beneficiaries, and maintaining the same level of quality of service and protocols. Our involvement supports their approach, bolsters their structure and ultimately enables them to secure funding from other organisations. What sets us apart is the way we support the project, the organisation as a whole, enabling a step change in their reach.



**"In addition to our major projects, there are small community projects that make it possible to enhance equal opportunities locally."**

# 100%

of charity organisations are satisfied with their partnership with the FDJ UNITED Foundation

# 7

calls for major projects

# 97%

of charities supported have expanded the scale of their organisation thanks to the Foundation's support

# €25 M

in donations over five years (2023-2027)

**In addition to the calls for major projects, you also support more local, shorter-term initiatives. Why are these programmes important?**

**I. D.** Not all projects can be upscaled. At a local level, there are small community projects that have a direct impact, tangibly enhancing equal opportunities in those areas. The "Tremplins Collaborateurs Solidaires" and "Tremplins Détaillants Solidaires" programmes enable us to recognise the needs and solutions identified by our employees and partner retailers locally.

**What is the outlook for the Foundation over the coming years?**

**I. D.** First and foremost, we want to perpetuate the legacy built by Paris 2024, doing everything we can so the momentum kick-started by the Olympic and Paralympic Games continues to be felt across the region for many years to come. At the same time, as we announced at the start of the five-year period, we will continue to channel our energy into supporting young people in particular. For example, we will extend the Lycées Pro'Solidaires programme to 12 additional classes in Marseille. And of course, as the Group pursues its international expansion, we will pay special attention to initiatives put in place in other countries, and work together to consider how the Foundation can represent more than ever a central pillar of the positive social impact created by FDJ UNITED, in France and beyond. ◆

# Our impact

## ON OUR PARTNER CHARITIES

How does the support from the FDJ UNITED Foundation enhance the ability of charities to drive forward equal opportunities? Through interviews and questionnaires, over 40 charities shared their experience and asserted the decisive role the FDJ UNITED Foundation had on their development.

**97%**

affirmed the Foundation's support helped their organisation to develop by gaining credibility or visibility.

**90%**

recognised a positive change in their project (upscaling or systemic change).

**"The support from the FDJ UNITED Foundation has enabled us to develop our expertise and trial our project in a number of regions before deployment on a larger scale."**

**CLAUDINE FERRIER,**  
HEAD OF SPONSORSHIP — SIEL BLEU

**100%**

**of charity organisations** are satisfied with the support from the FDJ UNITED Foundation.

**74%**

increased their skills, in particular their ability to effectively present their project.

**90%**

felt the quality and relevance of their project improved thanks to the support of the Foundation (structure, ideation, relations, etc.).

**81%**

said the Foundation's support boosted the confidence and motivation of their team.

## ON THE PEOPLE REACHED

Building on the constructive support from the FDJ UNITED Foundation, charities increase their ability to act and reach a wider public. The Foundation's support for education, training and socio-professional integration widespread, multifaceted impact on the people it reaches, boosting motivation and wellbeing, developing skills, improving access to rights and enhancing social ties.

**82%**

believe they are more able to overcome their mental barriers and take charge of their career.

**74%**

feel more included in society.

**"When Seth was two and a half, all my friends said he was really articulate for his age. It was thanks to the help from 1001mots that Seth made such rapid progress."**

**MAGALI,**  
MOTHER SUPPORTED BY 1001MOTS

**370,000**

people reached since 2018

**71%**

feel more motivated.



Assessment of the FDJ UNITED Foundation's social impact conducted by Essec in 2025 on partner charities and end beneficiaries (over the period 2018-2024).



# 70%

of the FDJ UNITED Foundation's budget was devoted to projects supporting young people in 2024

# OUR ACTION



# >430

of voluntary skill share initiatives carried out by FDJ UNITED employees in 2024

# >200

projects supported by partner retailers in 2024



# Our scope of action

Year in, year out, the FDJ UNITED Foundation breathes life into its mission and values through tangible action. Each day, it supports its partner charities in the field on projects in education and socio-professional integration helping the most vulnerable communities in society.

