

4

NON-FINANCIAL PERFORMANCE STATEMENT

AFR

NFPS

FOREWORD	114	4.2. KEY SOCIAL AND SOCIETAL ISSUES	142
Introductory remarks	114	4.2.1. Gender equality	142
CSR organisation	114	4.2.2. Inclusion	147
Management's commitment	114	4.2.3. Media education	153
Recognition of TF1 group performance	115	4.2.4. Social policy	154
Global Compact membership	115	4.2.5. Solidarity	167
Scope	115		
Materiality matrix	115	4.3. ETHICS	169
Major CSR issues	116	4.3.1. Ethics in content	169
Cross-reference table	117	4.3.2. Ethics and compliance in business relations, responsible procurement and dialogue with stakeholders	170
		4.3.3. Data protection and cybersecurity	173
4.1. KEY ISSUES OF THE ENVIRONMENTAL TRANSITION	118	INDEPENDENT THIRD PARTY'S REPORT ON VERIFICATION OF THE NON-FINANCIAL STATEMENT PRESENTED IN THE MANAGEMENT REPORT	174
4.1.1. Environmental context	118	1. Reasoned opinion on the compliance and sincerity of the Declaration	174
4.1.2. Content and products that support the environmental transition	128	2. Reasonable Assurance Report on the Selected Information	176
4.1.3. Responsible advertising	132	Appendix 1: the most important information	177
4.1.4. Reducing the environmental impact of the Group's activities	134		

FOREWORD

INTRODUCTORY REMARKS

Under Article L. 225-102-1 of the Decree of August 2018 transposing the European reporting directive into French law, TF1 group, a subsidiary of Bouygues Group which consolidates its financial statements, is no longer obliged to publish a non-financial report, nor to have the content verified by an independent third party. The Bouygues group meets these obligations and publishes a consolidated non-financial report verified by an independent third party, including information on all its subsidiaries such as the TF1 group. Nevertheless, the TF1 group decided to publish its non-financial performance statement (NFPS) on a voluntary basis, together with a third-party audit (see the independent auditor's report in section 4.4).

The specific disclosures required by the Decree are presented in different parts of this document and are cross-referenced from this section. Including:

- the business model, presented in the Integrated Report at the beginning of this Universal Registration Document;

- CSR issues which also present an element of risk appear in section 2 "Risk Factors";
- the methodology for identifying CSR challenges is presented in the Foreword;
- for each of the major challenges, this section explicitly describes the context in which the activity is conducted, the policies, action plans and measures implemented;
- internal social policy and human rights, as well as ethical issues including corruption and tax evasion, are dealt with in sections 4.2 and 4.3 of this section;
- the European Green Taxonomy is covered in section 4.1.1.2.

The fight against food insecurity and in favour of animal welfare, and actions concerning Defence, are not material challenges for TF1 and are therefore not covered by the NFPS.

In the past five years, TF1 group did not make use of structures aimed at artificially reducing the tax expenses related to Group companies nor did it transfer tax income to countries with lower tax rates.

CSR ORGANISATION

TF1 group's Corporate Social Responsibility policy is the result of collaboration between all of the Group's business lines, co-ordinated by the CSR Department created in 2005 which has reported to the Human Resources Division since 2016. The latter is headed up by Valérie Languille, Executive Vice President Human Resources & CSR and a member of the Executive Committee.

The CSR Department includes three full-time staff, one part-time employee and one work-study trainee, who, together, are responsible for drafting the Non-Financial Performance Statement.

In 2014, the Board of Directors decided to set up an Ethics and CSR Committee (see section 3), which became the Ethics, CSR and Corporate Sponsorship Committee in February 2020.

An update on CSR activities is presented at each Meeting of the Board of Directors by the Chairman of the Board.

MANAGEMENT'S COMMITMENT

The Executive Officer's variable remuneration is based on both financial and non-financial criteria linked notably to the Company's CSR performance. In 2023, these criteria assessed the commitment of the Executive Officer to compliance and meeting targets related to gender balance, reducing the carbon impact of TF1 group and health and safety issues, which could total up to 15% of his fixed remuneration (of the 40% weighting which is applied to all non-financial performance criteria).

The Executive Officer also has an incentive, via the Long-Term Incentive (LTI) plans granted by Bouygues Group, to reach targets in terms of gender balance and rolling out TF1 group's Climate Strategy. Since 2017, the variable portion of remuneration for each member of the Executive Committee (COMEX) has also included at least one CSR criterion.

Since 2023, this also applies to all employees who receive a variable portion, amounting to 10% of their variable remuneration. There are numerous criteria, adapted to each business scope and covering the roll-out of TF1 group's Climate Strategy, gender balance and ethnic diversity in content, increased women representation on management bodies and policies to promote inclusion within the Company.

The Bouygues Management Institute regularly organises seminars on managerial responsibility and sustainable development, which are attended by senior executives of TF1. The goal is to support them in reflecting on their roles, responsibilities, respect for ethical principles in their day-to-day work and particularly efforts to fight against corruption, awareness of environmental transition issues and inclusive management.

In summer 2023, Newen developed its CSR roadmap, setting a 10-20% incentive for Executive Committee remuneration.

RECOGNITION OF TF1 GROUP PERFORMANCE

In addition, Bouygues Group received a B rating for the 2023 Carbon Disclosure Project (CDP) climate questionnaire, with responses from all Bouygues Group subsidiaries, including TF1 group.

As in previous years, the TF1 group featured in the DJSI 2023 World Index.

GLOBAL COMPACT MEMBERSHIP

Bouygues Group, on behalf of all the businesses that it represents, including TF1, renewed its commitment alongside other French and international companies to respect and promote the ten principles

In 2023, TF1 group also featured as the highest-ranking Media company in the general classification of France's most responsible companies, which was prepared by Germany's Statista institute for the French newspaper, Le Point. The rankings are based on three criteria: environment, social and governance.

Moreover, in 2021 TF1 group was awarded EcoVadis Gold status.

SCOPE

Headcount broke down as follows across the various organisational structures at 31 December 2023:

- 65% for TF1 and TMC;
- 30% for Newen Studios;

of the Global Compact⁽¹⁾ on human rights, labour rights, the environment, and the fight against corruption.

Geographical breakdown of revenue

TF1 group mainly generates revenue in France and in Europe. In 2023, it broke down as follows:

- 85.7% in France vs. 85.9% in 2022;
- 11.4% in Europe excluding France vs. 11.3% in 2022;
- 2.9% for other countries vs. 2.8% in 2022.

- 3% for My Little Paris;
- 1% for Magnetism;
- 1% for Play Two.

Fully and partly consolidated companies are included in the scope of reporting except where TF1 group is not the operator of the entity in question, i.e. where it does not have managerial responsibility. A company has managerial responsibility for an entity where it has decision-making powers for the operational procedures of the entity in question.

During the reference reporting period, the Group made no material acquisitions or disposals.

MATERIALITY MATRIX

The materiality analysis conducted by TF1 group in 2021 to reflect the growing expectations of its internal and external stakeholders as regards CSR and the diversity of the Group consisted of identifying key issues that could represent growth opportunities, or conversely risks to TF1 group operations if they are not properly taken into account.

The analysis was conducted in co-operation with the R3 Imaginable consulting firm and involved a wide-ranging consultation of:

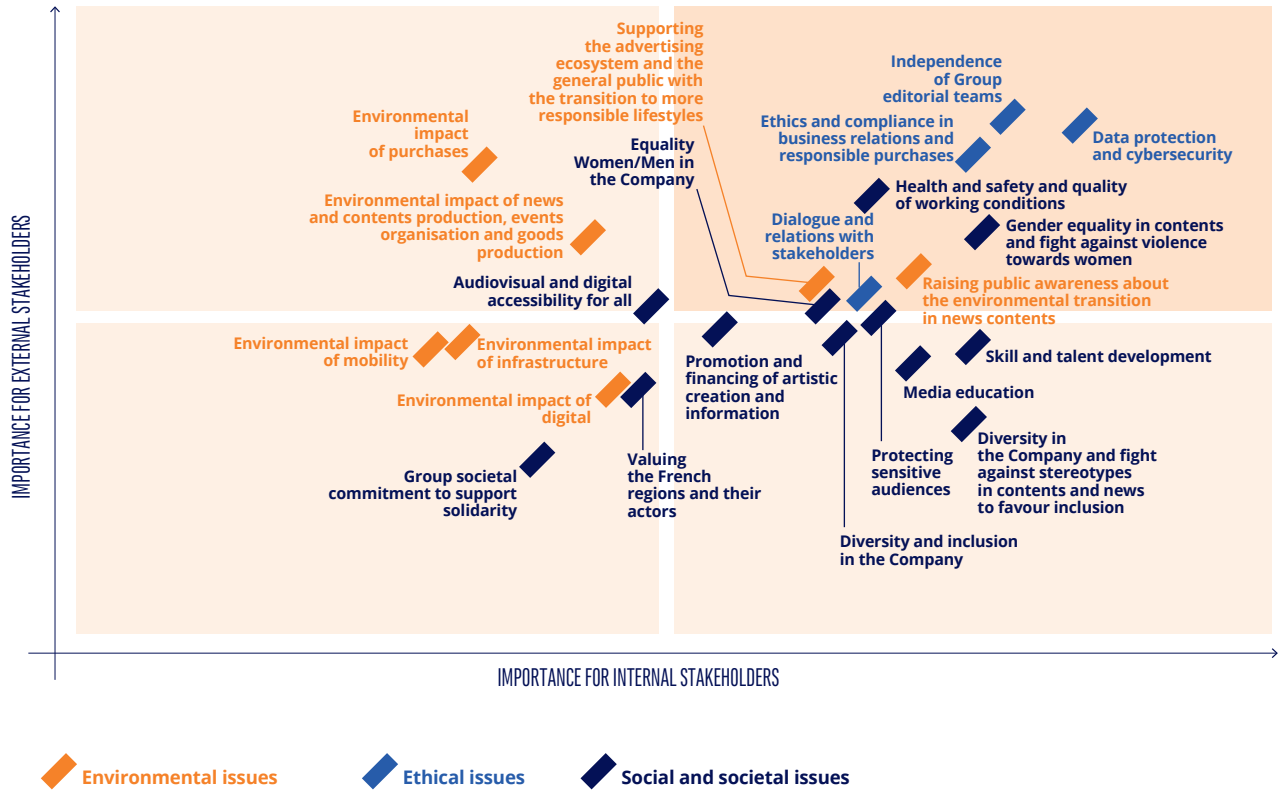
- top management through personal interviews;
- TF1 group employees (including non-permanent staff who work for the Group on a temporary basis), via an anonymous online questionnaire;
- a public focus group by means of an anonymous online survey;
- an External Stakeholders Committee comprised of media agencies, advertisers, experts, suppliers, government agencies, investors, journalists, NGOs and producers that met last October at a brainstorming event organised by R3 Imaginable.

The discussions were inspired by a list of 23 issues arising from topics already addressed in previous materiality analyses, six major CSR issues defined in 2020 by R3 group, expectations of external stakeholders and in particular those of non-financial rating agencies, government agencies and NGOs as well as an industry benchmarking study undertaken by R3 Imaginable.

The materiality matrix resulting from the consultation had 11 major issues prioritised by a committee of TF1 group operational staff considering the risks and opportunities in terms of reputation, the business, societal impact and/or commitment for employees. The members of these Committees were drawn from different Group entities: Newen Studios, Content, Information, Technology, Purchasing, Investor Relations, TF1 Pub, Legal, Communications, Employee Relations, Employee Representatives and CSR.

(1) <https://unglobalcompact.org/what-is-gc/participants/1420-Bouygues>

The results of this study were shared multiple times with employees and top management, empowering each employee to align their actions with the TF1 group's CSR approach.



MAJOR CSR ISSUES

In 2023, in an effort to make it easier for employees and stakeholders to understand the Group's CSR strategy, the CSR Department grouped key challenges into seven pillars, as shown below:

KEY ISSUES OF THE ENVIRONMENTAL TRANSITION	KEY SOCIAL AND SOCIETAL ISSUES	ETHICAL ISSUES
<ul style="list-style-type: none"> reducing the TF1 group's environmental impact; raising public awareness of the environmental transition through content; promoting more responsible advertising. 	<ul style="list-style-type: none"> taking action to achieve gender equality; championing diversity, inclusion and solidarity; ensuring health, safety and well-being at work. 	<ul style="list-style-type: none"> building trust in the media.

CROSS-REFERENCE TABLE

Commitment	Indicator	Description	Value	Section
Taking action to achieve gender equality	Percentage of women on TF1 TV news	Experts appearing on set	54%	4.2.1.1
	Women representation on executive bodies	Executive Committee (COMEX)	50% in 2023	4.2.1.2
		General Management Committee (CODG)	46% in 2023	
	Support programmes for women representation on management bodies	Women involved in One's	56% in 2023	4.2.1.2
	Training – Fight against sexism and harassment	Employees who completed TF1's "Tous acteurs contre le sexisme" ("Everyone against sexism") e-learning course	93% in 2023	4.2.4.7
Championing diversity, inclusion and solidarity	Professional integration via the TF1 Foundation	Young persons supported by the Foundation	177 since its founding	4.2.2.1
	Professional integration via the La Réplique association	Young people cast and referenced through Immersion Cinéma	105 since 2021	4.2.2.1
	Workers with disabilities	Employees with disabilities recruited (Fixed-Term (FT), Open-Ended (OE))	31 in 2023	4.2.2.2
		Number of work-study trainees with disabilities	14 in 2023	
	Solidarity events	Associations/organisations having received donations in kind or in cash	113	4.2.5
		Total amount of support allocated	€36,795,000	
Solidarity advertising	Donations connected for Goodeed operation	+€730,000 since 2020	4.2.5.3	
Ensuring health, safety and well-being at work	Internal opinion poll	Respondents who manage to balance their professional and personal lives	81% in 2023	4.2.4.2
	Health and safety at work	Work-related accidents with time off	14 in 2023	4.2.4.3
Reducing the TF1 group's environmental impact	Supplier relations and commitment	Suppliers trained on reducing the carbon intensity of purchasing	70 since 2022	4.1.4.2
	Vehicle fleet electrification	Hybrid and electric vehicles	100% end-2023	4.1.4.2
	Reducing energy consumption	Consumption by the TF1 tower since 2011	-35.7%	4.1.4.2
Raising public awareness of the environmental transition through content	News coverage of environmental issues	Environmentally-focused topics on 1pm (lunchtime), 8pm (evening) and weekend news bulletins	1,124 topics, i.e. 10.30%	4.1.2.1
	Variable component CSR objectives	Employees impacted by CSR objectives for their variable portion	424	4.2.4.5
	Training on environmental transition challenges	Employees on open-ended (OE) contracts – TF1 group scope excluding Newen Studios	2/3 since 2022	4.2.4.7
	Education for all publics	Les Rencontres de l'Info	5 in 2023	4.2.3.1
Promoting more responsible advertising	Advertising offerings	Percentage of advertising with eco-responsible messages	26.5% in 2023	4.1.3.2
	Public awareness	Eco-funding advertising spots	2,299	4.1.3.2
		Campaign contacts	404 million contacts	
Market player awareness	Fresque de la Publicité (Advertising Fresk) participants	+1,000 end-2023	4.1.3.2	
Building trust in the media	Training teams in fact-checking	Documentalistas, journalists trained in editorial fact-checking	163 since 2019	4.2.3.2
	Ethics and compliance in business relations	Open-ended contract employees who completed TF1 group's e-learning course on the fight against corruption – excluding Newen Studios	95% since 2020	4.3.2.1

4.1. KEY ISSUES OF THE ENVIRONMENTAL TRANSITION

ENVIRONMENTAL REPORTING PARAMETERS

Exercise

From 1 October 2022 to 30 September 2023.

Scope

To measure carbon footprint and carbon impacts:

- TF1 group companies housed in the Tour and Atrium⁽¹⁾ buildings in Boulogne-Billancourt (without factoring in the Atrium storeys not used by TF1 group employees);
- La Seine Musicale buildings and the backup site;
- the TMC subsidiary, in Monaco;
- all Newen Studios companies located in France, namely 76.9% of Group employees and 86% of Group revenue at 30 September 2023⁽²⁾.

For electricity consumption:

- TF1 group companies housed in the Tour and Atrium headquarter buildings in Boulogne-Billancourt (factoring in all storeys of the Atrium building);

- And the TMC subsidiary, in Monaco, namely 63.6% of Group employees and 82% of Group revenue at 30 September 2023.

For the remaining indicators:

- TF1 group companies housed in the Tour and Atrium buildings in Boulogne-Billancourt (factoring in all storeys of the Atrium building) namely 62.6% of Group employees and 75% of Group revenue at 30 September 2023.

In addition, the qualitative information, particularly with regard to content with environmental added-value and responsible advertising, as well as the approaches taken as part of the 2030 Climate Strategy apply to TF1 group as a whole.

INDICATOR COLLECTION PROCESS

The measures apply to the Tour and Atrium buildings as follows:

- water and steam consumption data is taken from meter readings;
- electricity consumption data is taken from bills and confirmed through remote readings obtained from the EDF website under a load curve monitoring agreement (TCC);
- waste including bulky items (skips), compacted paper, food waste, waste consisting of wet packaging, glass, used oil, batteries, print consumables, electronic waste, is weighed by the Company retained by the Group to manage and monitor its waste (PAPREC under the agreement with Bouygues Energies et Services). A waste log is kept up to date and Waste Monitoring slips are issued in line with current regulations;

- refrigerant fluids are measured on the basis of summaries from the service providers responsible for servicing the air conditioning systems;
- fuel consumption for electric generators is calculated as the difference between the amount of fuel in the two tanks at the start and end of the period, having regard to any fills in the meantime;
- Fuel (electricity) consumed by company cars and outside broadcast vehicles is calculated from statements provided by Total based on the use of the company card for petrol fill-ups (or electric recharges).

4.1.1. ENVIRONMENTAL CONTEXT

4.1.1.1. TF1 group exposure to the physical risks of climate change

The operations of TF1 group are not very exposed to physical risks associated with climate change (extreme weather events), including sharp increases in energy prices or carbon taxes. Only the TF1 headquarters on the banks of the River Seine required a flood prevention plan in the event of flooding. This ensures continued broadcasting at an emergency back-up site not exposed to this risk. Exercises simulating protection measures (flood barriers) and

remediation measures (emergency site) for this risk are regularly carried out. The energy sobriety plan, to be deployed in 2022 following government recommendations to deal with electricity shortages, is described in detail in section 4.1.4.2.

Furthermore, the nature of the Group's activities in all its head offices does not pose a direct risk to biodiversity, water or soil quality.

(1) TF1 group employees have no longer used the Atrium building in Boulogne-Billancourt since summer 2023. As a result, the only activity data recognised for this scope is that corresponding to the period during which the building is occupied by TF1 group employees.

(2) Factoring in the complexity of the Newen Studios group's international structure (11 production companies of varying sizes), the carbon impact of this scope is yet to be measured.

4.1.1.2. Regulatory developments: Media Climate Contract, European Taxonomy, Corporate Sustainability Reporting Directive (CSRD)

Media Climate Contract

Under the French Climate and Resilience Act (2021), the TF1 group signed a climate contract with ARCOM (French Audiovisual and Digital Advertising Regulator) which outlines its commitments in the fight against climate change and the protection of our planet.

The two-part media sector contract governs television channels:

- underlining shared commitments for all channels;
- and additional commitments made by each media group.

In 2022, TF1 group made the following commitments:

- gradually reduce the number of prizes on channels featuring products and services which negatively impact the environment;
- contribute to discussions aimed at developing methodologies that calculate carbon footprint for advertising and programme broadcasting;
- raise awareness and train in-house teams on environmental transition challenges;
- advertising, sponsoring, teleshopping and product placement: increasing Group partner (advertisers, producers) awareness of the need to recognise the challenges of the environmental transition;
- discuss topics in our programmes linked to the environment, its protection and the fight against climate change. An extensive programme range addresses these issues: magazine shows, news, documentaries, entertainment, games, drama, etc.
- make every effort to regularly invite environmental experts, particularly for programmes on set;
- promote the broadcast of eco-responsible solutions in the Group's programmes.

TF1's specific commitments

- Implement environmentally responsible initiatives within the Company. These involve Group-led initiatives to tackle environmental issues through its CSR policy, as outlined in this document.

In June 2023, the TF1 group renewed **all its commitments for 2024**, albeit with one development:

- Introduce a shared carbon calculator for all ad sales houses working in audiovisual media (TV, radio, digital).

Specific commitments

- Raise producers' awareness of the need to recognise the environmental transition in their production;
- increase key supplier awareness of purchasing and procurement categories (excluding rights) that need prioritising under the decarbonisation plan.

European Union (EU) Green Taxonomy

The European Taxonomy Regulation (Regulation (EU) 2020/852) came into force in 2021.

Green Taxonomy is one of the pillars of the European Union's sustainable finance strategy with three priorities:

- redirecting capital flows towards sustainable investments;
- systematically integrating sustainability into risk management;
- promoting long-term transparency.

In this context, the Taxonomy Regulation establishes reporting obligations for non-financial and financial companies based on a classification that defines environmentally sustainable economic activities. This classification serves as both a guide for investments and a tool for transitioning to more sustainable economic activities.

This regulation is applicable to all companies within the scope of the Non-Financial Reporting Directive – NFRD (in France, subject to the publication of an NFPS) – since 2021. Companies are obliged to report eligible activities (year 1 - 2021 financial year) which are subsequently aligned (year 2 - 2022 financial year) as well as the sustainable portion of related financial Key Performance Indicators (KPIs) (Revenue, Capex, Opex).

An economic activity is considered "eligible" if it is included in the expanding list of activities (around 100 to date) mentioned in the delegated acts of the Taxonomy Regulation. It refers to activities that are currently selected by the European Commission (EC) since they are likely to significantly contribute to at least one of the environmental objectives. This list will gradually be completed.