**S**o everyone may enjoy the same opportunities and find their way in society, the FDJ UNITED Foundation supports innovative initiatives that encourage education and social integration, working in collaboration with charity organisations.

## Promoting education and integration

For the Foundation, promoting equal opportunities means breaking down barriers, which starts with a person's first steps in the world. That is why it has positioned education as one of the cornerstones of its action. To help disadvantaged young people fulfil their true potential, the Foundation favours innovative and inclusive teaching methods. The charities it supports strive to make education more accessible to all.

Socio-professional integration is essential to ensure everyone finds their place in society, encouraging empowerment, personal fulfilment and community cohesion. That is why the FDJ UNITED Foundation has identified it as its second priority scope of action, supporting participative integration

programmes, that are often as fun as they are effective, to help struggling young people and adults find motivation and enable them to express their talent.

## Opening the door to upscaling

It is by working with our partner charities side by side that we fine-tune our projects, put plans into action and increase their impact. As such, the FDJ UNITED Foundation offers far more than mere financial assistance, providing a wide range of support to its partner charities:

- **Workforce support**, with the engagement of Group employees through the voluntary skill share programme within charities, mentoring and project sponsorship via the Tremplin Collaborateurs Solidaires.
- **Logistical support**, by donating equipment (IT equipment, furniture, etc.).
- **Strategic support**, through advisory services and assistance monitoring and setting up project committees.
- **Amplification of communication**, by relaying charitable initiatives on social media, in the press and in advertising, etc. ◆



**"The support from the FDJ UNITED Foundation helps to fill the gaps we often have in our organisation – time, resources and the freedom to share effective ideas."**

**FRÉDÉRIC MATHIS,**  
CO-FOUNDER OF RÉSEAU ÊTRE

# Highlights from 2024

## 20

charities working with young people were supported by the FDJ UNITED Foundation in 2024.



### EDUCATION

#### A commitment with and for young people

**The Lycées Pro'Solidaires programme, launched by the FDJ UNITED Foundation in 2021**, supports children at vocational high schools in disadvantaged areas of Marseille. It seeks to reduce socio-cultural inequalities by giving the children a unique experience in which they design and implement a local community initiative that they present while on an educational trip abroad. The programme runs over two years to boost engagement among the young people, while also developing their public speaking skills through presentation sessions in front of a panel of assessors, giving them an opportunity to hone an essential skill for their future careers. This year, three new vocational high schools joined the programme, bringing the number of children supported in 2024 to 276.

**Furthermore, as developing a solid grasp of language during early childhood is a decisive factor in preventing children from dropping out of school**, the Foundation supports the efforts of **1001mots**, a charity that supports language development and literacy. In 2024, after six years in operation, 1001mots succeeded in expanding the number of children it helps each year to over 12,000, and is aiming to reach 100,000 children by 2030.



### INTEGRATION

#### The Foundation continues its efforts

**Partner to the Fédération française handisport (the French federation for disability sport) since 2004**, the FDJ UNITED Foundation reiterated its support in 2024, making a donation of €350,000 that served to strengthen the national Pep's project, in which sporting workshops are put on for people with physical or sensory disabilities, and support 93 projects sponsored by partner retailers and local organisations all across France.

**In addition, in 2024, the seventh edition of the Tremplin Collaborateurs Solidaires programme** recognised the efforts of Les Ailes Déployées, a mental health charity based in Sénart, south-east of Paris, presented by an FDJ UNITED employee. The aim is to acquire adaptive sports equipment to fit out a sports hall for people with mental disorders.



## SPOTLIGHT

## Building the legacy of the Paris 2024 Olympic and Paralympic Games

**The FDJ UNITED Foundation saw Paris 2024 as far more than just a well-attended major sporting event.**

Through its "Héritage 2024" call for projects, the Foundation selected a number of initiatives put in place by major organisations in collaboration with local charities to ensure the Games would leave a lasting impact on the host cities. Chosen initiatives will benefit from support through to 2026, and a total donation of €3 million over three years.

Two projects were selected:

- "La Récré sportive 100% inclusive", developed by Siel Bleu, which strives to combat social exclusion and encourages vulnerable children to get involved in sport;
- "Être et Devenir", developed by 3PA – Maison de la Terre, which provides free training to 16-25 year olds in practical and manual activities relating to the environmental transition.

# >500

people supported by 13 of the FDJ UNITED Foundation's partner charities attended events at the Paris 2024 Olympic and Paralympic Games.



## WINNERS

## Charities selected following the 2025 call for major projects

**The three winners of the seventh FDJ UNITED Foundation call for major projects have been announced.** Operating in the areas of education and integration, Clubhouse France, Im'Pactes and Label Emmaüs will enjoy financial and operational support from the Foundation over a three-year period representing a total investment of €3 million in order to maximise the impact they have among the most vulnerable communities.

The "Mon coup de cœur solidaire" campaign enabled the public to vote for the favourite initiative and it was Im'Pactes that came out on top. The charity seeks to improve access to healthcare, education, culture and professional integration for children who have experienced serious violence or neglect and receive support from social services in order to offer them a peaceful, fulfilling future.



## ENGAGEMENT

## Nearly 4% of Group employees serve as mentors

**The FDJ UNITED Foundation regularly gives Group employees the opportunity to become involved in mentoring programmes.** Since 2017, over 50 employees have supported around 100 recent graduates to successfully enter the world of work, in collaboration with NQT.

In 2024, mentors from the Group over the age of 50 joined the DUO for a JOB programme to help young refugees find a job.

The Foundation also extended its support to the Télémaque programme for a further three years so that each year, 30 young people from the priority education network can benefit from the guidance of a mentor from the age of 11 through to their second year of higher education. The aim is to provide young people with tailored support to help them on the route to success.

# Deep regional roots

Through its Tremplin Détaillants Solidaires and Tremplin Collaborateurs Solidaires programmes, the FDJ UNITED Foundation mobilises the network of FDJ partner retailers in France and encourages Group employees to engage with and support local community projects.

**F**DJ UNITED is a business shaped by its regional presence, boasting 29,000 points of sale in France spread across over 11,000 towns. Its operations create or sustain a total 21,600 jobs in bars, tobacconists and newsagents. As such, the Group helps to drive economic momentum and community cohesion all across France.

That is why the FDJ UNITED Foundation endeavours to support local initiatives. Since 2018, it has supported charities all across France in order to find solutions that respond to the challenges facing those areas and meet the needs of local populations. Many charities are sponsored by employees through the Tremplin Collaborateurs Solidaires programme and by partner retailers through the Tremplin Détaillants Solidaires programme.

## Tremplin Détaillants Solidaires

Harnessing the network of FDJ points of sale all across France, the Foundation enjoys unparalleled access to organisations on the ground and fosters tight-knit, special relations with them. Each year, the Tremplin Détaillants Solidaires call for projects, initiated by the FDJ UNITED Foundation, enables FDJ partner retailers to sponsor local charities.

In 2024, over 200 charities received donations of up to €3,000, especially through the Fédération Française Handisport. This solid partnership was put in place to expand the number of projects supported by capitalising on a call for projects launched by the FFH among its network of 1,600 local clubs and over 13,500 partner establishments throughout France. The aim is to finance local initiatives supporting people with disabilities, and promote sport and equal opportunities while also building on the community cohesion initiated across the country by the Paris 2024 Olympic and Paralympic Games.

## Tremplin Collaborateurs Solidaires

The Tremplin Collaborateurs Solidaires call for projects bolsters these ties with local communities by enabling employees of FDJ UNITED to put forward projects developed by regional charities they believe deserve support. A total of 15 projects were supported in this way in 2024, with donations of up to €10,500.