Eligible business activities are "aligned", i.e. sustainable, only if they meet the following criteria:

- they significantly contribute to the achievement of one of the six environmental objectives of the Taxonomy:
 - climate change mitigation;
 - climate change adaptation;
 - sustainable use and protection of water and marine resources;
 - transition to a circular economy;
 - pollution prevention and control;
 - protection and restoration of biodiversity and ecosystems;
- they do no significant harm to the five other objectives (Do No Significant Harm criterion);
- minimum social and societal safeguards (e.g.: OECD, UN guidelines, etc.) are also respected.

After a first year (year 1) focused on identifying eligible activities, and a second (year 2) on measuring their alignment, this third year (year 3) of the Taxonomy will see the first comparisons based on a year's history.

The financial information used for this analysis is taken from the consolidated financial statements for the financial year ended 2023.

Eligibility and classification of TF1 group activities

In order to clarify the interpretation applicable to "Article 8" and "Climate" delegated regulations of the European Taxonomy and to apply them consistently within groups in the same operating segment, the European Commission (EC) published a series of frequently asked questions (FAQs) in 2022. One of these FAQs found that all activities relating to programme and content production and broadcasting should be regarded as enabling activities (contributing to the climate change adaptation objective) and are therefore eligible for the Taxonomy.

The following TF1 group activities are eligible under the **climate change adaptation objective (No. 2)**:

- 8.3 Programming and broadcasting: free-to-air DTT channels (TF1, TMC, TFX, TF1 Séries Films, LCI), pay channels (Ushuaïa, Histoire TV, TV Breizh) and e-TF1;
- 13.1 Creative, artistic and live show activities: STS;
- 13.3 Production of motion pictures, videos and television programmes; sound recording and music publishing: TF1 Films Production, TF1 Production, Newen Studios, TF1 Musique, Play Two.

The activities of the following TF1 group subsidiaries are not eligible for the Taxonomy as currently defined by the regulation: Advertiser services (TF1 Pub, TF1 Business Solutions, TF1 Factory, Magnetism), e-commerce (My Little Paris).

Taxonomy alignment

Substantial contribution to the climate change adaptation objective

The first step in meeting the substantial contribution criteria for the adaptation objective is to conduct a vulnerability and risk exposure study, and for each risk identified, to plan remedial action. This study was carried out in 2023. Remedial solutions have been deployed to limit the impact of the main risks, particularly in the event of extreme heat or flooding.

Methodology and calculation: revenue

The tables below illustrate the proportion of revenue eligible for and aligned with the Taxonomy, broken down into activities (based on the above classification).

Group revenue	2023		2022	
	Revenue (€m)	Share of Group revenue (%)	Revenue (€m)	Share of Group revenue (%)
I. Taxonomy-eligible activities	2,199.6	95.8%	2,336.3	93.2%
8.3 Programming and broadcasting	1,784.8	-	1,826.6	-
13.1 Creative, artistic and live show activities	12.6	-	10.7	-
13.3 Production of motion pictures, videos and television programmes; sound recording and music publishing	402.2	-	499.1	-
II. Non-eligible activities	97.1	4.2%	171.4	6.8%
TOTAL TF1 GROUP REVENUE (I + II)	2,296.7	100.0%	2,507.7	100.0%

In an effort to define the aligned proportion of programmes broadcast on its channels during the financial year, the Group identified the broadcasting times of programmes on its television channels with an environmental, ecological transition or climate change focus – as specified in the Climate Contract signed with ARCOM as part of the French Climate and Resilience Act. These airtime slots are likely to increase public awareness of climate risks and step up the number of adaptation efforts. These slots are calculated on the basis of airtime that occurs from 6:00 a.m. to 12:00 a.m. (midnight) since the midnight-6:00 a.m. timeframe contributes less to audience share and revenue.

The airtime for environmentally-focused programmes broadcast was reviewed individually for each of the following six linear channels: TF1, TMC, TFX, TF1 SF, LCI, Ushuaïa. For e-TF1, Histoire TV and TV Breizh, the average percentage of DTT channels weighted by their respective revenue was applied. For activities 13.1 and 13.3, until more accurate and measurable data are provided, the average percentage of activities in 8.3 (8 linear channels + e-TF1) weighted by their respective revenue was applied.

DNSH criteria ("Do no significant harm")

The Group's eligible activities (8.3 Programming and broadcasting, 13.1 Creative, artistic and live show activities, 13.3 Production of motion pictures, videos and television programmes) likely "do not significantly harm" other environmental objectives. The DNSH criterion was therefore met.

Minimum safeguards

The last criteria in the alignment with the Taxonomy consists of ensuring that activities are carried out in compliance with minimum social and ethical safeguards. The Group details its social and ethical commitments in sections 4.2 and 4.3 of this document. Its Code of Ethics is available at the following link: <https://groupe-tf1.fr/fr/communiqués/corporate-autres-documents/code-d'ethique-du-groupe-tf1-2019>.

The total revenue figure used stood at €2,296.7m, corresponding to the amount shown in the Group's consolidated income statement, as presented in the "Financial Statements" section of this 2023 Universal Registration Document. The Group's eligible revenue was €2,199.6m, representing a high rate of 95.8%, up 2.5 pts on 2022. This change is mainly due to the sale of the Unify subsidiary, which reduced the amount of non-eligible activities. Aligned Group revenue totalled €93.4m, or 4.1% of total Group revenue, as shown below. The increase in the alignment rate from

2022 (+0.9 pt) reflects the increased proportion of environmentally-focused programmes broadcast on the Group's channels, mainly driven by News, with a growing number of eco-responsible topics discussed on TV news, as outlined in section 4.1.2.1. The number of eco-minded programmes also rose in animation, entertainment, magazine shows and weather. The TF1 group continues to use its editorial stance to raise public awareness of environmental issues and the ecological transition, in accordance with the intent of the Climate Contract signed with ARCOM.

	2023		2022	
	Aligned revenue (€m)	Share of Group revenue (%)	Aligned revenue (€m)	Share of Group revenue (%)
Aligned revenue				
I. Taxonomy-eligible activities	93.4	4.1%	79.1	3.2%
8.3 Programming and broadcasting	75.8	-	61.9	-
13.1 Creative, artistic and live show activities	0.5	-	0.4	-
13.3 Production of motion pictures, videos and television programmes; sound recording and music publishing:	17.1	-	16.9	-
II. Non-eligible activities	0.0	0.0%	0.0	0.0%
TOTAL TF1 GROUP REVENUE (I + II)	93.4	4.1%	79.1	3.2%

Methodology and calculation: Capex

Under the Taxonomy, Capex relates to property, plant and equipment, intangible assets and IFRS 16. Eligible Capex are Capex from eligible activities or Capex from suppliers whose activity is eligible (building lease contracts).

Total Capex was €339.5m, corresponding to an increase in the gross value of property, plant and equipment, intangible assets and rights of use of leased assets, including acquisitions during the

financial year. The amount of Taxonomy-eligible Capex was €291.5m, representing a high rate of 85.9%.

A breakdown of Capex by activity is calculated by adding the "Audiovisual rights" Capex (activities 8.3 and 13.3) and the Capex related to building lease contracts, which break down by activity for the relevant companies (based on the above classification).

	2023		2022	
	Capex (€m)	Share of Group Capex (%)	Capex (€m)	Share of Group Capex (%)
Capex				
I. Capex for Taxonomy-eligible activities	263.1	77.5%	276.5	75.9%
8.3 Programming and broadcasting	102.3	-	86.0	-
13.1 Creative, artistic and live show activities	-	-	-	-
13.3 Production of motion pictures, videos and television programmes; sound recording and music publishing:	160.7	-	190.5	-
II. Capex from eligible suppliers	28.4	8.4%	29.0	8.0%
7.7 Acquisition and ownership of buildings (IFRS 16)	28.4	-	29.0	-
III. Capex from non-eligible activities	48.0	14.1%	58.7	16.1%
TOTAL TF1 GROUP CAPEX (I + II + III)	339.5	100.0%	364.2	100.0%

The portion of Capex aligned with eligible activities was estimated on the basis of a percentage of alignment for eligible revenue.

Aligned Capex	2023		2022	
	Aligned Capex (€m)	Share of Group Capex (%)	Aligned Capex (€m)	Share of Group Capex (%)
I. Capex for Taxonomy-eligible activities	11.6	3.4%	9.8	2.7%
8.3 Programming and broadcasting	4.5	-	3.1	-
13.1 Creative, artistic and live show activities	0.0	-	0.0	-
13.3 Production of motion pictures, videos and television programmes; sound recording and music publishing;	7.1	-	6.8	-
II. Capex from eligible suppliers	0.0	0.0%	0.0	0.0%
7.7 Acquisition and ownership of buildings	0.0	-	0.0	-
III. Non-eligible activities	0.0	-	0.0	-
TOTAL TF1 GROUP CAPEX (I + II)	11.6	-	9.8	-

Methodology and calculation: Opex

Under the Taxonomy, Opex relates to R&D spending, maintenance and repair expenses, short-term rent, building renovation measures and other maintenance/servicing expenditure for fixed assets. Eligible Opex correspond to eligible activities or Opex from individual measures introduced with suppliers whose activity is also eligible for the Taxonomy and which transform target activities into low-carbon activities or achieve greenhouse gas (GHG) reductions, as well as individual building renovation measures.

The Group's business activities are such that it is hardly exposed to the abovementioned Opex. The Group therefore considers that Opex is not material to its business model and has decided to exempt it from alignment assessment, as permitted by the European Green Taxonomy regulation.

European Green Taxonomy reporting tables

Revenue

Financial year	Year	Substantial contribution criteria										DNSH criteria (DNSH - "Do no significant harm")							
		Code(s) (2)	Absolute revenue (3) Currency (€m)	Share of revenue (4) %	Climate change mitigation (5) Y/N; N/EL	Climate change adaptation (6) Y/N; N/EL	Water and marine resources (7) Y/N; N/EL	Circular economy (8) Y/N; N/EL	Pollution (9) Y/N; N/EL	Biodiversity and ecosystems (10) Y/N; N/EL	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Share of Taxonomy-aligned (A.1.) or eligible (A.2.) revenue, 2022 (18) %	Category (enabling activity) (19) E
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Programming and broadcasting	CCA 8.3	75.8	3.3%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	25%	E	
Creative, artistic and live show activities	CCA 13.1	0.5	0.0%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Production of motion pictures, videos and television programmes; sound recording and music publishing	CCA 13.3	17.1	0.7%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.7%	E	
Revenue of environmentally sustainable activities (Taxonomy-aligned) (A.1)		93.4	4.1%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	3.2%		
o/w enabling		93.4	4.1%	0.0%	4.1%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	3.2%		
o/w transitional		0.0	0.0%							Y	Y	Y	Y	Y	Y	Y	0.0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Programming and broadcasting	CCA 8.3	1,709.1	74.4%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								70.4%		
Creative, artistic and live show activities	CCA 13.1	12.0	0.5%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								0.4%		
Production of motion pictures, videos and television programmes; sound recording and music publishing	CCA 13.3	385.1	16.8%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								19.2%		
Revenue of Taxonomy-eligible but not environmentally sustainable activities (A.2)		2,106.2	91.7%	0.0%	91.7%	0.0%	0.0%	0.0%	0.0%								90.0%		
Revenue of Taxonomy-eligible activities (A)		2,199.6	95.8%	0.0%	95.8%	0.0%	0.0%	0.0%	0.0%								93.2%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Revenue of Taxonomy-non-eligible activities		97.1	4.2%																
TOTAL (A+B)		2,296.7	100.0%																

	Share of revenue/(Absolute revenue)	
	Aligned	Eligible
Climate change mitigation (5)	0.0%	0.0%
Climate change adaptation (6)	4.1%	95.8%
Water and marine resources (7)	0.0%	0.0%
Circular economy (8)	0.0%	0.0%
Pollution (9)	0.0%	0.0%
Biodiversity and ecosystems (10)	0.0%	0.0%

Capex

Financial year	Year	Substantial contribution criteria										DNSH criteria (DNSH – "Do no significant harm")					Share of Taxonomy-aligned (A.1.) and eligible Capex (A.2.), 2022 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		Code(s) (2)	Absolute Capex (3)	Share of Capex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)			
Economic activities (1)			Currency (€m)	%	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Programming and broadcasting	CCA8.3	4.5	1.3%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.8%	E	
Production of motion pictures, videos and television programmes; sound recording and music publishing	CCA13.3	7.1	2.1%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.9%	E	
Capex of environmentally sustainable activities (A.1)		11.6	3.4%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	2.7%		
o/w enabling		11.6	3.4%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	2.7%		
o/w transitional		0.0	0.0%								Y	Y	Y	Y	Y	Y	0.0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
					EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
Acquisition and ownership of buildings	CCM 7.7 / CCA 7.7	28.4	8.4%	EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL							8.0		
Programming and broadcasting	CCA8.3	97.8	28.8%	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL							22.8%		
Production of motion pictures, videos and television programmes; sound recording and music publishing	CCA13.3	153.7	45.3%	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL							50.4%		
Taxonomy-eligible Capex but not environmentally sustainable activities (A.2)		279.3	82.5%	0%	82.5%	0.0%	0.0%	0.0%	0.0%	0.0%							81.2%		
Capex of Taxonomy-eligible activities (A)		291.5	85.9%	0%	85.9%	0.0%	0.0%	0.0%	0.0%	0.0%							83.9%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capex of Taxonomy-non-eligible activities		48.0	14.1%																
TOTAL (A+B)		339.5	100.0%																

Share of Capex/(Absolute Capex)

	Aligned	Eligible
Climate change mitigation (5)	0.0%	8.4%
Climate change adaptation (6)	3.4%	85.9%
Water and marine resources (7)	0.0%	0.0%
Circular economy (8)	0.0%	0.0%
Pollution (9)	0.0%	0.0%
Biodiversity and ecosystems (10)	0.0%	0.0%

Opex

Financial year	Year	DNSH criteria (DNSH – "Do no significant harm")																	
		Substantial contribution criteria								DNSH criteria									
Economic activities (1)	Code(s) (2)	Absolute Opex (3)	Share of Opex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Share of Taxonomy-aligned (A.1.) and eligible Capex (A.2.), 2022 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
		Currency (€m)	%	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Opex of environmentally sustainable activities (A.1)		%	%	%	%	%	%	%									%		
o/w enabling		%	%	%	%	%	%	%									%		
o/w transitional		%															%		

A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Taxonomy-eligible Opex but not environmentally sustainable activities (A.2)		%	%	%	%	%	%	%									%		
Opex of Taxonomy-eligible activities (A)		%	%	%	%	%	%	%											

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

Opex of Taxonomy-non-eligible activities	12.0	%
TOTAL (A+B)	12.0	100%

	Share of Opex/(Absolute Opex)	
	Aligned	Eligible
Climate change mitigation (5)	0.0%	0.0%
Climate change adaptation (6)	0.0%	0.0%
Water and marine resources (7)	0.0%	0.0%
Circular economy (8)	0.0%	0.0%
Pollution (9)	0.0%	0.0%
Biodiversity and ecosystems (10)	0.0%	0.0%

Forecast expenses that support the environmental transition

The TF1 group has calculated total forecast expenses to support the environmental transition. They break down as follows:

Forecast expenses for 2024-2027, in euro millions (€m)

Forecast expenses that support the environmental transition

FORECAST EXPENSES FOR 2024-2027, IN EURO THOUSANDS (€M)

Expense type (€m)	Amount - 2024-2027
Content that supports the environmental transition	179
Cross-functional expenditure (human resources, building renovations, tools, etc.)	32
Responsible advertising and communications	21
TOTAL	233

The TF1 group continues to expand its content offering to support the environmental transition and is furthering its initiatives to promote more responsible advertising. In particular, the Group finances campaigns to educate the general public on the subject of environmental labels and criteria.

It supports its target to reduce its carbon footprint through numerous funded initiatives. The latter are intended to advance the eco-production of its programmes, digital sobriety and the decarbonisation of its procurement, which are the biggest contributor items on its carbon footprint assessments.

Lastly, the Group continues its efforts in soft mobility and reducing energy consumption by implementing plans to renovate its buildings and facilities.

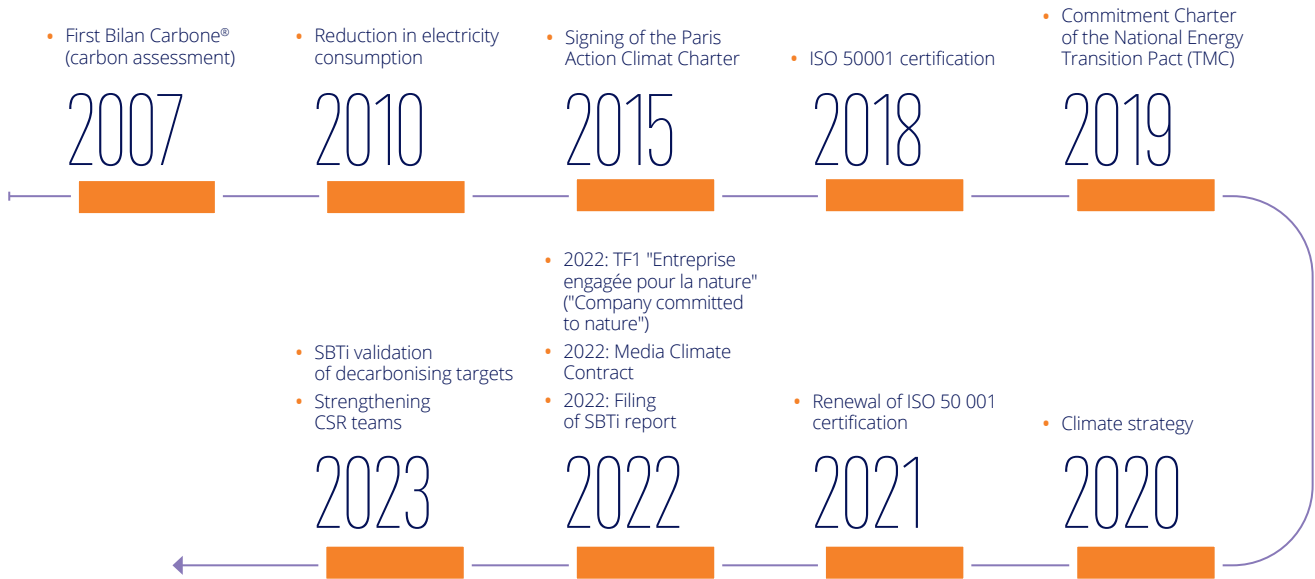
Corporate Sustainability Reporting Directive (CSRD)

Complying with the Corporate Sustainability Reporting Directive (CSRD), TF1 group is required to publish a Sustainability Report in 2025 focusing on the 2024 financial year. Preparations are already underway, and TF1 has started its double materiality analysis. This exercise will serve to pinpoint material issues which affect the Group's financials in addition to challenges where it has an environmental or societal impact. The ensuing priority will be to collect the relevant data on these issues, overseeing the drafting of a Sustainability Report that is regulatorily compliant.

4.1.1.3. Evolution of the Group's environmental approach

For 15-plus years, the TF1 group has undertaken to fight climate change.

EVOLUTION OF THE GROUP'S ENVIRONMENTAL APPROACH



At end-2020, the Group implemented a Climate Strategy, with a set of updated commitments in 2023:

- the development of a content offering that supports the environmental transition;
- actions to promote more responsible advertising;
- the reduction in the carbon impact of its activities with a commitment to reduce its carbon footprint by 30% out to 2030 across scopes 1, 2 and 3a as compared to 2021.

A follow-up on these commitments is presented in sections 4.1.2 on the content offering to support the environmental transition, 4.1.3 on responsible advertising and 4.1.4 on reducing the Group's environmental impact.

In October 2023, the SBTi (Science Based Targets Initiative) validated the TF1 group's decarbonisation targets out to 2030.



The scope used to set these targets includes the Newen Studios France subsidiary but does not include Newen's other international subsidiaries.

4.1.2. CONTENT AND PRODUCTS THAT SUPPORT THE ENVIRONMENTAL TRANSITION

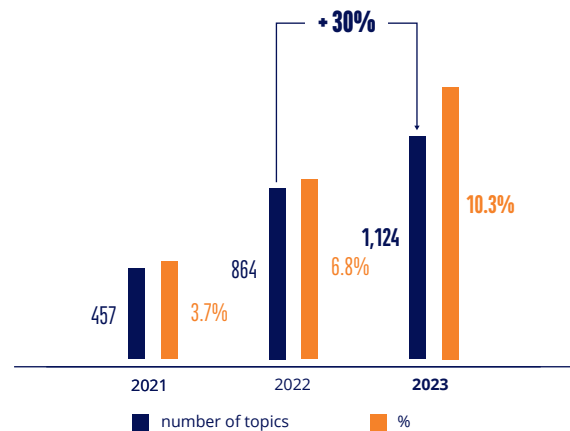
4.1.2.1. News content to support the environmental transition (TF1, LCI and TF1 Info)

Appointed in 2021, the Deputy Head of News in charge of mediation and CSR is stepping up her involvement in the ecological transition.

Number of environmentally-focused topics in TV news

The News Division utilises a survey to assess growth in eco-minded topics covered on channels. This also enables the Division to monitor the number of environmental experts involved in productions.

2023 saw a rapid increase in the recognition of environmental topics featured in the news, as illustrated by the graph below.



NB: Data was produced by an internal calculation including all topics of the 1pm (lunchtime), 8pm (evening) and weekend TF1 news bulletins excluding the month of August.

Presentation of study results on media coverage of the environmental transition

In 2023, TF1 again conducted a study with *Access Panel Toluna*, examining French people's perceptions of climate change and their media expectations, to better understand and anticipate expectations in these areas.

86% of French people consider global warming a top priority, but 77% feel powerless to do anything about it. This feeling can be linked to a sense of 'defeatism', with doubts about the right things to do which even borders on scepticism. As it happens, 36% of French people believe that scientists and politicians play up the consequences of global warming.

This means the media has a pivotal part to play: 84% of French people reported that "staying up-to-date on environmental topics is key nowadays". In fact, 78% of the French population want the media to engage with them on such issues. The study found that television is the most trusted medium among the French (39%), delivering the clearest information (40%).