Through this multifaceted engagement, the FDJ UNITED Foundation demonstrates how the true meaning of community traces its roots back to real people and real lives. ◆



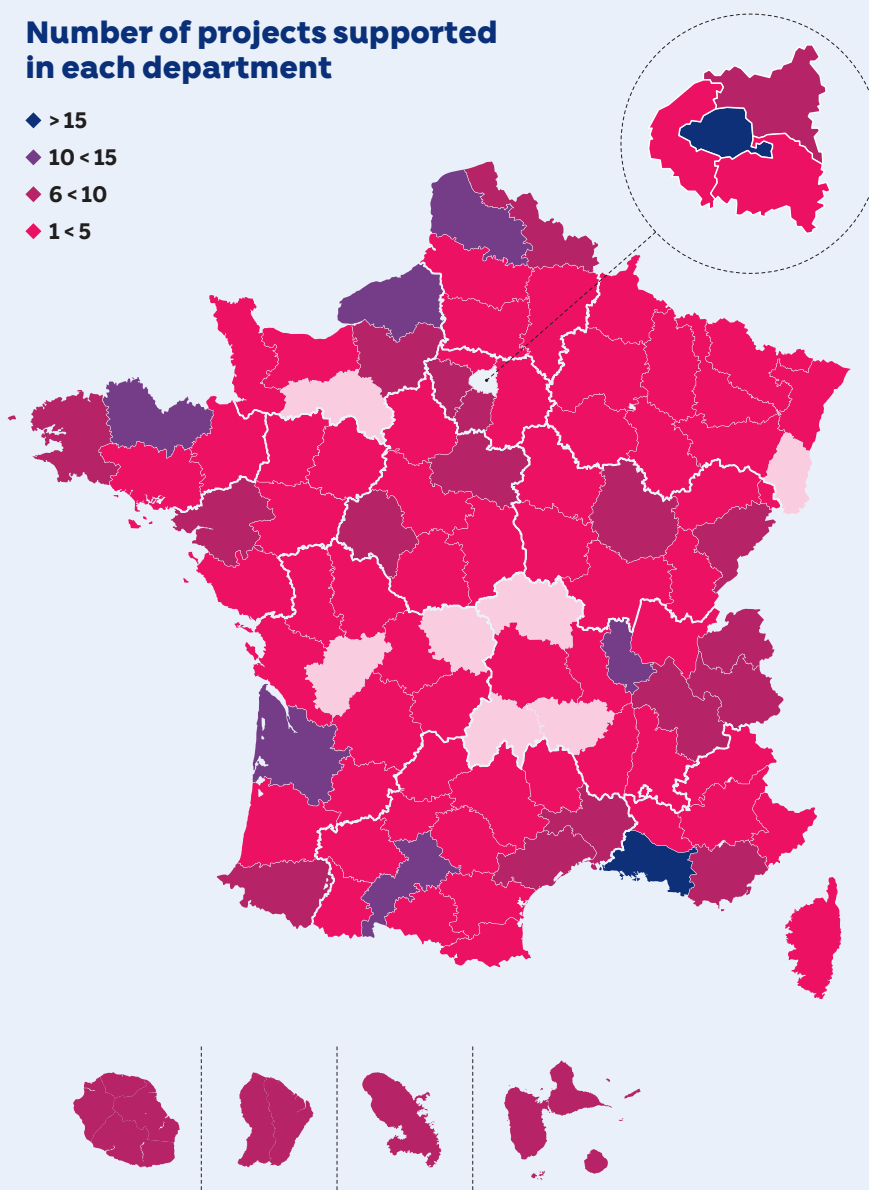
**“The Tremplin Détaillants Solidaires programme enables partner retailers to show their point of sale in a different light, championing community and public interest.”**

ANNE-SOPHIE JUPINET,  
REGIONAL SALES MANAGER, PACA

**Over 430 projects supported  
all across France**  
through the Tremplins Détaillants and  
Collaborateurs Solidaires programmes in 2023-2024

**Number of projects supported  
in each department**

- ◆ > 15
- ◆ 10 < 15
- ◆ 6 < 10
- ◆ 1 < 5



# Our partner charities, our strength

The FDJ UNITED Corporate Foundation works in close collaboration with a wide range of partners operating in a variety of areas relating to education and integration, representing a source of strength that helps it deliver social impact in line with the ambition of its commitments.