The French also praise the educational and didactic nature (70%) of TF1's news bulletins covering the environment, which inspire confidence (75%). French people appreciate experts' more regular on-set appearances which furthers topical knowledge (81%) and livens up debates (78%).

This set of key takeaways lend credibility to the approach taken by the News Division, and particularly the solutions recommended in the Climate Roadmap.

Continuation of the News Division Climate Roadmap introduced in 2022

Pressing ahead with flagship formats

2023 saw a new season of the *Impact Positif* programme, created and presented by Sylvia Amicone, with weekly broadcasts on LCI and as vertical content on TF1 Info. Since its launch in September 2022, 47 changemaker-guests have appeared on the programme, delving into solutions to the climate and social emergency. What's more, during weather forecasts, presenters continually recommend eco-friendly practices.

The "Notre Planète" ("Our Planet") logo more easily identifies TF1 news items, LCI programmes and TF1 Info content with an environmental focus.

Partnering with RTE and GRT Gaz

In 2023, strategic partnerships were signed between TF1 group and RTE (the French power grid operator) as well as GRT Gaz (a French natural gas transmission system operator), aimed at:

- increasing public awareness of energy issues by with EcoWatt and Ecogaz energy consumption alerts featured in weather forecasts;
- educating viewers on the risk of energy pressures, encouraging people to take sustainable action and prevent power cuts.

Scooping several accolades

Environmental feature content such as "Notre Planète", "Demain", "La France des solutions", not to mention "Enquête", "Grands Formats", "Découvertes" and "La Bonne Idée" are now produced in "Terre Augmentée" format. Hosted by Yani Khezzar, this novel format showcases solution-focused journalism. The stories reported in the 8pm news bulletin for COP27 won the Grand Prix Stratégies for Media Innovation 2022-2023.

The Grand Prix Varenne 2023 was awarded to the *Notre Planète* news report by Ludovic Romanens and Julien Bervillé which spotlighted limestone mines in Egypt.

New editorial features

In November 2023, the all-new roadmap for the News Division was unveiled. New editorial features included:

Anti-waste week

From 27 November to 1 December 2023, the 1pm news bulletin delivered special coverage on anti-waste week. The purpose: to foreground initiatives for recycling and reuse practices. Regular fixture shows such as "Le 13h à table", "La Bonne Idée" and "SOS Villages" were renamed to include "anti-waste", as was the *13h à vos côtés* programme.

COP 28 – special feature week

The week of 26 to 30 November 2023 was dedicated to the COP 28 climate summit.

- A series of five augmented reality newscasts were broadcast on the 8pm bulletin, lasting a total time of almost 20 minutes. These newscasts were themed – "Nos campagnes", "Nos villes", "Nos montages". At the inaugural ceremony of COP 28, TF1 relayed "Aux origines du réchauffement climatique", which summarises the complexities behind climate change in a matter of minutes. This news feature notably emphasised fossil fuel dependency and the lengthy time it takes for CO₂ to leave the atmosphere.
- The weekend news bulletins showed a good dozen news items covering the following issues: waste sorting, withdrawing from fossil fuels, the loss of biodiversity, adapting to global warming, etc.

Expanding the Committee of Environmental Experts

2023 saw the News Division's Committee of Environmental Experts welcome a further five experts:

- Aurélien Bigo, a researcher specialising in the energy transition for transport, and member of the Energy and Prosperity Chair research group;
- Françoise Gaill, biologist and oceanographer, Emeritus Research Director at France's National Centre for Scientific Research (CNRS);
- Philippe Grandcolas, ecologist and systematist, Research Director at CNRS;
- Yamina Saheb, engineer and economist with a PhD in energy, and one of the recognised experts of the Intergovernmental Panel on Climate Change (IPCC);
- Heidi Sevestre, glaciologist and explorer.

This Committee seeks to improve coverage of the environmental transition on TF1, LCI and TF1 Info. These experts share expertise with journalists to produce more engaging coverage and are invited to appear on the set of TV news programmes.

Continuing training for editorial teams on environmental transition challenges

To supplement these Committee additions, the News Division has stepped up training for editorial teams. The content of these employee trainings is outlined in 4.2.4.7.

4.1.2.2. Content that supports the environmental transition

Ushuaïa TV, a channel 100% dedicated to protecting the planet

For over 18 years, Ushuaïa TV has been the only planet- and environmentally-focused channel broadcast in around 30 French-speaking countries.

Its iconic productions include the monthly magazine show *En Terre Ferme*, hosted by journalist Fanny Agostini, which puts civic engagement and reconnecting with nature first. In 2023, special guests included weather presenter Évelyne Dhéliat, Michelin-star chef Hélène Darroze, former Danone boss Emmanuel Faber and the sailor and navigator Isabelle Autissier.

Ushuaïa's schedule follows the line-up of significant environmental events. 2023 highlights include:

- March which became a special feature month on forests, as a nod to International Day of Forests, with the launch of the documentary series *Terres d'urgence*, and its first episode covering deforestation in the Democratic Republic of the Congo;
- June was branded the month of oceans in honour of World Ocean Day and featured over 30 documentaries via multiple broadcasts, with the series *Méditerranée – L'odyssée pour la vie*, narrated by Camélia Jordana;
- the *Climat de tension* season in December, coinciding with COP 28 in Dubai as well as World Climate Day. Ushuaïa broadcast the "Face au Climat" series, where sailor Anne Quéméré investigates climate issues facing North America.

The channel co-produces and/or broadcasts other documentaries including:

- *Thermostat climatique* which explores the innovations of climate change scientists;
- *Fleur australe – le continent blanc*, directed by and starring Géraldine Danon, who sails away to discover the Antarctic, which is suffering the effects of global warming with its melting ice;
- *Les jardiniers du corail à Raja Ampat*, who sets out to meet Indonesia's ocean gardeners.

Ushuaïa TV enjoy regular success at festivals. In June 2023, the channel scooped six prizes at the Deauville Green Awards, including the Gold Prize for *l'Autre voyage* : "Islande, l'autre voyage au centre de la Terre, de Christine Oberdorff".

Variations of Ushuaïa TV

- In TF1's *Génération Ushuaïa*, Fanny Agostini picks out her favourite Ushuaïa TV documentaries and magazine shows.
- Available as a collection of documentaries and on the FAST channel⁽¹⁾, *Ushuaïa TV For Change* addresses the issues of the ecological and solidarity transition in a positive manner. At end-2023, the channel accounted for close to 200 documentaries and magazines, with TF1 planning to add another 20 content items by end-2024.
- On-demand channel, "Ensemble pour la planète", is made freely available to Bouygues Bbox clientele, encompassing a range of Ushuaïa TV programmes to educate and sensitise viewers on challenges facing climate and biodiversity. In 2023, the channel was fleshed out to include a special operation based on the *Enfin demain, quand l'avenir se recycle* programme to coincide with European Week for Waste Reduction (EWWR).

All Group productions and broadcasts

Notable events

To honour International Day for Biological Diversity, held on 22 May, TMC broadcast a special evening show on the environment, featuring two previously unseen documentaries:

- First, *I am Greta*, tracing Greta Thunberg's first steps as a climate activist and her rapid rise to global icon status in a matter of months;
- then, later in the evening, *The Great Green Wall*, a film with Inna Modja who takes viewers on a journey across Africa, showing them how numerous African countries attempt to join forces by building a wall of trees as a safeguard against rampant desertification.

Magazine shows and documentaries

TF1's *Les Docs du week-end* slot regularly covers topics intended to increase viewer awareness of new, more responsible ways of consumption (food waste prevention, second-hand purchases, etc.).

On the TMC channel, the major news programme *Quotidien* regularly features guests (ministers, experts, etc.) committed to the ecological transition, such as Cyril Dion, film-maker, writer and activist. TMC also offered a number of magazines highlighting the need to meet the challenges of the ecological transition and climate change. Martin Weill's report on the Nigerian megalopolis, *Lagos, quand les mégapoles deviennent folles*, depicted an overheated city, plagued by coastal erosion, which is further accelerated by a millionaires complex under construction by the sea.

With its younger, family-driven target audience, TFX spotlighted real-world initiatives for practising a more eco-friendly lifestyle:

- experts from *Cleaners les experts du ménage* continued their use of fully eco-responsible products for cleaning (white vinegar, lemon juice, baking soda, etc.);
- 2023 saw a new magazine show, *Détox ta maison : 7 jours pour tout ranger* emphasised environmental sobriety through waste sorting, recycling and upcycling.

Newen Studios continues to create environmentally-focused content the world over, broadcasting the De Mensen documentary series STEL JE VOR and RISE, produced by Real Lava.

Newen Studios subsidiary, Capa Presse, also made a series of documentaries and news reports on the environment in 2023. These included *La vie secrète des champignons (Envoyé Spécial France2)*, *Coup de chaud sur la Clim (Envoyé Spécial)*, and *AntiGaspi, Le vieux c'est mieux (France5)*. Throughout the year, the 17 JUIN-produced *Le Magazine de la santé* covered a range of reports, feature columns and on-set news items with an environmental theme. Notable examples include *Pollution particules fines*, *Changement climatique : comment apaiser nos angoisses ?* and *Danger glyphosate*.

(1) Free Ad-Supported Television: a free-to-air linear TV channel, which is ad-supported and streamed.

Short programming

Since 2008, *Petits Plats en équilibre* has become a must-watch cooking programme, each day showcasing home cooking, the use of seasonal products and the reduction of waste. Laurent Mariotte also interviews producers, promoting local produce and supplies in *Petits Plats en équilibre, sur la route des producteurs*. Meanwhile, also in 2023, *Agissons pour demain* sees Clémence Castel sit down with French families, offering advice on how to be more eco-friendly in their day-to-day. This short programme was broadcast on TF1 and TMC.

Series and drama

The theme of responsible and sustainable consumption is integral to the mindset of the series *Ici tout commence* produced by Newen Studios and broadcast on TF1. The recurring heroes emphasise good habits, e.g. prioritising seasonal produce and buying local, not forgetting permaculture and veganism.

In the *Demain nous appartient* series, a number of episodes also directed viewers towards associations and everyday topics related to environmental protection.

Unscripted shows

On TF1, daily unscripted shows also shine a light on environmental approaches:

- a case in point is *Familles Nombreuses XXL*, featuring the Boibessot family who continually teach their children how to save energy and prevent food waste;

4.1.2.3. Partnerships

During 2023, TF1 furthered its commitment to awareness-raising narratives designed to educate the general public on societal and environmental responsibility.

Assemblée citoyenne des imaginaires

The TF1 group is exclusive audiovisual media partner to the Assemblée Citoyenne des Imaginaires. Spearheaded by Valérie Zoydo, this project invites citizens to reshape a more sustainable society through jointly created narratives and an extensive exploration of their desires and concerns. Coverage is provided on TF1's social networks and presented by Lucie Lucas, an actress best known for the TV series *Clem* who is the project's patron. With support from creative narrative experts, a dozen professional screenwriters transposed this material into six synopses based on soft teaching of new, emerging social models and drawing on techniques used in storytelling, imagination, entertainment and humour. If approved before 31 January 2024, TF1 and Newen Studios will enjoy exclusive rights to produce and broadcast these initiatives.

Sparknews

In 2022, the TF1 group and Newen Studios took part in the "L'écran d'après" ("Tomorrow's screens") event, contributing to the eponymous guide, co-developed by and for television and film professionals. Equipped with an assessment grid and resources toolkit, this tool serves to question the habits of writing, the creation of narratives and the development of new standards for viewers. In early 2023, Sparknews worked with Newen Studios teams, helping them to grasp the new tools and methodology.

- the *Les plus belles vacances* show introduces viewers to new ways of travel with quirky accommodation spots that spark a reconnection with nature.

Kids

TFOU, TF1's children's channel, devoted part of its programme to ecology as part of Sustainable Development Week, featuring episodes on the environment, respect for nature and animal welfare. During this sustainability week, a brand new episode of *Miraculous, les aventures de Ladybug and Chat Noir* centred on the fight against plastic pollution. Production for this episode was funded by the Breteau Foundation, an eco-conscious non-profit with digital education expertise.

Produced by Newen Studios, the *Alice et Lewis* series highlighted the scarcity of resources, the fight against food waste, consumption of seasonal produce, nature and biodiversity conservation and recycling.

Training the Content Division and Newen Studios teams in the challenges of the environmental transition

In 2023, the Group provided multiple training sessions, mindful of the responsibility of the production and artistic teams of its Content Department and Newen Studios to increase public awareness of environmental issues in its content.

TF1's training initiatives are presented in 4.2.4.7.

Atmosphères festival

The TF1 group and its Ushuaïa TV channel continued their endorsement of the "New narratives" seminar at the Atmosphères festival, which publicly explores sustainable development through cinema, the arts and science. In October 2023, Ushuaïa TV, another festival partner, was involved in the short film jury.

Deauville Green Awards

TF1 and the Ushuaïa TV channel lend their support to the Deauville Green Awards, the international film festival showcasing the production of content with a focus on sustainable development. In 2023, the Group received nine awards at the 12th edition of the ceremony.

Prix EpE-TF1-LCI

In 2023, the Prix EpE-TF1-LCI award ceremony gave eco-minded students, young graduates and working people under 30 years old the opportunity to present their ideas on the theme of "Rising to the challenge of climate change adaptation". Chaired by climatologist Hervé Le Treut, a jury of experts and partners awarded a pioneering project that seeks to regenerate damaged soil.

Additional partnerships

In 2023, Ushuaïa TV also partnered up with 30 or so events in France, all in connection with the channel's editorial stance focused on protecting the planet, among which:

- the "Cinema for Change" festival, held in Paris, in April: this international film showcase centres on the United Nations' Sustainable Development Goals (SDGs);
- the Pro durable trade fair, which also took place in Paris, in September: Europe's largest gathering of players and solutions driving the sustainable economy.

4.1.3. RESPONSIBLE ADVERTISING

4.1.3.1. TF1 Pub's commitment to responsible advertising

TF1 group ad sales house – CSR roadmap

For many years, TF1 Pub, which is responsible for selling advertising inventory, has pledged to drive forward the environmental transition of the ecosystem. Starting in 2021, TF1 Pub developed its roadmap on the ecological transition in advertising, with a focus on four priorities:

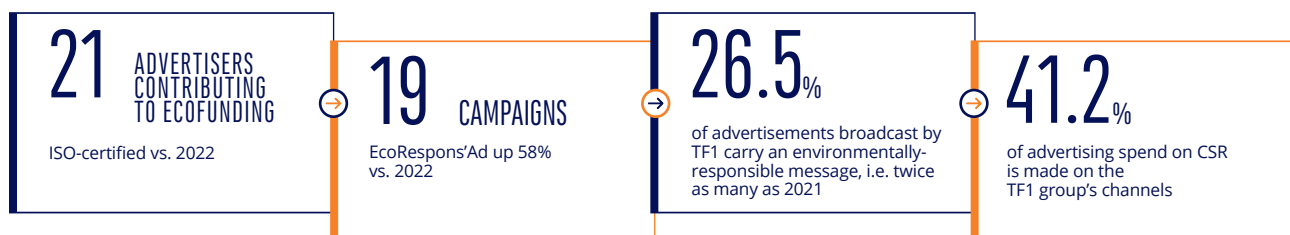
1. Measurement and oversight of carbon impact and broadcasting of advertising campaigns;
2. Enhancement of advertising offerings to promote environmentally-responsible products and services;
3. Active involvement in inter-professional discussions to support the environmental transition;
4. Employee awareness and improvement of best practice within the ad sales house.

TF1 Pub appointed a dedicated CSR lead who reports to Executive Management on roadmap developments.

2023 also saw TF1 implement new *Low Carbon* solutions with an eponymous guide and improved low-carbon advertising campaigns.

4.1.3.2. Roadmap – progress update

Measurement and oversight of carbon impact and broadcasting of advertising campaigns



Leveraging the expertise of Ecoact, in 2021, TF1 Pub conducted a carbon footprint assessment of its advertising campaigns on the following media: linear television via the terrestrial network and the Internet, live radio via the radio network and Internet and digital technologies (digital video and display via Internet connection).

This assessment factors in electricity consumption from equipment and facilities used for ad storage, data transfers and network use (terrestrial, Internet, etc.), ad viewing and the proportion of carbon footprint of the manufacturing/end-of-life of equipment pro rata to the length of viewing.

At some festivals, Ushuaïa TV recognises films for their commitment to preserving our planet. By way of example, at the Chamonix Film Festival in June, the channel awarded the "Prix Ushuaïa TV Montagnes & Environnement" ("Ushuaïa TV Mountains & Environment Prize") to "Glaciers, la course de l'eau". Through this award, directors can submit a film proposal that encapsulates this theme channel, for co-production and broadcasting on Ushuaïa TV.

Ambassador Committee

Led by the ad sales house's CEO, Sylvia Tassan-Toffola, the Internal Committee of Change Makers has overseen TF1 Pub's CSR roadmap since 2021. This Committee of volunteer employees concentrates on various strategic priorities, including internal rules for the ad sales house. At every plenary session, the Committee provides an update and implements initiatives to develop awareness of the TF1 Pub and TF1 group CSR approach among all employees.

Employee training

In 2022, TF1 joined forces with Youmatter to co-develop comprehensive and personalised training for the entire ad sales house team, focusing on the environmental impacts of the advertising industry.

Media Climate Contract

In June 2022, the TF1 group voluntarily signed a Climate Contract. To that end, the Group pledged to raise public awareness of the environmental transition, notably through its ad sales house. Media Climate Contract commitments are outlined in 4.1.1.2.

Carbon footprint calculator

The measurement of the carbon footprint led to the creation of a carbon calculator for advertising campaigns. This tool is designed to make the carbon impact more transparent for advertisers and media agencies.

2023 saw TF1 Pub resume its collaboration with the Syndicat des Régies Internet (SRI – France's National Union for Internet ad sales houses), the Syndicat National de la Publicité Télévisée (SNPTV – France's National Union for Television Advertising) as well as the Bureau de la Radio (France's National Radio Association). These efforts resulted in:

- the publication of methodological guidelines to assess the carbon footprint of TV and digital advertising, which have since been incorporated into the TF1 Pub measurement tool;

- the roll-out of a shared tool used to measure carbon footprint for TV, catch-up and radio campaigns.

TF1 Pub also aims to make these tools inter-operable, to routinely communicate carbon footprint measurements to its partners.

Areas for improvement to reduce the carbon footprint of the ad sales house

Since 2021, TF1 Pub has held discussions to develop ways of reducing the carbon footprint of advertising campaigns. In 2023, a "Low Carbon" Guide was published, as outlined in 4.1.3.3.

Carbon offsetting the ad sales house

TF1 Pub kick-started a "Climate Facilitator" pilot test to finance carbon offsetting projects that equate to the amount of its residual emissions by 2050. In 2022, the ad sales house secured contracts with Société Forestière and Carbonapp to manage 'Low Carbon' labelled projects for reforestation and orchard areas in mainland France. Such pilot initiatives are set to continue in 2024.

Enhancement of advertising offerings to promote environmentally-responsible products and services;

EcoRespons'Ad

TF1 Pub has provided clients with an EcoRespons'Ad offering since 2019. It seeks to:

- boost products and services with minimal environmental impacts;
- incentivise advertisers to promote more sustainable products and services;
- encourage the promotion of more responsible consumption.

To assess whether products and services are eligible for the scheme, TF1 Pub uses the following criteria, as approved by ADEME (French Environment and Energy Management Agency): energy rating, repairability index, environmental information and services to promote repairs.

Ads that qualify for EcoRespons'Ad enjoy exclusive spots on TF1, MYTF1 and Les Indés Radios, with a distinctive look. In 2023, the Group broadcast 67 EcoRespons'Ad screens on TF1 (around twice a week) to present more environmentally-friendly products and services.

4.1.3.3. New offerings

In September 2023, TF1 Pub issued a "Low Carbon" Guide to help clients reduce the carbon impact of their campaigns on MYTF1 by deploying a range of solutions:

- Autopilot Carbon*, which adjusts MYTF1 adverts based on the CO₂ emissions from electricity produced in France. Powered by Artificial Intelligence (AI), this solution will be fully operational for all MYTF1 campaigns from January 2024, at no extra cost to

Ecofunding

To encourage advertisers to take more virtuous steps, TF1 Pub created the EcoFunding advertising fund which is funded by TF1 group and therefore freely available to its clients. The fund promotes public awareness campaigns on ADEME's recommended environment labels. TF1 makes a proportional contribution to the EcoFunding programme for every advertising campaign displaying one of the eligibility criteria (traditional ads and/or sponsor billboards).

By end-2023, the 35 campaigns eligible for EcoFunding contributed €4.85 million gross to the fund. Through this financing, four awareness campaigns – each lasting two weeks – were broadcast on all TF1 group channels and on MYTF1. These campaigns highlighted the following criteria:

- environmental labels;
- energy rating;
- repairability index;
- repairs and extensions to product lifecycles (new film since 2023).

These four campaign editions accounted for 2,299 advertising spots, generating 404 million contacts among individuals aged 4+ in France. As such, last year, 21 advertisers broadcast 35 promotional campaigns for more eco-friendly products and services.

Every month, TF1 Pub monitors indicators for EcoRespons'Ad and EcoFunding, with progress updates sent to ARCOM (French Audiovisual and Digital Advertising Regulator) as presented in 4.1.3.2, in line with the Group's commitments.

In 2024, TF1 Pub pledges to renew the EcoRespons'Ad and EcoFunding mechanisms. TF1 Pub will reaffirm its commitment to EcoFunding under the same financial conditions as 2023 (minimum budget of €1.5 million gross). Campaigns on eligible products will fund awareness campaigns up to €5 million gross.

TF1 Pub's involvement in advertising market initiatives that seek to promote the environmental transition

Advertising Fresk

Thanks to its Advertising Fresk, co-developed with Youmatter, TF1 group's ad sales house is advocating sustainability across the advertising industry. Lasting three hours, this participatory workshop enables participants to consider the environmental impacts of advertising as they collaborate to find concrete solutions. By the end of 2023, 1,000 professionals and students had attended the workshop.

advertisers. It will achieve a 3.7% reduction in the carbon impact of the electricity used to broadcast and view ads on MYTF1;

- for advertisers with more far-reaching ambitions, TF1 Pub's Low Carbon solutions serve to reduce the carbon impact of their MYTF1 campaigns by up to 32%, through an initiative led to ensure appropriate targeting and comprehensive viewing for advertising.

4.1.4. REDUCING THE ENVIRONMENTAL IMPACT OF THE GROUP'S ACTIVITIES

4.1.4.1. Assessing our environmental impact

Measuring carbon footprint and impact

The TF1 group has assessed its greenhouse gas (GHG) emissions since 2007. In 2023, the Group entrusted the expert services of the Axionable consulting firm. The scope includes its head office (Tour TF1 and Atrium buildings), La Seine Musicale, TMC in Monaco and Newen Studios buildings located in France. TF1 group implements the methodology of the GHG Protocol which is based on version 23.1 of ADEME's carbon assessment, except for:

- emission factors relating to purchases of audiovisual programmes, excerpts, for internal productions, a report by Workflows on the carbon impact of Newen Studios productions, and for the other productions, Albert data;
- emission factors relating to computer hardware, from the Boavizta database.

In 2023, this calculation focused on scope 1 (direct emissions), 2 (indirect emissions from electricity consumption), 3a (indirect emissions excluding electricity consumption and product use) and scope 3b, (consumption of content produced, broadcast or published by TF1 group and the devices required to view such content).

Some aspects of the methodology have been developed since the TF1 group's 2022 carbon footprint calculation. These include:

- the transition from the Bilan Carbone® (carbon assessment) method to that of the GHG Protocol, recognising only fixed assets purchased during the reporting period, excluding depreciations;
- calculation of TF1 group's scope 3b (downstream of scope 3 emissions);
- the recognition of carbon data from 32 suppliers involved in TF1 group's decarbonisation initiative, so as to make a more reliable calculation of the carbon impact of their services.

INDICATOR: GREENHOUSE GAS EMISSIONS

GES emissions by GHG Protocol item (in MTCO ₂ e)	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
Scope 1: Direct emissions from stationary sources (electric generator fuel)	25	154	146
Scope 1: Direct emissions from mobile fuel combustion sources (outside broadcasting vehicles and company cars)	219	373	791
Scope 1: Direct fugitive emissions (refrigerant gases)	156	310	524
Scope 2: Indirect electricity consumption-related emissions	849	1,215	1,223
Scope 2: Indirect steam consumption-related emissions	338	15	127
Scope 3: Emissions relating to energy consumption not covered by direct or indirect energy emissions	472	1,007	681
Scope 3: Products purchased	103,744	133,244	142,891
Scope 3: Fixed assets	6,287	6,361 ⁽¹⁾	2,878
Scope 3: Waste generated	146	80	71
Scope 3: Business travel (excluding outside broadcasting vehicles and company cars)	3,416	5,429 ⁽²⁾	2,944
Scope 3: Transport of visitors and clients	-	33	12
Scope 3: Employee travel	2,203	1,942	1,425
TOTAL SCOPES 1, 2 AND 3A (EXCLUDING PRODUCT USE)	117,855	150,165	153,712
Scope 3: Downstream transport and distribution	112,132	-	- ⁽³⁾
Scope 3: Use of sold products	150,773	-	-
TOTAL SCOPES	380,760	150,165	153,712

(1) The sharp increase in this item is mainly due to two changes: the scope now includes the buildings of La Seine Musicale and MSS, and the methodology used to calculate this item factors in the Group's corporate IT assets. In addition, incorrect data in 2021 led to an underestimation of the surface area for fixed assets.

(2) The increase in business travel, particularly for journalists, enabled by the reopening of borders after the COVID-19 crisis led to a sharp increase in this item.

(3) Downstream scope 3 emissions were not calculated in 2021 and 2022.

In 2023, the highest emitting items changed from the previous financial year: downstream scope 3 items, which accounted for the broadcasting of the Group's content and its consumption by viewers. This was followed by products and services purchased, fixed assets, business travel and commuting by employees.

Emissions by scope of the Greenhouse Gas (GHG) Protocol (in MTCO ₂ e)	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2010 to 30/09/2021
Scope 1	400	838	1,461
Scope 2	1,187	1,230	1,350
Ratio in metric tons of CO ₂ scope 1 + 2 per employee	0.57	0.77	0.8
Ratio in metric tons of CO ₂ scope 1 + 2 per million euros of revenue	0.8	1.0	1.3
Ratio in metric tons of CO ₂ scope 1 + 2 per square metre	0.026	0.017	0.036
Scope 3A	116,268	148,097	150,902
Scope 3B	262,905	-	-
TOTAL SCOPES 1, 2 AND 3A (EXCLUDING PRODUCT USE)	117,855	150,165	153,712
TOTAL ALL SCOPES	380,760	150,165	153,712

The decrease in fuel consumption helped to reduce scope 1 by 52% between 2022 and 2023. Furthermore, the decline in scope 3 upstream emissions is mainly owing to changes in methodology – namely the integration of carbon data from suppliers and use of emissions factors from the Boavizta database on electronic devices – which are more accurate than previous metrics.

Consumption of resources and energy

Electricity

INDICATOR: ELECTRICITY CONSUMPTION (IN MEGAWATT HOURS)

Site	% cover revenue	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
Tour/Atrium	75	16,610	17,578	16,566
TMC (Monaco)	7	1,025	965	1,197

TF1 group uses electricity to run the Company and in particular to operate and cool technical equipment used to make and broadcast its programmes (plant and IT rooms, ad sales houses, studio lighting, etc.). Electricity is also used for other purposes such as heating and cooling (comfort), lighting, to run offices, and ventilation.

Fuel

INDICATOR: FUEL CONSUMPTION (IN LITRES)

Site	% cover revenue	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
Electric generator fuel Tour TF1/Atrium	75	9,348	15,579	682
Fuel all vehicles (outside broadcasting – company cars)	75	139,664	156,803	149,911

Fuel is used in electric generators at the production sites, to ensure the continuation of the Channel and in the event of a cut in electricity supply. The year-on-year increases and reductions stem from maintenance work and risk simulations to ensure continuity of processes (e.g.: simulation of the transmission of a news broadcast with a cut in grid supply). The fuel for vehicles used for broadcasting by TF1 and LCI (motorbikes, cars, mobile video trucks) is Gazole Premier and Excellium, Super 98 or 95 unleaded. Fuel consumption for outside broadcasting and company cars decreased by 11%, due to the gradual electrification of the vehicle fleet.

Water**INDICATOR: WATER CONSUMPTION (IN CUBIC METRES)**

Site	% cover revenue	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
TF1 – Tour/Atrium	75	60,018	35,524	30,915

Water is primarily used in the cooling circuit, toilet blocks and kitchens. The spraying of the cooling towers accounts for a large share of total water consumption by the TF1 Tower building. Note that the significant increase in water consumption was due to a malfunction in one of the two monitoring meters over the last two years, leading to an underestimation of this indicator in 2021 and 2022.

Waste management and circular economy**Waste management**

TF1's main waste-generating activities concern catering (packaging and food waste), office activities (paper, supplies), works undertaken on buildings, and IT and audiovisual activities (Waste Electrical and Electronic Equipment – WEEE). 2020 saw the Group phase out plastic cups and bottles, replacing them with metal cans and reusable glass bottles. In 2023, fast-food containers were also phased out. Moreover, since November 2023, paper cups in the Tour were replaced by reusable glasses, to encourage employees to use their own cups.

INDICATOR: QUANTITY OF WASTE COLLECTED

Site	% cover revenue	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
Total plastic waste – Tour/Atrium (in metric tons)	75	76	67	-
Total waste – Tour/Atrium (in metric tons)	75	235	357	375
Total waste recycled - Tour/Atrium (in metric tons)	75	171 (69%)	231 (65%)	267 (71%)

Initiatives to promote food sustainability and to combat food waste

TF1 and Bouygues Energies et Services have contractual assurances with the service provider that they will prioritise organic, local and seasonal purchases for catering. Fully-catered organic meals and vegetarian options are available on a daily basis. During the 2023 Engagement Week, a full vegetarian day was organised in restaurants and cafeterias. The Group also conducted a questionnaire on employees' eating habits, involving over 300 participants, with the aim of expanding vegetarian options on the menu.

In an effort to reduce food waste, the Group has introduced the following measures: contractual weighting by the service provider (Elior), a second paid serving of bread and baskets to collect unused condiments.

In 2023, the CSR incentive criterion was renewed and now concerns food waste reduction in the Company's restaurant (see section 4.2.4.5).

Tools and indicators implemented at Newen Studios

Since 2023, Newen Studios has committed to initiatives aimed at reducing waste and water consumption by installing water fountains and AUUM machines to limit water consumption when washing glasses, and by making glasses available on all floors of the Newen Studios headquarters in Paris. Moreover, the installation of a connected fridge with returnable and washable glass jars has considerably reduced waste packaging.

4.1.4.2. Follow-up of 2030 Climate Strategy projects**Eco-production****A long-standing commitment honoured by the Group and Newen Studios**

Since 2009, the Group has supported eco-production through its participation in the creation and development of the Ecoprod grouping, alongside ADEME (French Environment and Energy Management Agency), Audiens, the Île-de-France (Greater Paris) Film Commission, DIRECCTE IDF and France Télévisions. This 200-member-strong grouping helps audiovisual professionals through

training, sector studies and a carbon calculator. The TF1 group is represented on Ecoprod's Board of Directors and at its general meetings. In 2023, the TF1 group and Newen Studios tested Ecoprod's eco-criteria assessment grid as part of the creation of the eco-production label. Since 2017, Newen Studios has also promoted eco-production on "Plus belle la vie".

2022 saw the Group commit to a Media Climate Contract with ARCOM (French Audiovisual and Digital Advertising Regulator) to develop shared methodologies to calculate carbon footprints.

Newen Studios: disciplined governance with a clear roadmap

The Newen Studios Green Committee aims to reduce the carbon footprint of the Group's productions and premises, responding to regulatory changes and meeting the expectations of its broadcasting clients. The Committee is supported by a Group HR and CSR Director (Executive Committee member), a Carbon Manager, a Sustainable Development work-study trainee and around a dozen employee co-ordinators in France. Together, they form a Committee office that focuses on all areas of the business. The Committee and its office meet on a monthly basis with Romain Bessi, CEO of Newen Studios.

To support this approach and extend its focus to the various production teams, in 2023, Newen Studios focused a position on environmentally-friendly production, thereby appointing an employee as Group Carbon Manager as of early 2023. In 2023, the CPNEF (France's Joint National Employment and Training Commission) issued Newen Studios' Carbon Manager with a professional certificate in eco-responsibility. It recognises their ability to implement an eco-responsible approach in their profession, within the audiovisual production and film industries. What's more, an eco-production officer works on all three of the Studios' daily series.

In early 2024, TF1 will create a new position, with a case study already underway since November 2023 with the Holli consulting firm in order to recognise decarbonisation initiatives and an Ecoprod label for the upcoming season of *Danse Avec les Stars*.

Employee engagement

In addition to its Green Committee, Newen Studios organised training and awareness sessions for its teams (in particular, The Week workshop) aimed at engaging them more to reduce its carbon footprint and to consider the environmental transition in its content (see 4.2.4.7).

The Green Committee's initiatives were presented in-house to teams at the launch evening of the Eco-production Charter at end-September 2023 and at a seminar for international producers held in October.

These efforts were supplemented by training for Group employees on environmental issues, a critical performance enabler to ensure greater recognition of the environmental transition in new content projects, as outlined in 4.2.4.7.

Sharing eco-production best practices

TF1 Factory drafted a Charter of Eco-responsible Production Charter that applies across the board to production offices, the ad sales house, catering, lighting and technical resources as well as designers and stylists. The Charter stipulates:

- a business travel policy favouring trains rather than planes and accommodation in hotels that are certified as sustainable;
- catering offers with seasonal products, restricted meat and fish, vegetarian meals on certain film sets and a coffee bean machine instead of capsules, food composting for specific programmes and the supply of reusable bottles;
- the use of an eco-designed file transfer solution such as Filevert which only temporarily stores data, thereby limiting energy consumption in data centres;
- the development of a design storage area to enable reuse of props on future film sets.

In 2023, Newen Studios also introduced its own Eco-Production Charter, aligning with the Ecoprod standards. This Charter serves as a guide for Group productions, from initial design through to completion of filming. Internationally, Newen Studios' producers now automatically implement these practices which include the recruitment of freelance Carbon Managers on specific production sets.

Measuring the carbon footprint of productions

The in-house production subsidiaries, TF1 Production and TF1 Factory, have worked with Newen Studios and the Group's CSR Department to enhance the capabilities of the "Carbon'Clap" carbon calculator. TF1 Production and Newen Studios continued to measure their footprint on a quarterly basis, particularly for the daily soaps *Ici tout commence* and *Demain nous appartient*. They operate as fully-fledged experimental laboratories, enabling the Group to work on practical aspects of eco-production (improved waste management, business trips, etc.).

2023 also saw TF1's Innovation Department lend its support to the startup, DK, which seeks to develop a tool measuring the carbon impact of TV advertising campaigns. Additionally, each new application for grants with the French National Cinematography Centre (CNC) must include a carbon footprint assessment of production, using tools validated by the organisation.

Since May 2023, the TF1 group has also introduced an eco-production clause in all programme purchase contracts in order to make third-party producers aware of their responsibilities and obtain carbon footprint information via a dedicated mailbox. It organises dedicated meetings with its main partners on eco-production issues.

Newen Studios' provisional carbon footprint helps us define the scope of our impact before developing an action plan.

Key action plan items include:

- mobility: the train is now the default mode of transport in France, and air travel is declining;
- resources and waste: reducing and sorting waste on sites;
- catering: exploring local and/or vegetarian options;
- energy: prioritising energy sobriety and renewable solutions.

Upon completion of filming, the eco-production assessment includes an inventory of completed actions, a measurement of environmental and financial impacts and an analysis of differences between the provisional and final carbon assessments. Another critical factor is communication of the process by sharing results with all stakeholders. With this in mind, the Green Committee issues reports, working documents and recommended actions to gain first-hand knowledge for productions in the future.

Blue Spirit took part in discussions to develop a carbon calculator specifically for animation, as part of the work started by AnimFrance with Ecoprod. This tool is intended to be open source, supporting 2D, 3D and real-time animation formats.

Since 2022, Blue Spirit has appointed a person in charge of methodology and improving calculation processes in its Angoulême studios, which currently represent the largest share of energy consumption in animation.

Newen Studios' objectives to lower its carbon impact

Based on the carbon assessment conducted by Workflowers, Newen Studios has pledged to reduce its carbon footprint in France by 30% versus 2020.

To achieve these objectives, the action plan includes six areas of work:

- environmental performance of buildings;
- gradual measurement of the carbon footprint of productions;
- deployment of tools and indicators to collect waste, transport and energy data on productions;
- optimisation of digital usage in production processes;
- participation in cross-industry dialogue;
- employee engagement.

Participation in cross-industry dialogue

In addition to launching its eponymous label, 2023 saw the Ecoprod organisation:

- redesign the Carbon'Clap calculator and align it with CNC standards;
- host the second conference on environmentally-friendly production in 2023, where many broadcasting media groups, including the TF1 group, shared their commitments and determination for collective progress;
- continue training courses for sector professionals;
- publish the "Guide des Tournages en Milieux Naturels" ("How to film production in natural environments") and "Guide de l'animation éco-responsable" ("Eco-friendly animation") guidebooks;
- kick-start a new project to harmonise methodology for calculating broadcasters' carbon footprint.

Christophe Sommet, as Head of the Special Features Division of TF1 group, and Serge Ladron de Guevara, Carbon Manager at Newen Studios, both sit on the Board of Directors of Media Club Green, an association which works to speed up the environmental transition of the audiovisual sector. Through its editorial activities, it strives to ensure that ecological issues are factored into the creation and broadcast of content.

Newen Studios also played its part in 2023, through a study conducted by the CNC which environmentally assessed filming studios in France, on-site at *Demain nous appartient* and during all post-production stages by:

- performing an energy audit of the data for buildings, their equipment and external filming areas, to produce a quantified assessment of energy consumption for the reviewed studios;
- focusing on waste management, with a detailed assessment of issues related to the production and management of waste on the relevant premises;
- assessing greenhouse gas (GHG) emissions, to provide studio operators with an accurate picture of their carbon footprint;
- reviewing forms of mobility.

This assessment will determine ways to improve the carbon footprint, reduce waste and present recommendations for the filming industry at large.

Newen Studios France also participated in the French National Cinematography Centre (CNC) working group which aims to establish a common methodology for the carbon footprint of productions and set out eco-conditions for grants from the CNC for audiovisual productions and works of cinema.

Acknowledgement of eco-production efforts

Newen Studios was awarded the Pioneer Ecoprod Label for the "Askip" series produced by Amsto (part of Newen Studios), for Okoo, France Télévisions' dedicated children's platform. This prize is based on the Ecoprod standard reference framework, designed as a tool that will give an eco-production score for audiovisual works.

Responsible digital activities

Refurbishment of data centres

TF1 is building two brand-new data centres, fully operational from 2024, and gradually replacing the technical rooms used for the Group's audiovisual production and broadcasting. The purpose of this refurb project is to upgrade current facilities with next-generation equipment that is less energy-intensive and takes up less space. The roll-out of innovative air-conditioning technology is a critical area: this includes heat recovery to heat the building and a free cooling system. The cold corridors allow for more efficient cooling of equipment.

Digital action plan – Carbon footprint

2023 saw the MYTF1 platform teams continue their initiative to cut their carbon footprint, which began in 2021. A number of actions were identified and completed:

- reducing technical debt and obsolete infrastructure;
- optimising video streams;
- significantly reducing queries for applications;
- deleting old data.

Furthermore, with the launch of the TF1+ streaming platform in early January 2024, digital sobriety challenges were recognised in the platform's development in 2023. Other performance drivers were determined for 2024, with development underway:

- reduced encoding for each video file;
- displayed Wi-Fi networks as and when available;
- created digital sobriety section available on the website;
- enabled user rights to select and reduce video quality (low-definition by default on mobile, tablet and web applications);
- activated CRM notifications to inform users of available options.

Environmental impact of video editing at MediaFactory

In 2021, MediaFactory modernised its editing rooms by regrouping its business lines in 10 "MediaRooms", thereby reducing its footprint to 130m². This initiative not only lowered electricity consumption, but also improved facility management.

The carbon impact of a day's worth of editing was assessed by comparing MediaRoom facilities with the theoretical measurements of developers of a SaaS, Cloud and distributed solution by the startup, Flaneer. This approach was insightful for the Technology Division, particularly the biases resulting from Cloud computing. Parallel to this, energy consumption measurements were conducted to correlate editing with the electricity used by our "MediaRooms". A Key Performance Indicator (KPI) was defined for eight hours of editing using Adobe Premiere and After Effect and comparing it against Flaneer's solution.

Initiatives led by Technology Division employees

End-2022 saw the creation of a Responsible Digital working group within the Technology Division to identify, scale up and replicate best practices. These include the monitoring of storage volume and the consideration of environmental criteria in calls for tenders, projects and uses. As a result, indicators were established to monitor storage-related emissions at major suppliers such as Microsoft and Amazon Cloud. In 2023, 76% of our teams received training in digital sobriety, and the Technology Division created a dashboard to measure CSR and HR indicators.

Collective initiatives

Planet Tech'Care

The TF1 group endorses the Planet Tech'Care manifesto. As a signatory, the TF1 group undertakes to measure the carbon footprint of its digital products and services, and then identify and implement concrete actions to reduce this impact. Since 2020, employees concerned by these initiatives have been invited to participate in the workshops offered by Planet Tech'Care.

IT Bouygues Green Committee

An IT Bouygues Green Committee which hosts a TF1 HQ referent person meets three/four times a year to share information on initiatives and best practices within the industry, and to measure the impact of digital activities within Bouygues Group.

Optimisation of digital usage in Newen Studios' production processes

Newen Studios continued efforts to optimise data storage. The Group introduced a storage and archiving policy for all of its post-production facilities so as to avoid unnecessary storage. As of 2023, daily series will be subject to special procedures regarding the storage of rushes.

In parallel, Newen Studios conducted an analysis of cloud solutions and decided to:

- introduce security-enhanced printing;
- turn off computers after 5 minutes on battery and 10 minutes on mains;
- write with a new typeface using less ink;
- deploy Teams to limit emails for IT forms;
- automatically shut down virtual servers on Amazon Web Services (AWS) outside working hours;
- recycle equipment thanks to the WEEE label.

Newen Studios also renegotiated its printer rental contract in order to extend the useful life of its current equipment and avoid the need for new equipment.

Reducing the carbon intensity of purchasing

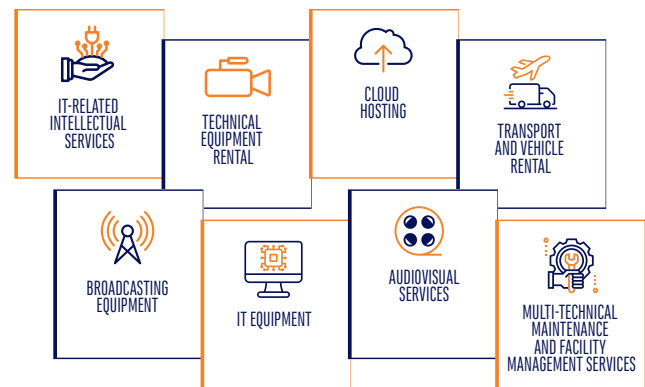
Purchases of goods and services (excluding programme purchases) significantly impact the TF1 group's carbon footprint. With this in mind, the Group seeks ways to reduce the carbon footprint of its procurement activities, factoring in environmental criteria for priority purchases. The Technology Division has already recognised some of these criteria, particularly regarding electricity consumption of equipment bought.