Not only does the FDJ UNITED Foundation support charities, it also supports charities as partners. This idea of partnership is fundamental, as the Foundation deploys a comprehensive approach to work together with charities to build each project. Over and above unilateral financial assistance, it actively seeks to share its experience, expertise and information. The aim is to accurately define the solutions our partners can leverage and help them upscale their operations. Below is an overview of the Foundation's partners and their missions. ◆

## CHARITIES SELECTED FOLLOWING THE 2023 CALL FOR MAJOR PROJECTS

 <p><b>1001mots</b> Preventing children from dropping out of school by helping vulnerable parents, exposing young children to a language-rich environment.</p>	 <p><b>France Parrainages</b> Developing one-on-one mentoring and offering support to parents.</p>	 <p><b>ARES</b> Training people with disabilities and people experiencing socio-professional exclusion and helping them back into work.</p>	 <p><b>DUO for a JOB</b> Promoting the socio-professional integration of refugees through an intergenerational mentoring programme.</p>
 <p><b>FFSA</b> Encouraging people with mental disabilities and disorders to take up sport.</p>	 <p><b>TZCLD</b> Offering people experiencing long-term unemployment a permanent work contract.</p>	 <p><b>Rêv'Elles</b> Inspiring and helping young women from underprivileged backgrounds to thrive in both their personal and professional lives.</p>	 <p><b>Café Joyeux</b> Providing adapted training programmes to enable participants to obtain a diploma in catering.</p>









## CHARITIES SELECTED FOLLOWING THE 2024 CALL FOR MAJOR PROJECTS

 <p><b>Siel Bleu</b> Enabling vulnerable children aged between 2 and 11, living with disabilities or from disadvantaged communities, to take part in sport.</p>	 <p><b>3PA</b> Providing free training to 16-25 year olds in professions involved in the environmental transition.</p>
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## CHARITIES SELECTED FOLLOWING THE 2025 CALL FOR MAJOR PROJECTS

 <p><b>IM'PACTES</b>          Protéger nos enfants, c'est protéger l'avenir.</p> <p><b>IM'PACTES</b>          Improving access to culture, healthcare and socio-professional integration for children supported by social services.</p>	 <p><b>Clubhouse</b> FRANCE          SE RÉTABLIR • VIVRE • S'ÉPANOUIR</p> <p><b>CLUBHOUSE</b>          Encouraging social and professional reintegration of people with severe mental disorders.</p>	 <p><b>Label Emmaüs</b>          fonds de dotation</p> <p><b>Label Emmaüs</b>          Training people excluded from society in digital professions and promoting an inclusive digital transition.</p>
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## OTHER STRATEGIC PARTNERS

 <p><b>Secours populaire</b>          Encouraging children from low-income families to learn about the Tour de France bike race and BMXing.</p>	 <p><b>Média-Pitchounes</b>          Promoting education and citizenship through projects relating to sport and journalism.</p>	 <p><b>CHÂTEAU DE VERSAILLES</b></p> <p><b>Château de Versailles</b>          Inviting beneficiaries of the Foundation's partner charities who rarely have the opportunity to visit museums to the Palace of Versailles.</p>	 <p><b>Unis-Cité</b>          Organising events with industry professionals to help young people achieve their career objectives.</p>
 <p><b>NQT</b>          POUR L'ÉGALITÉ VERS L'EMPLOI</p> <p><b>NQT</b>          Helping young people from diverse backgrounds to find work through mentoring with industry professionals.</p>	 <p><b>ADIE</b>          Supporting aspiring company creators from the French Overseas Territories to benefit from 35 hours of training.</p>	 <p><b>Restos du Cœur</b>          Collecting food donations and developing the use of digital technology among disadvantaged young people to help them stay informed.</p>	 <p><b>Handi Sport</b>          FÉDÉRATION FRANÇAISE</p> <p><b>FFH</b>          Enabling people with physical disabilities to take part in sporting activities compatible with their disability.</p>
 <p><b>Article 1</b>          PRENDRE LE POUVOIR SUR L'AVENIR</p> <p><b>Article 1</b>          Identifying and showcasing the transferable soft skills of young people supported by professionals to increase their chances of finding a job.</p>	 <p><b>FONDATION DU PATRIMOINE</b></p> <p><b>Fondation du Patrimoine</b>          Supporting socio-professional integration programmes running on restoration sites of selected monuments in the Mission Patrimoine scheme.</p>	 <p><b>FIRAH</b>          RECHERCHE APPLIQUÉE SUR LE HANDICAP</p> <p><b>Firah</b>          Providing tangible solutions to the obstacles facing people with disabilities and their families by harnessing applied research.</p>	 <p><b>entourage</b></p> <p><b>Entourage</b>          Offering people experiencing social exclusion the support networks they need to bounce back and reclaim their place in society.</p>
 <p><b>Alliance pour l'éducation</b></p> <p><b>Alliance pour l'éducation</b>          Developing impactful collective educational programmes that aim to accompany young people from underprivileged backgrounds throughout their school life.</p>	 <p><b>Télémaque</b></p> <p><b>Télémaque</b>          Facilitating social mobility by supporting talented young people from disadvantaged backgrounds through mentoring.</p>	 <p><b>Fête le Mur</b></p> <p><b>Fête le Mur</b>          Making learning easier using music and adding a playfulness to teaching.</p>	 <p><b>SPORT DANS LA VILLE</b>          Du Sport à l'Emploi</p> <p><b>Sport dans la Ville</b>          Encouraging social and professional integration among young people from disadvantaged backgrounds through sport by playing an active role in their progression and personal development.</p>