In 2022, the Group's Procurement Department worked with the BuyYourWay consulting firm to kick-start a reduction in the carbon intensity of Group purchasing. This assignment aimed to:

- identify priority purchasing families to decarbonise purchasing;
- list the relevant environmental criteria to be considered for purchasing;
- support suppliers and monitor their efforts to reduce their environmental impact.

Main initiatives

Eight priority purchasing families were identified. They are subject to a decarbonisation trajectory, using the impact monitoring tools.



The mapping of priority purchasing families also helped develop the global "parent company vigilance" action plan implemented in 2023 by Bouygues.

Since 2022, the Centralised Procurement Department (CPD) has also prioritised engagement with 70 suppliers (i.e. 33% of the carbon footprint of non-programme purchases), with 57 having signed a contract clause ("carbon clause"). This involves monitoring the Company's approach to reducing its carbon footprint as contractual relations develop. TF1 solicited the contribution of these suppliers in order to obtain qualitative and quantitative data on the services and products ordered. The aim is to incorporate this actual data incrementally into future calculations of the Group's carbon impact.

An initial assessment was able to evaluate the maturity of these suppliers:

- 34% of suppliers are yet to establish a structured approach and do not measure the carbon footprint of their activities;
- 10% are in the early stages of the carbon management process (scope 1 and 2 measurement);
- 12% have no zero reduction targets or partial targets for scope 1 and 2;

- 25% have developed action plans for specific scope 3 categories;
- 14% implement a decarbonisation strategy, focused initiatives and governance;
- 5% have reached a highly mature stage, measuring carbon footprint for a service or particular products.

At the same time, following training of CPD buyers in 2022, more than 120 employees in charge of procurement decisions were made aware of reducing the carbon intensity of purchasing and procurement in 2023.

Additional projects

Mobility

The Group intends to reduce the carbon footprint of employee business trips through multiple initiatives:

- a business travel (/trips) plan since 2010 and a teleworking agreement since 2018;
- for company and media cars, CO₂ emission limits (130 g/km) and incentives to opt for cleaner vehicles from 2021. By end-2023, the TF1 group will have achieved its target of a fully hybrid/electric fleet of news vehicles and company cars;
- access to a mobility credit for employees with a company car, from 2021;
- availability of five urban electric vehicles;
- additional 29 charging spaces for electric cars in 2023 and the creation of a specific soft mobility area (bicycles and scooters);
- access to multiple employee benefits to purchase new city bikes, from 2020.

Since 2021, the TF1 group has also rolled out the Sustainable Mobility Package, encouraging employees to embrace soft mobility. In 2023, over 180 employees took advantage of this Package.

In June 2023, Newen Studios adopted this approach with three options:

- a Sustainable Mobility Package, budgeting €300 that can be used for compatible forms of transport (e.g. bicycles or scooters) and any necessary purchases/repairs;
- a Sustainable Mobility Package, budgeting €140 with 55% of the Navigo pass reimbursed;
- a Navigo pass, with 65% of payments covered.

For its Paris-based employees, Newen Studios also organised a "Cycling Day" featuring a presentation of the Sustainable Mobility Package and workshops. Internationally, Newen Studios' Belgian business unit, De Mensen, organised a cycling team challenge, encouraging employees to cycle to the office more regularly.

Energy sobriety plan

ISO 50001

In terms of ISO 50001 certification, in 2018, TF1 group had initially set an energy reduction target of 25% to 30% by 2025 (compared with the 2011 reference year).

As this target has already been met, a new target was set when renewing ISO 50001 certification in December 2021: the Group now targets a 35% reduction in consumption by 2025, as compared with 2011.



TF1's ISO 50001 certification is valid to July 2024 (date of the new audit) and reaffirms the adherence to and relevance of the reduction plan put in place as well as the targets and goals set. The certification steering committee set up co-ordinates the action plans in place both with respect to building management with the service providers and in the production processes (studios, broadcasting, reporting). At TF1, ISO 50001 also encompasses a whole range of internal and external communications, various awareness sessions, and more broadly cross-company co-ordination that involves employees as well as a number of Group departments.

Energy sobriety plan

In response to recommendations by the French government, in autumn 2022, the TF1 group decided to implement an energy sobriety plan to meet the government's target of a 10% reduction in energy consumption between 2019 and 2024. Various measures in addition to those already introduced were identified for the Boulogne premises and shared with employees. These include:

- reducing the temperature of heating in summer and air conditioning in winter;
- turning off the hot water tanks at specific times and lowering the water temperature;
- switching off the lighting of the Tour TF1 building logo from 10:00 p.m. to 7:00 a.m.;
- replacing obsolete air conditioning, heating and ventilation equipment;
- painting studio roofs white;
- installing solar panels.

The Group has also planned increasingly stringent measures in the event of an EcoWatt red alert, such as stopping vehicle recharging in car parks, switching off hot water tanks and completely switching off the lighting of the Tour TF1 building logo. All of these measures were implemented during 2023, including solar panel installation on the south wing of the Tour TF1 headquarters, resulting in the production of 19 MWh since July 2023.

Use of renewable energy

As regards high voltage, TF1 extended an EDF contract with a "renewable energy" option in 2021, to be implemented from 2022 to 2024. The Group also renewed a low-voltage contract with the supplier, Enercoop, for the period between 2022 and 2024. As a result, the Boulogne premises' electricity is fully sourced from renewables.

Energy consumed by TMC is also sustainably sourced.

In addition, since 2017, a 1,000 m² photovoltaic sail has surrounded the structure of the Patrick Devedjian Auditorium at La Seine Musicale, moving on rails to follow the sun's path from east to west. This architectural design has a twofold benefit: on the one hand, it acts as a barrier to solar radiation, protecting the auditorium from direct sunshine and on the other, it helps to generate electricity. Since its creation, the 'solar sail' has produced more than 50,000 kWh to supply the building with 5 to 8% of its electricity consumption which, in turn, has helped to reduce the electricity consumption of La Seine Musicale.

Focus on environmental performance of Newen Studios' headquarters

Newen France established closer ties with the landlord of its new Paris head office, where the teams moved to in 2022, to benefit from a building delivering a very high energy performance. BREEAM (*Building Research Establishment Environmental Assessment Method*) certification is currently being obtained. The premises in Montigny-Le-Bretonneux (Greater Paris) is BREEAM-in-Use-certified.

In addition to BREEAM certification, Newen Studios is committed to obtaining the BiodiverCity® label for its Paris headquarters. The label seeks to establish a framework of actions to improve biodiversity and the use of outdoor spaces.

A Biodiversity Committee meeting was held in April 2023, attended by the owner, a representative of the label, the building's gardeners and the Green Committee, and a Commitment Charter is currently being signed to obtain the label. Actions to conserve and restore biodiversity will be outlined in 2024.

New headquarters for Blue Spirit

January 2023 saw Blue Spirit relocate to a new building in Angoulême (southwestern France). The heat produced by the high density of computers, screens and employees is enough to heat a premises. As such, the project was designed to be energy efficient, by postponing the time needed to use cooling units. This involved limiting floor space and installing "panelled" walls, linings, ceilings, and false ceilings to preserve the capacity of the solid stone walls, ceilings and concrete floors to store the heat produced during the day before removing it at night.

Biodiversity

Activities at the TF1 group's head offices do not pose direct risks to biodiversity. The Group's activities do nevertheless have an indirect impact on biodiversity, particularly through the use of the resources required to manufacture the IT equipment used by all employees and by the audience watching the programmes produced and broadcast by TF1 group.

As is the case for every company, TF1 group benefits from natural ecosystem services, particularly cultural services offered by biodiversity, and on which certain Group channels, like Ushuaïa TV, are heavily dependent.

That is why TF1 group joined up to the "Entreprises engagées pour la nature – Act4Nature France" ("Nature-driven companies") initiative. The Group's commitments relate to its influence as a media group, through its reference platform on environmental issues: Ushuaïa TV.

From 2022 to 2024, TF1 group has committed, via Ushuaïa TV, to:

- broadcast a yearly series of at least 10 programmes over a period of four weeks primarily focusing on biodiversity;
- partner with one annual BtoB/BtoC event addressing biodiversity.

In this way, the Group plans to increase public awareness regarding these issues, reiterate messages from those involved in safeguarding biodiversity and showcase positive initiatives.

In 2023, the Ushuaïa TV channel broadcast around 2,800 hours of content on themes related to biodiversity, such as wildlife and the protection of flora and fauna, representing 35% of the programmes in the schedule. This content includes programmes such as the documentary series "Les secrets de l'évolution", a veritable deep-dive into biomimicry, "Paris, ville nature", an exploration of nature in Paris, and "La vase source de vies". The channel also dedicated certain months of the year to biodiversity themes, including Endangered Predators Month in February, Birds Month in April and Oceans Month in June.

In addition, the garden of La Seine Musicale was awarded the "Refuge LPO" (French League for the Protection of Birds) label, providing formal recognition as part of an initiative to enhance the value of nature for a site where wild fauna and flora are protected according to the principles of the Refuge Charter.

4.2. KEY SOCIAL AND SOCIETAL ISSUES

SOCIAL AND SOCIETAL REPORTING PARAMETERS

Scope

All employees who hold an employment contract with the TF1 group, including its most recent subsidiaries: Play Two and Newen Studios. The proportion of covered employees who are referenced throughout this section relates to the scope of 2023 data. The indicators for this social and societal section may be provided in four different scopes, expressed as a percentage of total employees:

- 100.0%: World;
- 84.2%: France;
- 71.1%: France open-ended (OE) contracts;
- 70.5%: France OE contracts excluding suspended contracts.

It should be noted that the indicators on fixed-term (FT) contracts also include apprenticeship and vocational training contracts. Non-permanent employees are not included in social and societal indicators, except to calculate the periodic staffing rate and training of the non-permanent workforce.

The information published below includes TF1 SA as well as the Group's historical subsidiaries and Play Two, My Little Paris, Magnetism and Newen Studios unless expressly stated.

Period

1 January 2023 to 31 December 2023.

4.2.1. GENDER EQUALITY

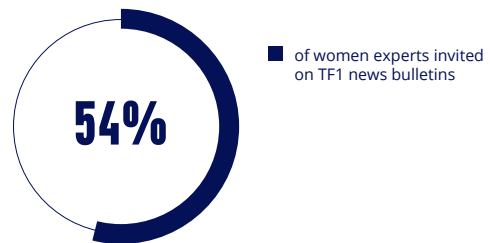
Mindful that gender equality fosters collective performance, the TF1 group is a standard bearer of gender balance in its content, governance and career paths.

4.2.1.1. Representation of women in content

Measuring and promoting the representation of women in the news

TF1

Since 2016, the Group has strived to increase the representation of women experts in news, gradually aiming for parity in TF1 channel productions. Further, the Group ensures that women are represented in all TV news bulletins. In 2023, women experts accounted for 54% of total guests invited on TF1 TV news programmes.



Since 2021, a monthly study on women's role in the news has also been conducted to better monitor indicators and raise awareness among editorial staff.

INDICATOR: PROPORTION OF WOMEN IN TF1 TV NEWS

	2023	2022*	2021
Women experts appearing on set	54%	53%	44%
Women in TV news topics	42%	42%	41%
Non-TF1 women experts in TV news topics	44%	38%	28%

* Internal data for 2023 (excluding August), including the 1pm (lunchtime), 8pm (evening) and weekend news bulletins, and the special shows.

LCI

LCI has made a commitment to ARCOM to increase the number of women on set, and is working towards parity for guests from the political field. ARCOM assesses the fulfilment of this commitment against the realities of the political landscape and speaking times given to political figures.

INDICATOR: PROPORTION OF WOMEN IN LCI TV NEWS

	2023	2022
Overall representation of women	45%	44%
Presenters	52%	-
Journalists	50%	-
Women experts	40%	36%
Political guests	39%	41%
Other guests	40%	35%

The programme in support of women experts: "Expertes à la Une"

In 2023, the programme's third edition brought together 15 experts from a host of sectors (health, medical research, defence, justice, police and geopolitics). The programme seeks to support women experts, training them to address the editorial needs and increase their representation on TF1 and LCI TV news. Sponsored by the biographer and academic, Dominique Bona, the 2023 intake sat a comprehensive programme of coaching, media training and motivational meet-ups.

"Expertes à la Une - Season 3" won the Gold Prize and the Jury's Favourite Award in the Gender Parity Policy category at the Grand Prix de la Responsabilité des Médias (Responsible Media Awards). Season 4 will be rolled out in 2024.

Expertes à la Une, the podcast

The programme was also published as a podcast series produced by the TF1/TF1Info.fr editorial team and presented by Christelle Chiroux. To date, 43 women have been interviewed, including Valérie Masson Delmotte (paleoclimatologist and co-Chair of the IPCC), Heidi Sevestre (glaciologist), Nantenin Keita (Paralympian) and Laura Chaubard (Director of the École Polytechnique).

Expertes.fr website

The editorial staff of TF1 and TF1 Info renewed their support for Egaé's expertes.fr platform, which lists women experts suited for the media. This financial assistance aims to expand the database of readily available female experts, thereby increasing the representation of women experts in news stories.

Promoting women's role in other content

Heroines off the record

Magazine shows and documentaries

The TMC channel has spotlighted gender equality issues in its prime-time features, magazine shows and documentaries.

In her special column on the *Quotidien* talk-show, Maïa Mazurette regularly addresses the subject of equality and the fight against sexist and sexual violence. Mazurette also directed *Désir : au cœur du sexe féminin*, France's first-ever prime-time documentary focusing on the female sex. In addition, the channel rebroadcast two other documentaries directed by Maïa Mazurette (*Désirs : ce que veulent les femmes*, *Désirs : ce que veulent les hommes*). Lastly, Martin Weill's documentary *Séoul : la fabrique du cool*, underpins the rising feminism observed in South Korea.

Meanwhile, the TFX channel is also playing its part in altering perceptions. The team for the *Cleaners, les experts du ménage* programme is equally represented by men and women.

In 2023, Histoire TV viewers enjoyed documentaries on figures who have shaped the history of feminism:

- "Gisèle Halimi, la cause des femmes", a deep-dive into the celebrated lawyer who helped advance women's rights;
- a century after her death, "Sarah Bernhardt, à corps perdu", showcasing this divine icon who unashamedly pursued her sense of freedom;
- "Violette Morris, sans contrefaçon", which recounts the decorated French sportswoman who, at the time, sparked much debate over women's role in society.

Series and drama

The TF1 group has acted proactively to feature and promote women in its dramas.

As a result, the Artistic Department for dramas ensures fair representation of women in its programmes with the spotlight on strong women hero figures.

TF1 prime-time slots feature a number of dramas with iconic heroines:

- *Master crimes*, with Muriel Robin who plays a gifted professor who solves enquiries alongside her students;
- *HPI*, starring Audrey Fleurot as a woman with incredible intellectual powers who ends up working for the police force;
- *Je te promets*, which focuses on how couples establish a work-life balance;
- *Les randonneuses*, a story of women's struggles and how they overcome illness.

TF1 also champions women in its daily soaps such as *Ici tout commence*, where women regularly play leading roles.

In 2022, Newen Studios' subsidiary, Connect, signed an agreement with Imaginarium Productions to co-develop and broadcast *Madame!*, a period series created and directed by Andy Serkis. The series explores the life of Marie Tussaud who is recognised for her wax sculptures and better known for the now famous Madame Tussaud's Museum which she founded in London, in 1835.

Newen Studios also co-produces and distributes successful series featuring heroines. Examples include:

- *Candice Renoir*, a chief inspector who has to juggle her life as a policewoman and a mother of four children;
- *Mademoiselle Holmes*, about Sherlock Holmes' granddaughter, due to be broadcast in early 2024;
- *Marie-Antoinette*, the second season in the Canal+ series which is under production.

Unscripted shows

In the flagship programme, *Star Academy*, TF1 celebrates women as teachers (Adeline Toniutti, Cécile Chaduteau, Malika Benjelloun, Lucie Bernardoni and Marlène Schaff).

This year also saw the TF1 channel launch a new programme entitled *Time to love : la roue de l'amour*. This never-before-seen experience puts women in control of their destiny to find love, with five contestants focusing above and beyond the physical characteristics and precepts of a beauty that is pure.

Kids

Since 2021, TF1 has co-funded and broadcast in its youth slot the animation programme *Chouette pas chouette* launched at the initiative of Make.org to raise young people's awareness about stereotypes. Women hero figures also feature prominently in TF1's youth slot, as illustrated by *Miraculous* and *Droners*.

Women's sport

In 2023, the Group's channels raised the profile of women's sport with the broadcast of sporting competitions:

- the women's world handball tournament, broadcast on TFX prime-time slots in December 2023;
- the WXV international women's rugby competition. Established in 2023, this first edition of the competition was shown on the TF1 group's channels.

What's more, TF1 acquired exclusive rights to the UEFA Women's EURO 2025 tournament and the Women's Rugby World Cup 2025.

In 2023, TF1 group also partnered up again with the #SportFémininToujours (#WomenSportForever) initiative, kick-started by ARCOM (French Audiovisual and Digital Advertising Regulator). To celebrate the occasion, the Group's channels pulled together to promote women's sport, with special features in TF1 TV

4.2.1.2. Gender equality within the Group**Championing gender balance throughout the Company**

The Group's proactive stance on gender balance has increased women's representation throughout the Company, including corporate governance.

A year of milestones towards gender balanced representation on management bodies

At end-2023, the Group's Executive Committee comprised 10 members (excluding Corporate Officers) with 50% women representation (vs. 25% in 2022). The General Management Committee had a total of 41 members, with 46% women representation. As a result, in 2023, the Group already achieved its target of 40% women representation on both bodies by 2025.

news, a report in the *Téléfoot* programme, the broadcast of "Vis ma vie" and focused coverage of women's sport on LCI. Moreover, the men's Rugby World Cup 2023 was characterised by Isabelle Ithurburu who hosted the post-match show *Mag de la Coupe du monde* with five other journalists and experts, including two women.

Efforts to combat violence against women, sexism and sexual harassment

The TF1 group and Newen Studios are committed to combating violence against women, sexism and sexual harassment through their broadcasts and productions.

Notable events

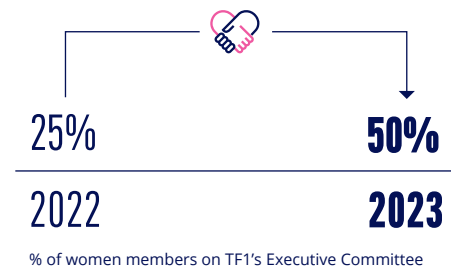
All the Group's channels led initiatives in honour of the International Day for the Elimination of Violence against Women. In its prime-time coverage, TMC broadcast the groundbreaking short film, *Temps attendu*, which was written and directed by actress and director Eden Ducourant. The film illustrates public instances of verbal and physical violence against women, encouraging people to recognise the signs and take action.

Series and drama

June 2023 saw TF1 broadcast a lengthy prime-time feature film on domestic violence: *Entre ses mains*. In its acquired foreign series, heroine figures are highlighted through compelling themes. A notable example is *Grey's Anatomy*, where an outreach clinic practises abortion in response to the revoked ruling by the US Supreme Court on *Roe v. Wade* (broadcast from April to June 2023).

Magazine shows and documentaries

On TMC, Maia Mazaurette has regularly addressed the issues of equality for all and the fight against sexist and sexual violence in her column on the *Quotidien* talk-show, "La Zone Mazaurette".



This significant progress at the top of the organisation has a positive influence on gender equality at other levels of the hierarchy. Management also ensures that men and women are well represented at all levels of management. For this reason, 48% of the Management Committee, comprising the 160 key managers, is made up of women.

Continuing to support and create career development opportunities for women in the Company

As of 31 December 2023, 56% of the Group's employees were women, with 56% women managers.

INDICATOR: BREAKDOWN OF EMPLOYEES BY GENDER

Breakdown of employees by gender at 31/12 (Scope: World, OE and FT contracts)	% coverage/ headcount	2023	2022	2021
Women	100	56.2%	56.4%	55.9%
Men	100	43.8%	43.6%	44.1%

INDICATOR: PROPORTION OF WOMEN EMPLOYEES BY STATUS

At 31/12 (Scope: World, OE and FT contracts)	% coverage/ headcount	2023	2022	2021
% of women in clerical, administration, technical and supervisory staff roles*	100	59.2%	59.5%	59.4%
% of women managers	100	56.2%	56.5%	56.5%
% of women journalists	100	51.0%	52.0%	47.3%

* Clerical, administration, technical and supervisory staff

INDICATOR: PROPORTION OF WOMEN EMPLOYEES BY HIERARCHICAL LEVEL

At 31/12 (Scope: France, OE and FT contracts)	% coverage/ headcount	2023	2022	2021
% of women on the Management Committee (top management)	84.2	47.8%	48.3%	47.3%
% of women in senior management as a whole (C5 department heads and above)	84.2	46.4%	48.1%	48.8%
% of women in the Group's key talents	84.2	51.5%	50.0%	52.7%*

* In 2021, the scope of this indicator is the whole TF1 group scope (France), which was not the case in previous years.

The **gender equality scores** for 2023, published in March 2024 reflect the Group's commitment to equality. The scores below factor in the pay gap, the distribution of individual pay rises, the spread of promotions, the number of pay rises awarded on return from maternity leave and the inclusion of women in the ten highest paid positions.

- TF1 SA: 90 vs 85 in 2022;
- TF1 Pub: 97 vs 96 in 2022;
- TF1 Production: 97 vs 93 in 2022;
- LCI: 92 vs 90 in 2022;
- e-TF1: 85 vs 88 in 2022;
- Newen studios 97 vs 78 in 2022.

Furthermore, TF1 develops **diverse programmes and career paths** to support the professional development of women in the Company. In 2023:

- One's and Comete's, the Group's programmes dedicated to developing young talent, had respective women attendance rates of 56% and 53%;
- 20 employees took the "Women leadership" course, increasing the total number of trained women to 210. This collective programme aims to raise awareness of individual leadership;
- 25 employees attended a 3-hour speed coaching course to meet specific requests for individual support;
- nine women executives took part in a special two-year support scheme aimed at facilitating their development and helping them climb to positions with greater responsibility;
- 76% of participants on all TF1 employee mentoring courses were women.

Moreover, the TF1 group runs awareness, learning and discussion sessions through its Fifty-Fifty gender equality network. Founded in 2015, this gender-balanced network now has 487 members, with 25% who are men. In 2023, initiatives sought to raise awareness among managers, with discussions on the link between gender balance and performance and the identification of ways of improving diversity within the Company. Since 2022, Fifty-Fifty has extended its focus into LGBT+ issues, organising a number of special events. Fifty-Fifty also forms an integral part of the "Mixité en Seine" and "B.Together" networks within the Bouygues group. These networks back initiatives such as cross-mentoring, awareness campaigns and development workshops.

The Group strives to be a champion of gender equality on a daily basis

Pay parity

During its annual review of individual salaries (RIS), the Group focuses on pay parity and the promotion of women, particularly to managerial positions. In its 2023 RIS campaign, 7.2% of employees were promoted, exceeding the overall average of 6% for employees throughout the Company. 90% of women also received a raise, bonus or promotion.

And with respect to recruitment, at least one woman is shortlisted for every manager and journalist position.

Parenthood support

The TF1 group has been a signatory of the French "Parenthood Charter" since 2016, implementing concrete measures to encourage a work/life balance. Starting in 2020, the Group increased second parent settling-in leave to 4 paid weeks, to plan ahead for legislation introduced by the French government.

Furthering ambitions and cementing the Group's leader position in gender balance

Adapting gender balance targets to the Group's strategic plan

The Group has kick-started an ambitious plan to recruit women in Information Technology (IT) professions. It involves targeted initiatives by managers and a partnership with 50inTech to foster women's career development. In early 2023, TF1 set a target of 22% (excluding Newen Studios) which was far surpassed, with 36% of women hired in these professions throughout the year.

36% of women hired to work in tech businesses

Introducing gender balance targets across entities

In 2023, the Group set CSR targets for its employees, tied to at least 10% of their variable remuneration, with 17.5% of these targets focused on gender equality. To this end, managers concerned will be re-assessed in 2024, based on the targets related to gender balance ambitions established in-house and for channels.

Efforts to combat sexual harassment and sexism within the Company

TF1 is a signatory of #StOpE and the Charter of Pour les Femmes dans les Médias (PFDM). As such, the Group takes awareness-raising actions to fight sexism and stereotypes:

- the establishment of a whistle-blower system and an investigative process for harassment or violence;
- the set-up of an outsourced hotline – "Allodiscrim";
- the appointment, training and spotlighting of harassment points of contact;
- the organisation of a dedicated psychological unit;
- presentations with employees on the challenges of sexism in the workplace and its potential ill-effects;
- the sharing of a dedicated brochure and internal digital communications.

In 2023, two landmark initiatives enabled the Group to step up its commitments:

1. a training session on "Sexist behaviour and harassment in the workplace" for harassment points of contact;
2. compulsory e-learning for all Group employees.

Moreover, 2023 saw Newen Studios reiterate its support for the PFDM Charter, with regular training and awareness sessions for production, technical and head office teams concerning acts of harassment, sexism and violence at work. The "Allodiscrim" hotline has been readily accessible to employees since 2019.

Lastly, since 2020, managers have received training on "Inclusive Management" to combat stereotypes and establish a more inclusive working environment. In 2023, this module was made available to employees worldwide.

Monitoring the implemented mechanism

In 2023, TF1 group conducted three investigations (including Newen Studios) for reported incidents that could be characterised as moral and/or sexual harassment combined with sexist behaviour and/or comments, one of which caused a sanction.

4.2.1.3. Partnerships

Pour les femmes dans les médias

In 2022, the TF1 group and Newen Studios signed the "Parité mode d'emploi" Charter "Pour les Femmes dans les Médias". This organisation involves over 150 women media executives. Its purpose: to foster women's progress in the media sector, both hierarchically and on channels by implementing real-life initiatives such as the diversity and inclusion survey for culture and media, which was published in December 2023.

Women's Forum

Through its LCI channel, the Group once again supported the Women's Forum. This event served to promote women's standpoints and opinions on cornerstone economic and social issues, enabling TF1 to take part in discussions on the place of women in society, through mixed delegations. In 2023, LCI journalist Marie-Aline Meliyi moderated a conference on the impact of war and conflicts associated with educating young girls.

Conferences on parity

In June 2023, the TF1 group also lent its support to the Conferences on parity which covered the topic of "Transformation" by increasing the visibility of the event on all its communication channels on LCI and TF1 Info. As part of the Conferences, Rodolphe Belmer, TF1 group Chairman and Chief Executive Officer, spoke alongside other senior executives on the issue of media and its stance on parity.

Les Femmes s'Animent

Since 2021, Blue Spirit, the animation subsidiary of Newen Studios, has joined forces with the "Les Femmes s'Animent" association through involvement in a women's mentoring project "Parcours de femme" which strives to help African and French women without access to networks in the animation sector, for the purpose of creating a short animated feature film.

4.2.2. INCLUSION

Inclusion was one of TF1's top priorities in 2023, through the many content items representing society in all its diversity and advocating inclusion, and internally with the roll-out of training on inclusive management aimed at changing people's mindset on

4.2.2.1. Diversity of ethnic and social origins

Reflection of diversity in society in content

Both through its channels and in digital environments, the TF1 group strives to reflect diversity in society, without promoting stereotypes. Every year, quantitative commitments are sent to the regulator regarding the visibility of people seen as non-white in dramas. Moreover, a letter is sent annually to producers of unscripted programmes to make them aware of diversity in their creations. TF1 group also undertook to pay close attention to the representation of all socio-professional categories.

News

The TF1 lunchtime news bulletin is emblematic for its links with rural France, farmers, the regions and older generations. For over a decade, the flagship operation of the lunchtime (1pm) news bulletin, SOS Villages has covered villages in hardship with failing businesses. Its purpose: to find new owners and sustain the livelihoods of villages in rural areas. Other initiatives exist such as "Le plus beau marché de France", partnering with the country's regional press.

Magazine shows and documentaries

The TMC channel's *Quotidien* talk-show features columnists, journalists and guests from diverse walks of life, both on set and in special reports. Diversity was frequently discussed in the "19h30 MEDIAS" ("7:30 pm MEDIA") and "20h15 EXPRESS" ("8:15 pm EXPRESS") news sections.

To mark the 40th anniversary of March for Equality and Against Racism, TMC used its prime-time slot to show first-run documentary *L'arabe dans le poste*. This work examines developments in how French people of North African origin are portrayed on television. Journalist Azzeddine Ahmed-Chaouch and cinematographer Youcef Khemane engrossed themselves in thousands of hours of archive footage, TV shows, sporting events, music videos and advertisements.

La Puissance du lien

Established in 2023, La Puissance du lien is an organisation led by Élisabeth Moreno, a former French government minister and business leader. It seeks to celebrate and strengthen human bonds, with all their uniqueness and diversity. By plugging events, workshops and a mentoring scheme, the TF1 group's partner organisation aims to promote all forms of representation – whether in connection with gender, age or ethnicity – while inspiring and developing confidence in men and women from all backgrounds through a network of sponsors who include the two TF1 and LCI journalists, Alisson Tassin and Marie-Aline Meliyi.

disabilities. In-house, Newen Studios spearheaded initiatives and produced content, notably through its Diversity and Inclusion Committee. Together, the Groups also promote access to training and the recruitment of young talents from diverse backgrounds.

Series and drama

TF1 oversees the representation of French society, with its diverse demographics, beliefs and customs, focusing on dramas such as *HPI*, *Je te promets*, *Ici tout commence*, *Demain nous appartient*, and foreign series broadcasts.

Moreover, clauses written into all contracts require that Group partners systematically establish a cast that reflects the many diverse aspects of French society.

Unscripted shows

Diversity is represented by the hosts of TF1's unscripted shows, and further exemplified by the wide-ranging casts seen in *Star Academy*, *The Voice* and *Koh-Lanta*. At the same time, all year round, TF1 broadcast showings of *4 Mariages pour 1 lune de miel*, which shines a light on contestants from a range of ethnic and social backgrounds, as well as intercultural marriages.

Kids

Throughout the year, in the TF1 youth slot, programmes such as *Imago*, *Miraculous* and *Ghost Force* centre on heroes with diverse roots.

Social networks

Presented by Faustine Bollaert and broadcast on social networks, Newen Digital's brand-new programme, *Safe Zone* covers topics ranging from mental health, school bullying, sexism and biodiversity. It is especially influential among 15-35-year-olds, with its first season notching up 15 million views.

Running parallel to this is another of Newen Digital's socially responsible productions, *Raconte*, which for the third year running provided a platform for those seeking to change mindsets. Key discussion topics include sexual identity, school bullying, domestic violence and the challenges posed by physical and mental disability.

Newen Digital's website, AlloDocteurs, pledges to build a more inclusive society in the healthcare field. Its *La consult* format makes the topic of healthcare more widely accessible by toning down the severity of interactions with doctors.

Diversity and equal opportunities within the Company

Dedicated trainings

The Group promotes diversity and equal opportunities through numerous trainings, including an "Inclusive Management" course, as outlined in section 4.2.1.2 on Policies against harassment.

News initiatives

The Patrick Bourrat award

In 2023, TF1 and LCI held the 11th Patrick Bourrat award, which recognised five journalism school students. The winning candidates were handed fixed-term contracts in the summer as editorial employees at TF1, LCI and TF1 Info during which they sampled various sides of the business (live production, reporting on the ground, etc.). Meanwhile, 2023 saw the TF1 News Division take on 26 interns for observation, with 20 of them offered two-month fixed-term contracts to work in its news rooms.

Le Grand Prix TF1 de l'alternance

Created in 2021, the Grand Prix TF1 de l'alternance (TF1 Grand Prize for work-study trainees) rewards journalism students with work-study contracts. The 2023 prizewinner is an editorial journalist who will continue their experience in the TF1 editorial team on a one-year fixed-term contract.

La Chance pour la diversité dans les médias

The TF1 group supports La Chance pour la diversité dans les médias, which helps scholarship students succeed in journalism school competitions. This partnership involves news team visits, internships, mentoring, trainings, interview practice and financial support. In 2023, the News Division received 21 applications, providing scholarships to three students. These students are supported by a journalist who grants them access to news rooms and the Human Resources Division which assists them with their university studies.

The work of the TF1 Corporate Foundation internally

Every year, the TF1 Corporate Foundation recruits an intake of young people aged 18 to 30 living in poorer neighbourhoods. Candidates are selected by a jury of professionals and are offered a two-year work-study contract, with support from a tutor to expand their network and help them understand how the business world works. The 16th group was welcomed in 2023 with 12 candidates chosen. From its inception, the Foundation has helped 177 young people with no qualifications to join the labour market, today contributing to various Group business lines (accounting, infographics, advertising, marketing, journalism, etc.).

Newen's Diversity & Inclusion Committee

Newen Studios is stepping up its commitment to diversity and inclusion by forging close ties with the world of charities and associations. These initiatives are supported by the Diversity and Inclusion Committee, spearheaded by Ludivine Svaldi, (Communications Director, Newen Studios) and Olivier Levard, (Director of Newen Digital). Founded in 2021, this Committee's co-ordinates all Newen Studios' initiatives in order to prioritise equity and the representation of diversity as well as stimulating creativity and innovation. The Committee intends to arrange several workshops for the Diversity Fresk during the first half of 2024, involving all members of the Management Committee.

External efforts to improve professional integration of young people

The external efforts of the TF1 Corporate Foundation

The TF1 Corporate Foundation is involved in the professional integration of young people. Every year, it organises the "Tous en Stage" programme for high school students. This initiative seeks to enable high-school students from disadvantaged educational districts to find their work placement via a digital platform listing registered companies.

For Press and Media Week, since 2010, the TF1 Corporate Foundation has partnered with CLEMI (an agency of the French Ministry of Education responsible for media and news education across the education system) to organise classes for all levels and subjects. The aim of this civics exercise is to help pupils understand how the media works: how to analyse media, how to fact-check sources and detect fake news and how to develop an interest in current affairs.

In 2023, the TF1 Corporate Foundation provided backing for the visit of 150 pupils to TF1's auditorium where they took part in the "Les Rencontres de l'Info" event. The session revolved around two focus topics: analysing the work of journalists in Ukraine and tackling fake news. This event had 50,000 live followers (pupils) on Facebook, TikTok, YouTube and TF1 Info.

What's more, TF1's Corporate Foundation regularly gives talks at high schools and universities on issues pertaining to professional integration and society, e.g. fake news, nutrition and religion.

The TF1 Corporate Foundation is a partner of Studytracks, an app promoting educational songs aimed at stopping school drop-outs. Developed in collaboration with scientists, this teacher application which was approved by the French Ministry of Education now offers more than 1,800 songs covering all topics, in French and English, from year 5 (or fourth grade) to final or senior year. On the back of a first edition in 2022, TF1 hosted the second *Studytracks Awards* in June 2023, involving over 400 children. They sang their work accompanied by a philharmonic orchestra at La Seine Musicale, and their performance was broadcast on MYTF1.

Since 2022, PlayTwo and TF1's Foundation have collaborated with French rapper Jok'Air to develop his "La Mélodie des Quartiers" association for young people and culture. This association unites members with a passion for their profession (illustrators, singers, scientists, columnists, stylists, video-makers, etc.) who want to share their knowledge with younger generations.

Furthermore, last year, the Foundation organised an entrepreneurial event with the My Créo Académie organisation, assisting entrepreneurs in France's priority urban districts. On 22 May 2023, 120 budding entrepreneurs gathered in the TF1 auditorium to pitch their ideas before a panel of judges including representatives from the organisation's corporate partners.

Initiatives to promote the professional integration of young people in the audiovisual and film industry

Immersion Cinéma, through the association "La Réplique"

Newen Studios is actively involved in initiatives providing access to training and employment for talented young people from diverse backgrounds. For example, an operation called "Immersion Cinéma" was launched in Marseille by the association "La Réplique", in partnership with the Région Sud, ERACM (École régionale d'acteurs de Cannes et Marseille), the association "Les Têtes de l'Art", Newen Studios and the TF1 group. "Immersion Cinéma" continued in 2023 to support the professional development of actors, establish a training programme and inspire new vocations.

Over the last three years, 105 young people aged 16 to 29 identified by local associations attended the castings. Several of them secured two-week internships at ERCAM with dance, singing and improvisation workshops as well as professional filming sessions.

Tremplin

In the Hauts-de-France region, in northern France, Newen Studios partners with the Tremplin programme run by the Series Mania Institute, which seeks to train young people in audiovisual professions. Thanks to Series Mania, the city of Lille is now firmly established in the fast-developing series industry, with the development of the eponymous Institute which provides best-in-class training for professions in the series industry. Tremplin seeks to promote equal opportunities by introducing and guiding younger populations from Hauts-de-France who are interested in the audiovisual sector. The programme is free of charge with no qualifications required. Between October 2022 and April 2023, 20 young people were trained in narrative techniques for series and technical audiovisual professions prior to attending professional meetings with the Newen Studios teams. This initiative is continuing with a second intake of 20 candidates who will acquire knowledge and upskill in the audiovisual, series and digital media professions.

European Conservatory of Audiovisual Writing

Newen Studios supports the European Conservatory of Audiovisual Writing (CEEA), sharing a common vision: to develop French drama and support talents. Established in 1996 on the initiative of professionals, the CEEA association is France's only school that specialises in training screenwriters. It also strives to professionalise the scriptwriter industry. With its collective ambition to create the best possible study conditions, Newen Studios has developed a scholarship system that commits to offering financial support to student screenwriters throughout their two years of training.

In addition, TF1's Drama Department offers financial assistance to CEEA and the Cité des scénaristes' companionship project, aimed at facilitating the integration of young screenwriters.

FEMIS

The TF1 Drama Department provides financial support to the actions of FEMIS (European Foundation for the Professions of Image and Sound), France's grande école for film and television studies, and specifically its training course on series. This helps to ensure that the school's training is fully aligned with the industry's need to professionalise.

Imagine fiction writing competition

In 2022, three TF1 group employees kick-started Imagine, the first-ever short fiction competition aimed at identifying future talent while promoting French creations. In 2023, short fiction enthusiasts were given an opportunity to compete in two categories, namely *short-coms* (1 to 5 mins) and short films (5 to 10 mins). During this same year, participants had to add the "Regarde-moi dans les yeux" ("Look me in the eye") tagline to their productions, showcasing films that provoke thought, spark emotion and positively inspire society.

Magelis Solidarité

In 2023, Blue Spirit also supported the Magelis Solidarité fund, which champions social diversity and tackles deprivation in image arts schools in Angoulême (southwestern France).

Sponsorship to support the professional integration of young people

In response to the issues surrounding the professional integration of young people from diverse backgrounds, for the past number of years TF1 group has supported the following two associations through sponsoring contracts (financial aid provided without consideration to a charitable endeavour or individual, to pursue activities that are of general interest):

- **Moteur!** which encourages young people aged 14-22 from all walks of life to make a one-and-a-half minute film about someone they find inspiring. Chaired by the French-Malian rapper, Oxmo Puccino, the 2023 competition awarded 25 winners who took part in the Confidence Campus (public speaking, slam competition and body language techniques) over a four-day period. A partner for the sixth consecutive year, the Group reaffirmed its commitment to the "prix spécial TF1" ("TF1 Special Prize"). The winner enjoys a discovery day meeting professionals who work for TF1. This partnership also includes financial assistance and relays the competition's highlights.
- **"Sport dans la ville"**, which supports young people from priority areas of the city to actively participate in their social and professional integration through sport. This support aims to boost young people's self-confidence as they acquire values that are essential for their future. The TF1 group partners up with the "Commentateurs Sportifs" ("Sports commentators") initiative, introducing young persons to the sports commentator and journalist profession. On top of that, the initiative shows them public speaking techniques, group work exercises and improvisation techniques. In April 2023, a group of young people from the Auvergne Rhône-Alpes region (southeast central France) were introduced to news processing by journalist Thomas Mekhiche. In addition, the Group is providing financial support for the "In the City" programme, which seeks to help young girls in their professional integration.

4.2.2.2. Disability and illness

Representing disability and illness in contents

In 2019, the TF1 group signed the ARCOM Charter on the representation of people with disabilities in the audiovisual media.

Series and drama



In 2023, the TF1 group benefited from its successful series – "Lycée Toulouse Lautrec" – featuring a young able-bodied student who joins a high school designed to cater to pupils with disabilities.

This year, two narratives were created for daily show, *Ici tout commence*, spotlighting two characters who must learn to cope with disabilities. In 2023, daily soap, *Demain nous appartient*, also focused on the topic of disability, through a character who loses their sight and must learn to live with this impairment.

Furthermore, the Group raises awareness of the challenges posed by illness and the well-being of those suffering as such. The drama, *Les Randonneuses*, tells the story of six women cancer patients. The series, *Les Bracelets rouges*, recounts daily life in a children's hospital. In *Ici tout commence*, the issue of depression is depicted through a character who suffers from burnout.

Magazine shows and documentaries

On TMC, the *Quotidien* talk-show focuses on regular portrayals of disability through its guests. Highlights of 2023 included on-set appearances by Martin Petit, who is quadriplegic following a diving accident, and comedian Gabriel Donzelli, whose face remains scarred from brain cancer.

During its prime-time slot, TMC also screened a documentary on the directors Olivier Nakache and Éric Toledano, whose works draw inspiration from characters with disabilities (person with paraplegia in *Intouchables*, people with autism in *Hors Normes*).

The TFX channel also homed in on disability with an episode of the documentary series, *Baby Boom*, featuring young parents in a maternity ward, in which a deaf and dumb couple welcome their first child.

Short programming

As part of the European Disability Employment Week (EDEW), the TF1 group participated in the national disability awareness day, hashtag #DuoDay2023. During peak viewing periods, people with disabilities were introduced on-air. To mark the occasion, two of the Group's employees with disabilities co-presented the weather forecast on TF1 and LCI. The 8pm (evening) news bulletin was also involved in the endeavour, covering the inclusion of people with disabilities, and during an episode of *Petits Plats en équilibre*, Laurent Mariotte cooked alongside Café Joyeux association chef and team member, Aurélien.

On LCI's *Impact Positif* show, Sylvia Amicone was joined by Yann Buaille-Lanrezac, founder of the Café Joyeux association.

Kids

Through its cartoons, TF1 also raises children's awareness of disability. For instance, in TFOU's "Les Pyjamasques", a new wheelchair-bound superhero joins its universe of vigilantes. In honour of World Autism Awareness Day, "Thomas and Friends" unveiled a new hero with autism.

Social networks

On social media, Newen Studios produces and broadcasts *Raconte*, a special feature on people with disabilities. This programme takes a no-holds-barred approach to discussing various topics on everyday life, health and sexuality and features many a positive story.

Content accessibility

TF1 must ensure that its programmes are accessible to everyone, particularly people with impaired hearing or vision.

Subtitling

Since 2011, TF1 has respected the ARCOM Charter on Subtitling Quality, with all Group channels going beyond their statutory subtitling obligations. As a result, all TF1 and TMC programmes are subtitled, 60% are subtitled for TFX and TF1 SF, 20% are for TVBreizh and 10% are for the Histoire and Ushuaïa channels. Live programmes enjoy access to a special system with a team of three people and voice recognition software.

Audio description

Visual disabilities are taken into account through programmes including audio descriptions, as developed by the AVH (Association Valentin Haüy). This year, the number of audio-described programmes increased to 60 new programmes (vs. 55 in 2022). It is expected to reach 70 new programmes in 2027. As a partner of the French Football Federation, TF1 offers an audio-description of the French team's matches, including their home matches in 2023.

Digital content

Digital content that is readily accessible, with subtitles or audio-descriptions is offered in replay on MYTF1. The "FACIL'iti" solution on the TF1+ and TF1 websites allows Internet users to read the adapted web pages based on the pathology they entered.