# A wide range of expertise channelled to fulfil a shared ambition

## The Board of Directors

The Foundation Board of Directors, chaired by Charles Lantieri, is made up of 12 members. They are renowned for their experience in disability, integration and education, and sit alongside representatives from FDJ UNITED with expertise in fundraising, HR, CSR and sport, as well as two elected staff representatives. This diverse range of experience and expertise makes it possible to channel the full spectrum of skills to serve the Foundation's charitable and community commitments.



## COMPOSITION OF THE BOARD OF DIRECTORS

- ◆ **Charles Lantieri**<sup>1</sup>,  
Chairman of the Foundation
- ◆ **Isabelle Delaplace**<sup>2</sup>,  
Managing Director of the Foundation
- **Gilles Barbier**<sup>3</sup>,  
Founder and Director of handicap.fr
- **Isabelle Gougenheim**<sup>4</sup>,  
President of the IDEAS Institute (Institute of Ethical and Mutual-Aid Action Development) from 2014 to 2023
- **Saïd Hammouche**<sup>5</sup>,  
Founder and President of Mozaïk RH
- **Daniel Panetto**<sup>6</sup>,  
Chairman of Culture Presse
- **Amel Bouzoura**<sup>7</sup>,  
Head of Engagement at the French Federation of Football
- ◆ **Dominique Cavalié**<sup>8</sup>,  
Chief Human Resources and Transformation Officer
- ◆ **Vincent Perrotin**<sup>9</sup>,  
Chief Sustainability Officer
- ◆ **Nathalie Le Garlantezec**<sup>10</sup>,  
Chief Communications Officer
- ◆ **Muriel Chevalier**<sup>11</sup>,  
Point of Sale Operations Manager
- ◆ **Ludmilla Maleyrot**<sup>12</sup>,  
Commercial Transformation Project Manager

● Qualified people independent from the FDJ UNITED Group

◆ People employed by the FDJ UNITED Group (including two FDJ UNITED elected staff representatives)



If you have any questions, please do not hesitate to write to the FDJ UNITED Foundation at [fondation@fdjunited.com](mailto:fondation@fdjunited.com)

To follow our calls for projects and our Tremplins, go to [www.fdjuned.com/fr/deposer-projet-associations/](http://www.fdjuned.com/fr/deposer-projet-associations/) (in French)

## The Foundation team

The FDJ UNITED Corporate Foundation is run by an operational team made up of 10 permanent employees, led by Isabelle Delaplace, Managing Director, to steer and deploy its actions on the ground.

From left to right: **Faustine Aury, Mélina Massé Caron, Alexandra Perrier, Victoria Matte, Alice Mazzocchi, Anna Nowak-Rivière, Isabelle Delaplace, Marion Querat, Céline Aubrée-Bafaro, Dalila Helimi** (absent from the photo).





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Visit the Foundation page on  
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