2023 saw the Product and Tech teams put in considerable effort to rework accessibility. First, they received training from an accessibility consultant before developing the architecture of the MYTF1 platform, creating a "Design System" for the definition of website graphics components and the verification of accessibility during the design stage. Lastly, a consultant audited the streaming platform four times in 2023, to make it accessible to the largest possible audience. Its recommendations were put into practice all year round, enabling MYTF1 to post an accessibility compliance rate of 51% by January 2024.

Employment of people with disabilities

Since 2007, TF1 has pledged to integrate people with disabilities into the Company. A dedicated Disability Mission team was set up, arranging weekly sharing updates with the recruitment department and indicator committee. The person in charge of the Disability Mission team devotes their entire time to this issue, working in tandem with officers in each area, depending on the issues to be addressed (accessible digital technologies, medical department, general affairs, etc.).

INDICATOR: NO. OF EMPLOYEES WITH DISABILITIES IN THE COMPANY

(Scope: France)	% coverage/ headcount	2023	2022	2021
No. of employees with disabilities at 31/12 (all types of contracts)	84.2	116	104	101
Employees with disabilities recruited during the year (fixed-term, open-ended contracts)	84.2	31	30	25

Disability agreement and internal actions

In early 2023, the results of the fifth agreement were presented to agreement follow-up committee and France's Regional Directorate for the Economy, Employment, Labour and Solidarity (DRIEETS). The TF1 group signed its sixth disability agreement for the period 2023-2025. It centres on the following initiatives:

- **recruitment**, through contracts with specialist recruitment agencies and an employee expert on disabilities within the TF1 group recruitment team. The 2023 work-study talent dating enabled the Group to take on 13 work-study trainees with disabilities, thanks to the efforts of the HR Department and partners (Cap, Emploi, Aktisea). A 14th work-study trainee was also recruited during the year. The TF1 Campus Ambassador programme visits schools throughout the year, heightening student awareness of disability issues. Regular communication of the employer brand via networks also encourages applications by highlighting our disability initiatives.
- **retention** involves support in the process of recognising employee with disability(ies) status, a Careers Committee to oversee professional equity, and measures to reduce fatigue (specific paid time off (PTO), compensation, payment of additional pension contributions for employees with disabilities who work part-time or reduced hours, etc.). Moreover, Newen Studios is committed to working closely with the Act'Pro Jaris Association in an effort to promote the integration of people with disabilities in audiovisual professions. During the 2023 EDEW, Bouygues relayed its podcasts of elite athletes with disabilities under its partnership with Starting Block. Initiatives were also presented with Séquence Clés Productions, an adapted company specialising in audiovisual production.

- frequent **awareness** and **training** sessions. In 2023, a brochure on how to reconcile illness and work was issued during European Disability Employment Week. A disability e-learning programme, which is compulsory for managers, serves to reinforce existing trainings for all employees who supervise people with disabilities. The association, Café Joyeux, also conducted work at TF1's premises during Engagement Week. What's more, the elite athlete with a disability, Yvan Wouandji, led a blind football workshop.

The new disability agreement aims to recruit at least 70 people over three years (2023-2025), with a minimum of 10 on permanent contracts. It also aims to take on at least 12 interns with disabilities. Upon completion, the direct employment rate must be at least 5%, with the Group focused on generating revenue of approximately €800,000 with the sheltered sector. This involves:

- fostering collaboration with companies in the sheltered and adapted sector, by including social clauses in calls for tender;
- extending Paid Time Off (PTO) leave to grant parents of children with disabilities or dependent relatives with disabilities five additional days off that can be divided into half-days.

At Newen Studios, disability priorities are managed by CODMIN and the Human Resources Division. In 2023, the Group organised a number of interactive awareness activities for its employees, including participation in Disability Week, a round table on recognition of employee(ies) with disability status, a sign language workshop, raising awareness of hidden disabilities through virtual reality, and a screening of the cult film *Le Huitième Jour*. This past year, Newen Studios also kick-started an awareness campaign on the recognition of employee with disability status, introducing universal employment service vouchers (CESU) worth €1,000 for employees with disabilities, encouraging them to apply for employee with disability status.

4.2.2.3. Fight against LGBT+ discrimination

Support for Fondation Le Refuge

Once more, in 2023, TF1 endorsed the campaign of Fondation Le Refuge (French Refuge Foundation) as part of its Advent Calendar operation, as outlined in 4.2.5.2.

Relaying causes in contents

Series & Drama

TF1 actively recognises LGBT+ representation in its flagship series. The latest season of *Balthazar* presents an LGBT+ character played by Paloma from *Drag Race France*. Daily series produced by Newen Studios, such as *Demain nous appartient*, feature iconic homosexual and lesbian couples.

This same visibility applies to foreign series broadcast year-round (*New Amsterdam*, *Chicago Med*, *The resident*, *Grey's Anatomy: Station 19...*) where characters from the LGBT+ community appear who are regular fixtures on these shows.

Newen Studios contributes to the LGBT+ cause internationally through Joi Productions, which produces content centred on diversity of origin and LGBT+ topics. At present, the production company is shooting the film *The Dreamers*, which retraces the journey of a young Nigerian migrant who seeks to manifest his homosexuality in order to remain a political refugee in England. Additionally, De Mensen has produced its *The Club* series, broadcast in September 2023 by VRT (national public-service broadcaster for the Flemish Community of Belgium). It recounts the trials and tribulations of three couples who aspire to become parents, and their struggle with infertility. One of the main couples is a pair of women, one of them of mixed race while the other suffers from potential gender dysphoria. Further, in *Demain nous appartient*, the plot revolves around two young adult characters – Jack and Rayane – who fall in love, and the parenthood experienced by lesbian couple, Roxane and Sara, allows for a focus on these topics within the daily show's overall narrative structure.

Unscripted shows

This year, the programme broadcast on TFX *La Villa* hosted a transgender contestant to increase awareness of gender diversity on this reality TV programme.

Magazine shows and documentaries

On TMC, the 21H Média (9pm media bulletin) recently covered a special programme on a decade of marriage for all. Julien Bellver and his team reviewed the debates held in 2013, the demonstrations and the very first same-sex marriage. Martin Weil's documentary, *Séoul : la fabrique du cool*, paired the South Korean capital's LGBT community against more conservative residents.

On the talk-show, *Quotidien*, a number of guests spoke up about LGBT+ rights, including members of the SOS Homophobie association and the winner of *Drag Race* season 2.

In celebration of International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia, Histoire TV broadcast the documentary *Lesbiennes, quelle histoire?* Journalist Marie Labory explores a century of struggle for lesbians in gaining acceptance for their sexuality and their rights. The documentary *Sida : Des années sombres aux premières victoires* captures the fifteen-year epidemic in France; last year, the channel also broadcast content on the founding of Sidaction.

Kids

Broadcast on TF1, the *Miraculous* series was acclaimed for its inclusivity and progressive outlook on society. It notably shows a character coming out to the main heroine, heralding the first time a French cartoon has included such content.

Fight against LGBT+ discrimination within the Company

The TF1 group is a signatory of the "L'Autre Cercle" Charter

Since 2015, the TF1 group has been a signatory of the "L'Autre Cercle" Charter, the reference association for LGBT+ inclusion at work in France. LGBT+ role models/allies are nominated and widely communicated within the Company. To this end, each employee should feel comfortable discussing his or her sexual orientation in the workplace if they so wish. Upon renewing its pledge in 2022 for a further three years, TF1 made several commitments. These include:

- continuing to reflect the diversity of society and combating gender stereotypes in its programmes;
- organising new internal events on LGBT+ inclusion;
- communicating internally on role models for "L'Autre Cercle" as well as on TF1 group's commitments;
- creating synergies between the Fifty-Fifty network and the Pride networks of TF1 partner companies.

Newen Studios has made strides to become a signatory of the "L'Autre Cercle" Charter in the first half of 2024.

Involvement in "L'Autre Cercle's" role models

On 10 October 2023, the fifth edition of "L'Autre Cercle's" LGBT+ Role Models/Allies to the Other Circle held a ceremony at the Grand Rex in Paris, presented by LCI journalist Christophe Beaugrand. The event sought to increase inclusivity among LGBT+ people in the workplace by highlighting role models and allies. Ludivine Svaldi, Newen Studios Communications Director, scooped one of the awards for performing her role as an Ally Executive.

Childcare leave

This subject is detailed below in section 4.2.4.2. Working conditions and quality of life at work

International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia

To celebrate International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia, Fifty-Fifty, the Group's diversity network, which has extended its focus to LGBT+ themes, organised an event on lesbians' invisibility in the workplace. Following Catherine Tripon's ("L'Autre Cercle") presentation of the VOILAT (Visibility or Invisibility of Lesbians In The Workplace) guide, the film *Lesbiennes : quelle histoire ?* was shown, with attendance from its co-author Marie Labory.

Saint Valentine's Days race

Year in, year out, TF1 group employees are invited to take part in the St. Valentine's Day race organised by *Front Runners*. This LGBT-friendly running association aims to raise awareness of discrimination, particularly in relation to sexual orientation.

Engagement Week

On Tuesday 14 November 2023, Fifty-Fifty re-screened the film *Lesbiennes : quelle histoire?* for Group employees.

4.2.3. MEDIA EDUCATION



4.2.3.1. Education for all publics

Educational contents

On the TF1 Info website, the section "La médiatrice vous répond" enables viewers to send their questions on editorial content in the news. In addition, the "médiatrice" publishes interviews with TF1 group news staff. Furthermore, since 2021, the Info & Vous podcast spotlights what goes on behind the scenes in the LCI and TF1 newsrooms.

Les Rencontres de l'Info

Since 2021, the News Division has organised "Les Rencontres de l'Info", a partnership event with the Centre de liaison de l'enseignement et des médias d'information, CLEMI (an agency of the French Ministry of Education responsible for media and news education across the education system). Five "rencontres" took place in 2023, with three held in different locations. These sessions reviewed the ecological transition in the media (Clermont-Ferrand), the making of TV news (Mame de Tours) and the credibility and reliability of the news in response to AI (Sciences Po Rennes). These events reflect TF1's desire to increase viewer proximity, granting them backstage access to news production. CLEMI, also invites many secondary school students to the event, which helps to directly reach out to young audiences.

In 2023, more than 1,100 pupils from over 20 different schools and almost 150 readers of the regional daily press were educated.

4.2.3.2. Fight against fake news

TF1 group News Division

Samira El Gadir presents two columns on the fight against fake news, namely "INFO/INFOX" on the Saturday 8pm news bulletin, and "Les Vérificateurs" ("the Verifiers") on Thursday, on LCI. The latter was prolonged from 5 to 15 minutes; such is the importance of this topic. A team of four dedicated journalists produces three to five articles per day for the "Les Vérificateurs" section of TF1 Info's website. Videos are also posted via social networks. What's more, "Les Vérificateurs" went out to meet secondary school pupils, focusing on high-priority areas for education. In 2023, around ten events took place during Press Week, including meetings on false or misinformation. Moreover, the TF1 News Division backed the eloquence public speaking competition organised by French schools abroad, spotlighting the theme of media education.

Partnerships with the educational community

The editorial offices continued to give presentations across schools, in collaboration with CLEMI and the Seine-Saint-Denis General Council as part of the Agora programme and during the "Press and Media Week in Schools" (SPME). The 2023 edition brought together 4.7 million pupils, with the aim of helping school children, from nursery to secondary school (kindergarten to high school), understanding the media system, shaping their critical judgement and developing their taste for news. As such, around twenty remote meetings were scheduled with journalists, news correspondents and presenters. In 2023, the News Division also provided backing to "Lumières sur l'info", with four journalists visiting and speaking in partner schools of this association.

Mon stage chez TF1

Media education is also achieved by Group initiatives to recruit future talent, such as through its "Mon stage chez TF1" operation, outlined in 4.2.4.6.

Since 2019, 163 fact checking training courses have been taken, for a total of 1,844 training hours, involving 101 journalists and documentalists. Our teams undergo continuous training, particularly in video verification and upskilling as needed to cover international events (geolocation, intelligence monitoring, image traceability, etc.).

Histoire TV

The Histoire TV offers programmes intended to combat fake news. For 2023, a case in point was the channel's broadcast of the series, *C'est un complot !*, with its focus on fake news and debunking conspiracy theories. On top of that, the documentary, *Dis/Informed*, broadcast in 2023, investigates the vulnerability of misinformation.

4.2.4. SOCIAL POLICY

4.2.4.1. Employees

Indicators: Open-ended (OE) and fixed-term (FT) contracts

INDICATOR: GROUP OPEN-ENDED AND FIXED-TERM HEADCOUNT

At 31/12 (Scope: World, OE, FT)	% coverage/ headcount	2023	2022	2021
Clerical, administration, technical and supervisory staff	100	1,003	893	1,061
Managerial	100	1,978	1,936	2,318
Journalists	100	571	615	581
TOTAL	100	3,552	3,444	3,960

INDICATOR: GROUP OE AND FT WORKFORCE BY REGION

At 31/12 (Scope: World, OE, FT)	% coverage/ headcount	2023	2022	2021
France	100	2,903	2,890	3,382
International	100	649	554	578
Europe (excluding France)	100	619	513	493
World (excluding Europe)	100	31	41	85
TOTAL	100	3,552	3,444	3,960

INDICATOR: AGE PYRAMID AND LENGTH OF SERVICE

At 31/12 (Scope: World, OE, FT)	% coverage/ headcount	2023	2022	2021
< 25 years	100	407	382	402
25-54 years	100	2,662	2,619	3,150
55 and over	100	483	443	408
Average age (France)	100	40.66	39.13	39.05
AVERAGE LENGTH OF SERVICE AT TF1 GROUP (FRANCE)	100	11.31	9.72	9.58

INDICATOR: TYPE OF EMPLOYMENT CONTRACT

At 31/12 (Scope: World, OE, FT)	% coverage/ headcount	2023	2022	2021
Number of employees on OE contracts	100	2,900	2,810	3,290
Number of employees on FT contracts (including apprenticeship, work-study, vocational training contracts)	100	652	318	670
<i>o/w number of employees with a professional development contract</i>	<i>100</i>	<i>25</i>	<i>36</i>	<i>59</i>
<i>o/w number of employees with an apprenticeship contract</i>	<i>100</i>	<i>274</i>	<i>280</i>	<i>272</i>

INDICATOR: (FTE) OVER 12 MONTHS OF TEMPORARY EMPLOYEES (EXCL. FREELANCERS)

January-December (Scope: World)*	% coverage/ headcount	2023	2022	2021
Percentage of FTE workers	100	30.69%	29%	24%

* Σ temporary staff end-of-month / (Σ temporary staff end-of-month + workforce on OE contracts at end of current year).

TF1 group policy on the use of temporary employment

The use of temporary employment is inherent to the production business, particularly at TF1 Production (percentage of temporary employment in 2023: 63%), and at Newen Studios (temporary employment in 2023: 56%). The use of temporary employment is standard industry practice in this sector, where activity is inherently unpredictable.

Status of temporary staff in TF1 group

Within the TF1 group, the Human Resources Division produces an annual report on employment and temporary hires for companies that hire temporary workers. Individual situations are discussed with

managers and each year, it may be decided to offer employees an open-ended contract. In order to provide temporary staff with high-quality social security cover, the STP (Syndicat des télévisions privées – France’s Private Television Union) signed the National Inter-Sector Collective Agreement establishing collective cover for death and disability insurance, which TF1 group has applied since 2008. TF1 group (not including Play Two and Newen Studios) also gives eligible temporary staff the opportunity to benefit from the social and cultural activities offered by the TF1 group Works Councils and they are also eligible for the Group’s profit-sharing and incentive schemes. The latter benefit from the Bouygues group’s leveraged savings plans.

Indicators: hiring and departures

INDICATOR: HIRINGS

January-December (OE, FT)	% coverage/ headcount	2023	2022	2021
Number of hires on open-ended contracts, fixed-term, apprenticeship and vocational training contracts	100	909	1,187	1,147
<i>o/w open-ended recruitment, France</i>	71.1	239	276	365

INDICATOR: DEPARTURES BY REASON

January-December (Scope: France, OE)	% coverage/ headcount	2023	2022	2021
Number of resignations	71.1	87	184	164
Number of compulsory retirements	71.1	0	1	2
Number of compulsory retirements	71.1	0	3	3
Number of redundancies	71.1	26	70	76
Number of mutually agreed terminations of contract	71.1	58	71	67

INDICATOR: INSTABILITY RATE

January-December (Scope: France, OE)*	% coverage/ headcount	2023	2022	2021
Instability rate	71.1	7.04%	12.01%	10.67%

* $(\sum OE \text{ contract resignations} + \sum OE \text{ contract redundancies} + \sum \text{agreed contractual terminations}) / \text{Average workforce on OE contracts}$.

The substantial decrease in departures between 2022 and 2023 is owing to a large number of resignations in Unify's subsidiaries in 2022. In 2023, these reduced departures and redundancies will result in a lower instability rate for the TF1 group in 2023.

4.2.4.2. Working conditions and quality of life

Communication with employees

Reporting to the Human Resources Division, the Internal Communications Department fulfils the following main missions:

- keeping all employees up-to-date on Group news (and for Bouygues), with a focus on internal challenges;
- promoting flagship projects, particularly those related to the Group's digital transformation and CSR initiatives, while showcasing the teams involved;
- enhancing employees' sense of belonging through interactive operations (competitions, social networking relays, previews, etc.);
- contributing to internal management communications (organising Management Committees, relaying speeches by Chairpersons, etc.).

These missions are performed through various communication channels, including the Intranet, mobile application, e-mailing and an in-house TV stream broadcast on fifty or so screens. These channels are grouped under the "Vous Faites TF1" label, the in-house employer brand.

In 2023, the Digital Acceleration Plan (DAP) helped implement various projects defined by the Executive Committee. The Corporate Communications Division ensures that an Intranet file contains all related plan content, with concrete examples from all the Group's Departments. Information exchanges between the TF1 (Vous Faites TF1) and Newen Studios (WE) Intranets is made easier thanks to a shared back office. Newen Studios draws on TF1 group's expertise in redesigning its own Intranet, with an international version of the site under development.

This year, the HR Division and CSR Department regularly notified employees of the planned Economic and Social Unit (UES) aimed at improving and harmonising HR practices in France (negotiation of agreements, preparation of elections, function of the future Works Council). Eight webinars were also arranged for managers and employees on how to prepare and hold annual performance and development reviews.

Engagement Week

Orchestrated by the CSR Department together with Internal Communications, the Engagement Week took place from 7 to 14 November 2023. The purpose of this week is to raise awareness and inform employees of the Group's CSR approach, while involving them in its initiatives. Highlights for employees included AFL Diversity's Grand Prix Diversity and Inclusion which involved TF1 as a jury panel member and media partner, with a roundtable discussion moderated by Élisabeth Moreno on the role companies play in diversity and inclusion. The Kignon biscuit factory won the Grand Prix du Jury 2023.

The week also played host to a CSR conference focusing on the actions undertaken by the Group and its contacts as well as a presentation of the major challenges facing the ecological transition, given by Jean-Marc Jancovici. A "Fresks" day helped to increase employee awareness of issues such as responsible eating, new narratives, diversity and inclusion, responsible advertising and carbon footprint. Café Joyeux held solidarity events for employees who were also given jam made by the Confiture Re-Belles association, while the company canteen menu was extended to include more vegetarian options.

COMMUNICATING
ABOUT THE GROUP'S
CSR APPROACH

RAISE AWARENESS
OF SOCIAL AND
ENVIRONMENTAL ISSUES

ENGAGE EMPLOYEES
IN OUR CHALLENGES

Work organisation

Since the switch to the 35-hour working week in 2000, agreements on the organisation and reduction of working time (ARTT agreements) have been concluded in all Group companies. They govern the different categories of personnel (permanent, non-permanent, journalists) and establish working hours.

Under the agreements applicable within the TF1 group, non executive staff work 37 hours per week and benefit from 14 days of RTT per year, and executive staff, who work a fixed annual number of days (213 to 215 days), benefit from 12 or 13 days of RTT per year. These agreements thus allow all staff to work an annual period of time that is shorter than the legal reference periods (1,607 hours and 218 days).

Working hours are monitored through a precise count of periods worked and not worked. This is sent each month to the employees concerned using a dedicated application. The workload is monitored at least once a year, during the annual performance review between the manager and employee. On the basis of this interview, whenever an employee describes their workload as excessive or insufficient, line managers propose a corrective action plan. If conflicting matters persist, employees may request the intervention of a Human Resources Manager.

Signed in 2015, the Time Savings Account agreement limits the number of days to 60 days to encourage employees to take PTO and contribute to the work/life balance.

The amendment to the Group agreement on teleworking, which was signed in July 2023, maintains the option of two weekly teleworking days, increasing to three for employees who work in IT, digital technologies and Adtech. It also authorises teleworking in exceptional circumstances, e.g. bouts of pollution, strikes, weather warnings and specific employee activities relating to a professional endeavour. The per capita budget was increased from €180 to €250 to provide additional equipment for teleworkers (a second screen, ergonomic chair, etc.) in conjunction with the TF1 group's unions.

Quality of Life at Work

The TF1 group champions its employees' work/life balance. With this in mind, the Employee Relations Department co-ordinates services to support the personal and family-related concerns of its employees. The Group signed a Quality-of-Life-at-Work Agreement in 2019, prioritising well-being, parenthood support, the right to disconnect and the prevention of psychosocial risks. At the beginning of 2024, new negotiations will get underway so as to sign the new agreement.

In 2021, Newen Studios negotiated its first Quality-of-Life-at-Work Agreement concerning the harmonisation of exceptional leave, home-office mobility and the recruitment of people with disabilities.

The relocation of the Studios' teams to a new, ergonomic working environment, in step with the flex office and teleworking trends, has helped improve working conditions for all of the Studios' employees.

Measuring quality of life at work

Quality of Life at Work survey

In 2022, the biennial QWL barometer revealed a good QLW within the TF1 group, with 75% of respondents suffering little or no stress at Group level. In terms of well-being at work, the results improved slightly and are in the upper median of the tertiary sector. Engagement, which is the cornerstone of well-being at work, is fuelled by pride of belonging to the TF1 and Bouygues groups, effective internal dialogue, work that has a purpose and trust in the overarching strategy. Furthermore, 81% of survey respondents reported fair recognition of their hard work.

Monitoring absenteeism

Monitoring and prevention of absenteeism remains a priority for the TF1 group. Committees to monitor sick leave met regularly, and were able to implement action plans to facilitate the return to work of several employees on the back of lengthy absence periods.

Parenthood support

The TF1 group has taken a number of measures to support employees' parenthood, including occasional and emergency childcare for children under three years old and the creation of six weeks' paid adoption leave. Since 2020, the Group has extended the paid leave of the second parent to 4 weeks, with 16 weeks' paid leave available to the parent with primary care of the child. This policy applies to all types of family situations (biological or adoptive parents, same or different sex as partner, single-parent family). It also comes with benefits such as teleworking for mothers-to-be, financial support for children under three years of age and breastfeeding leave for four weeks.

Help for caregivers

For family caregivers, the Group has implemented special leave to support a hospitalised parent or partner, and a service to provide information on help for caregivers in the context of dependency of elderly people, particularly to support their entry into a retirement home. With a simple telephone call, a personal counsellor can offer support throughout the preparatory phase, help with formalities, and provide information and advice. Counsellors can offer guidance in working out the elderly person's needs with regard to services, infrastructures and medical care. This study guides the choice of retirement establishment.

Leave donation was brought within the scope of the agreement and the Company will top up any leave donated by 25%. In 2024, the issue of support for caregivers will be addressed as a priority in order to consolidate a 360° work-life balance policy.

Housing assistance

The TF1 group makes financial contributions to the social housing agency "Action Logement", enabling employees to benefit from various types of support: access to social housing which is means-tested, housing and home improvement loans, deposit service, "Loca-Pass", "MobiliPass", "Pass-Assistance", the "Mobili-Jeune" scheme or advice for a housing project. In 2023, eight employees benefited from one of these support mechanisms.

Social worker

A social worker is also available during fixed weekly hours on-site at TF1 to inform employees of their rights and the various forms of aid for which they may qualify. He or she can also provide them with support and put them in touch with the relevant administrative bodies.

Healthcare advice

Each week, the manager of the healthcare insurance scheme sends a representative to advise employees on procedures in connection with medical issues. The MyPrévention app is an information, listening, advice and guidance service for all issues relating to family, employment, job searches, health and social care, and budgeting.

Other measures to improve quality of life at work

The TF1 group has introduced an extensive range of services to make employees' lives easier. These include:

- on-set access (osteopath, optician, concierge and hairdresser);
- provision of electric vehicles for sharing;
- provision of the BeCyclez platform to purchase electrically-assisted bicycles at discounted rates;
- coverage of 80% of the cost of the Navigo Pass, mileage allowances for bicycles;
- transport vouchers for employees living outside the Paris region who need to use their vehicle;

- Sustainable Mobility Package (SMP) with three options to finance home-work journeys;
- Navigo Pass recharging terminal, automatic ticket machine, public transport tickets, stamps, etc.;
- roll-out of electric vehicle chargers in the car park;
- a gym and sports associations.

Since 2021, Newen Studios introduced a subsidy for electric bike purchases as well as launching a Sustainable Mobility Package in 2023. Additionally, in their new premises, Newen Studios employees benefit from a sports and fitness centre with group classes supervised by a sports coach.

4.2.4.3. Health and safety at work**Monitoring of health and safety indicators****INDICATOR: ABSENTEEISM**

January-December (Scope: France, OE)	% coverage/ headcount	2023	2022	2021
Absenteeism rate	71.1	2.59%	3.33%	2.66%
Total days absent	71.1	25,206	32,013	27,734
Days absent for sickness	71.1	21,492	30,685	25,920
Days absent for occupational accidents	71.1	990	783	1,023
Days absent for travel-related accidents	71.1	264	545	791
Days absent for occupational illness	71.1	51	0	14

Supported by its broker advising on social protection, the TF1 group continued its action plan to reduce the risk of work stoppage and optimise its benefits schemes. This includes initiatives to promote quality of life at work, monitoring absenteeism and measures for maintaining and returning to work after long stoppages. Despite an increase in 2022, related to COVID-19, the Group's absenteeism rate⁽¹⁾ declined in 2023 and is positioned significantly below national averages.

INDICATOR: WORK-RELATED ACCIDENTS

(Scope: World, all contracts apart from temporary contracts)	% coverage/ headcount	2023	2022	2021
Number of work-related accidents with time off	100	14	11	20
Number of fatal work-related accidents (work-related/ commuting)	100	0	0	0
Employees trained in health and safety	100	424	613	410
Frequency rate of work-related accidents	100	2.57	2.15	3.25
Severity rate of work-related accidents	100	0.19	0.16	0.17
Number of occupational illnesses	100	3	0	2

(1) The absenteeism rate is the number of days absent as a result of accidents at work or commuting accidents, occupational illnesses and employee illnesses. It is expressed as a percentage of the theoretical reference number of calendar days for the period.

Actions for health and safety in the workplace

Led by the Labour Relations Department and in collaboration with health and safety prevention officers and work unit heads, TF1 revised its Single Occupational Risk Assessment Document (DUERP). The aim was to make the DUERP tool more easily understood and used by all stakeholders, including top management, unit heads, managers and employees.

This document, which is updated and enhanced each year, has been used in all TF1 group companies.

The prevention of occupational hazards for news teams reporting live from a location is a top priority for top management, particularly during coverage of the Russian-Ukrainian and Israel-Palestine conflicts. In 2023, nearly 50 TF1 and LCI teams became voluntarily involved to cover these events. This prevention was materially implemented with investment in next-generation Personal Protective Equipment (PPE); the purchase of an armoured vehicle shipped to Ukraine to transport teams and equipment; additional iodine tablets in first aid kits in case of exposure to radioactive releases with risks of irradiation or contamination.

In addition, enhanced psychological support has been introduced, including compulsory interviews with the occupational physician before and after assignments in conflict zones. This system is completed, where necessary, by consultations with a psychologist specialised in post-trauma. All teams are in permanent contact with the Company's management and executive team during the assignment and in the weeks following their return.

Moreover, in 2023, the TF1 group continued its efforts to improve the ergonomics of camera equipment, working alongside operational staff and the occupational health department (lighter cameras, custom-made backpacks, tests on prototype four-wheel cases for heavier cameras).

Prevention of psychosocial risks

Regarding psychosocial risks (PSR), measures were implemented upon the signature of the Quality-of-Life-at-Work agreement:

1. "self-service" training available to all employees (self-coaching), to teach them how to manage emotions and control stress, while improving collaboration between teams. In 2023, the course was reviewed to include one-to-one coaching;
2. training on the prevention of PSR for managers as well as the distribution of a communications brochure given to all employees by their managers. Three sessions were held in 2023, with the aim of raising awareness of local managers to the detection of weak signals and training them to listen actively;
3. a training session on stress management in emergency situations for security co-ordinators;
4. a crisis line with the Stimulus Care Services firm, open 24/7, provides access to a psychologist for employees who are experiencing professional or personal difficulties or an addiction problem.

Psychosocial risks are assessed in the Single Occupational Risk Assessment Document (DUERP) of each TF1 group company. The action plan is included in the Group's collective agreement on quality of life at work for 2019, which will be renegotiated in 2024. It includes initiatives such as the biennial survey on Quality of Life at Work, a 24/7 psychological counselling helpline, home care assessment during medical visits, as well as a network of contacts to fight against harassment and violence in the workplace.

In response to results of the Quality of Life at Work survey issued in February 2022, the workload interview questionnaire was further developed to allow employees to express themselves on the technical and emotional support in their professional network.

Among the PSRs listed in the DUERPs, everyday sexism is identified as a micro-aggression that can affect employees' mental health and self-confidence. The Group's actions to combat sexism and sexual harassment are developed in section 4.2.1.2.

In the case of Newen Studios, funding was earmarked for training courses intended to support people with cancer and carers in their workplace relations.

Health and safety risk prevention in the workplace

The Medical Department runs flu vaccination campaigns, with more than 200 employees vaccinated in 2023. It also offers booster vaccinations and first aid kits to staff travelling on outside broadcasting assignments. Medical check-ups are arranged and carried out at the TF1 group's premises in Boulogne. Since 2018, a free telephone counselling service has run in partnership with AXA. Accessible 24/7, it means that a health professional can be consulted if a General Practitioner (GP) is unavailable.

Risk prevention plan

Wherever necessary, the TF1 group draws up a prevention plan to identify and prevent risks associated with external company operations performed within a user company. This plan covers works, external operations such as special programmes, productions and intellectual and IT services.

The Group's management, the Health, Safety and Working Conditions Committee (CSSCT) and the occupational health team regularly issue recommendations on driving, the use of AVIWEST transmission equipment and on the security protocols to follow during outside broadcasts in high-risk areas. These players also ensure that regular training is provided in life saving and first aid. All work-related accidents are analysed by the Health, Safety and Working Conditions Committee (CSSCT) and corrective measures are implemented where necessary.

In order to prevent absenteeism and musculoskeletal disorders, on-site osteopath appointments are offered twice a week to all employees covered by the private health insurance scheme. Since 2020, appointments can also be made at home. The Corporate and Security Services Division (DAGS) has also bolstered site security procedures due to continuing threats in France towards the media. This has resulted in increased security personnel at access points and the installation of special security perimeters, as well as a new entry control system.

Prevention of medical risks and support for employees with illness

The TF1 group implements concrete actions, notably with a view to increasing representation and improving knowledge of cancers and chronic diseases. This includes engaging in dialogue with teams, supporting the development of an environment that is conducive to the affected employees, and advocating appropriate behaviour and managerial practices.

For several years, the Group has worked closely with the French Foundation for Medical Research (FRM), notably to promote research on Alzheimer's disease.

Also, in 2022, the TF1 group signed the Cancer@work Charter, aimed at boosting support for employees with cancer. This Charter involves all managers and employees, with support from Human Resources and the Medical Department, who play a pivotal role throughout the illness of their colleagues and when they return to work. It complements existing measures such as guarantees to compensate for lost wages, psychological support, assistance with medical or social procedures, and access to a network of specialised establishments through Unicancer (France's federation of comprehensive cancer centres).

Management of the health crisis

2023 saw the TF1 group maintain its precautionary health measures. The latter include the daily supply of masks, distribution of hand sanitiser, cleaning and disinfection procedures, and the regulation of staff flows and associated signage in the head office building. Measures such as site attendance gauges, the promotion of teleworking, and the option to conduct PCR tests are superior to those stipulated by the national health protocol for companies.

In 2023, Newen Studios' production companies also remained vigilant in addressing risks related to COVID-19. Security measures were stepped up, particularly during filming of the "Askip" series, with access controls.

Contributors to the health and safety approach

The Medical Department, which is the designated space for employee listening, oversees day-to-day medical care and the prevention of occupational hazards. Assisted by three nurses, the occupational health physician raises awareness of lifestyle issues among the workforce and alerts the Human Resources Division if and when they identify psychosocial risks.

Since 2020, the TF1 group, including Newen Studios as subsidiaries located in Paris and its inner suburbs, have been served by Thalie Santé. This organisation is tasked with reforming health services at work, rolling out a multidisciplinary team (ergonomist, occupational psychologist, addiction specialist, etc.) and introducing occupational risk prevention programmes.

If they experience difficulties, employees can also contact the on-site social worker. They assess the situation and assist employees in their actions by liaising with specialised organisations.

TF1 group considers social dialogue on health and safety at work to be of the utmost importance. This takes place both through agreements signed with the trade unions and through the Health, Safety and Working Conditions Committee (CSSCT). The Corporate and Security Services Division (DAGS) is regularly involved in issues relating to health, safety and working conditions.

Systems are also in place at Newen Studios:

1. Médecin Direct, a remote medical consultation service to complement community-based medicine;

2. deuxiemeavis.fr, a medical assessment service that enables patients suffering from serious, rare or disabling illnesses to obtain a second medical opinion within 7 days;
3. support offered to all employees via a life coach and behaviourist.

Health and safety related training

Regular health, safety and hygiene training is organised to keep employees' knowledge current and to inform them of new regulations. By way of example, the MyOsteopractic training course, designed and facilitated by an osteopath, is tailored to the work situations encountered by employees (outside broadcasting staff, etc.). Safety training is delivered to the employees concerned (electrical accreditations, safe driving courses, etc.).

An "e-learning health and safety training pack" is available via the Intranet and includes the following modules:

- Life saving: responding in times of crisis;
- First aid: understanding the role of first aid by learning the first actions to perform while waiting for professional medical help;
- Road safety and first aid: developing good habits and life-saving techniques on the road;
- First aid kit: training the Group's reporting teams in the use of the first aid kit given to them when they leave on assignment.

In 2022, TF1 introduced a specific training course on sleep and staggered working hours for employees who work night shifts and flexible hours. It aims to understand sleeping and stress patterns linked to atypical work rhythms, in an effort to reconcile work pressures and a healthy lifestyle.

What's more, two training sessions on "Awareness of urban areas and crowd movements" were held in 2023, designed for outside broadcasting staff during demonstrations and rallies.

Fundamental labour rights - Working abroad in high-risk areas

Concerning human rights-related issues, the promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organisation (ILO), TF1, a French company and whose workforce is mainly French, applies French, European and international law. Child or forced labour is strictly prohibited. A Stakeholder Committee meeting was held in 2021 and 2022, asking participants about their perception of key human rights issues based on the Bouygues Group Compliance Plan. Furthermore, given the limited workforce abroad, employee representation in these territories is not an issue for the TF1 group. On the other hand, staff who have to travel and work in so-called "high-risk" countries are trained accordingly (see section 4.2.4.3). Insurance companies have tightened the conditions for renewing accidental death insurance policies for journalists on high-risk assignments, especially for assignments in war zones such as the Russian-Ukrainian and Israeli-Palestinian conflicts. TF1 group intends to continue its media coverage of such events at European borders and remains committed to safeguarding its journalists' assurances from a legal and contractual standpoint. Lastly, the TF1 group took out a repatriation insurance policy with AXA aimed at supporting employees sent on assignment abroad.

4.2.4.4. Social dialogue

Ensuring ongoing and constructive dialogue with social partners

Following on from 2022, which was characterised by the proposed merger with the M6 group and the election of members on TF1 SA's Works Council, social dialogue with social partners mainly focused on redefining the Company's strategic priorities. After presenting new strategic priorities to the Works Councils, an amendment to the agreement on Management of jobs and career paths (GEPP) was negotiated to support the Group's digital acceleration and bolster existing measures:

- external mobility leave for career transitions;
- end-of-career leave or skills sponsorship for employees born prior to 1964.

In 2023, Newen Studios signed an agreement to recognise the existence of a Economic and Social Unit (UES) for companies operating in France. Elections then took place to appoint the members of the new Works Council.

In addition, Newen Studios introduced a Teleworking Charter to harmonise practices across all subsidiaries in France.

Review of agreements signed

In 2023, a number of agreements and amendments were signed with social partners. These concerned:

- negotiations on individual salary reviews and applicable social policy;
- teleworking;
- integration of workers with disabilities;
- incentive schemes;
- the function of the TF1 SA Works Council;
- healthcare costs, aligning them with the progress detailed in the GEPP agreement;
- performance conditions for multi-skills assignments undertaken by image reporter journalists;
- salary policy, additional social benefits and social dialogue (NAO) for freelance workers in the News Division (TF1 and LCI) and customary fixed-term employees (non-permanent or temporary technicians for live shows) in television broadcasting.

In recent years, the TF1 group has actively negotiated with the Television Broadcasting Sector through the Syndicat des télévisions privées (France's Private Television Union). 2023 saw the results of these efforts, with the signing of appendices which notably focus on incentive and profit-sharing schemes as well as teleworking.

Moreover, in 2023, Newen Studios worked on preparing and structuring new collective agreements to be introduced in 2024.

4.2.4.5. Remuneration

Remuneration and Benefits function

The TF1 group Remuneration and Benefits function supports the Human Resources Division on all remuneration issues, covering both individual and collective aspects. In line with its Code of Ethics, the Group ensures that each employee receives a decent salary, well above the legal and conventional minimums. The average and median salaries within the TF1 by socio-professional category are also above these minimums and the average national indicators.

The TF1 group consults wage studies on an annual basis, thanks to surveys conducted by the international specialist consulting firm, Willis Towers Watson (WTW). This enables the Group to align its wage policy

with best market practices to remain attractive and match its peers in a highly competitive market. Working in tandem with the Bouygues group, comprehensive work was carried out in 2023 to connect all job positions with implementation by HR and Operations Directors.

Equal pay

Gender equality, particularly in terms of pay, is an integral aspect of TF1 group HR policy. The latest internal study based on the remuneration surveys of WTW showed virtually perfect equality of pay between the men and women who work for TF1. Special attention is paid to fair remuneration, irrespective of the position of responsibility.

Equal pay and mandatory annual negotiation (NAO)

Gross remuneration

INDICATOR: AVERAGE GROSS ANNUAL REMUNERATION BY PROFESSIONAL CATEGORY

Scope: France OE excluding suspended contracts (€)	% coverage/ headcount	2023	2022	2021
Supervisory staff	71.1	43,878	42,859	40,851
Managerial	71.1	75,159	70,779	69,134
Journalists	71.1	81,260	78,105	71,613
All categories	71.1	73,065	69,099	66,033

The 2023 mandatory annual negotiations (NAO) resulted in an agreement stipulating the following measures:

- a 4% wage increase for TF1 group employees;
- a commitment that at least 85% of employees will receive an individual increase or exceptional bonus;
- a budget maintained for exceptional bonuses;
- an increase in mileage allowances;
- a rise in the Sustainable Mobility Package (SMP) allowance, from €400 to €500;
- the granting of €150 transport vouchers for employees who use a car;
- a €300 increase in the Disability universal employment service voucher (CESU);
- an €8 to €10 increase in daily childcare allowance;
- a top-up on incentive schemes paid into the TF1 group employee savings scheme (PEG).

Employee savings and retirement

INDICATOR: RATES OF MEMBERSHIP OF THE GROUP EMPLOYEE SAVINGS PLAN (PEG) AND THE RETIREMENT SAVINGS PLAN (PERCO)*

(Scope: OE, FT CONTRACTS)*	% coverage/ headcount	2023	2022	2021
Membership rate for the Group Employee Savings Plan (PEG) (%) (World)	100	85%	84%	66%
Rates of membership of Retirement Savings Plan (PERCO) (%) (France)	84.2	39%	39%	12%

* Change in calculation methodology from 2022: the membership rate corresponds to the number of employees who paid at least once into the PEG (Group Employee Savings Plan) or PERCOL (Retirement Savings Plan) in the reporting period divided by the number of employees eligible at least once for the PEG/PERCOL schemes in the reporting period. In previous financial years, the membership rate was calculated as the average of payments made in the reporting period divided by the average of eligible employees in the reporting period. In reality, it was the average membership rate and not the membership rate.

Effective since 1992, the TF1 group employee savings scheme (PEG) enables employees of member companies to make voluntary contributions, which are topped up by Company contributions and sums arising from statutory employee profit-sharing and incentive schemes.

Newen Studios also conducted an annual review of salaries to ensure that they correspond to the salary scales of the profession, respond to employee development and reflect the performance of each employee. Exceptional bonuses are an essential tool in recognising outstanding performance or an increased workload.

Variable remuneration

The remuneration of key TF1 group managers, young talents and key profiles includes a variable component assessed annually during performance reviews and factoring in collective as well as individual quantitative and qualitative targets. Since 2023, CSR objectives have also been included for all employees eligible for variable pay. These objectives relate to six issues, such as diversity, inclusion and solidarity in content, and the development of a healthy and fulfilling corporate culture, and concerned 424 employees in 2023.

In addition, and to encourage retirement savings, employees of TF1 group member companies have access to a collective retirement savings plan (PERCOL) with payments that benefit from company top-ups. Subject to conditions, they can also access the mandatory retirement savings plan (PEROB), set up by the Bouygues group.

Long-term profit-sharing, incentives and incentive plans

INDICATOR: AVERAGE GROSS AMOUNT PAID PER EMPLOYEE (PROFIT-SHARING AND INCENTIVES SCHEMES)

Year of payment (Scope: France)	% coverage/ headcount	2023	2022	2021
Average gross amount paid per employee under profit-sharing scheme (€)	84.2	2,934	2,959	1,165
Average gross amount paid per employee under incentive scheme (€)	84.2	2,535	4,195	3,921

TF1 group employees also contribute towards the Group's earnings and value creation through the incentive and profit-sharing schemes.

In 2023, the latest incentive scheme payment was made under the agreement signed in 2020 with TF1's representative trade unions. The purpose of this agreement was to simplify shared collective performance by using clear criteria, involving employees in the achievement of strategic objectives and in reducing the carbon footprint through CSR objectives. In parallel, since 2016, a profit-sharing agreement has taken effect between social partners and the TF1 group.

Indeed, all TF1 group employees eligible for incentive schemes may also, subject to the triggering of two financial criteria, receive a bonus of 10% of the amount of incentive scheme, within the limit of the ceiling set in the agreement, based on the following two environmental targets:

- temperature maintained at a minimum 24 degrees °C (75 °F) during summertime;
- a 10% reduction in leftover waste in the company restaurant vs. 2022, i.e. 7.6 tons.

In 2023, the TF1 group redistributed €14.6 million in respect of 2022 to reward the commitments made by employees (€6.1 million in respect of profit-sharing and €8.5 million in respect of incentives). Employees contracted to TF1 throughout 2022 averaged a bonus equivalent to around 1.5 months' net salary excluding company top-ups (increasing to as much as €3,750 per year). This figure

represents a reduction from 2020 (approximately 1.8 months) and 2021 (approximately 2.6 months), i.e. an average of approximately 2 months' salary over the three years of the agreement.

This year also saw a renewed focus on value sharing, with the signing of a new three-year agreement to cover the period to 2025.

4.2.4.6. Talent recruitment and employer brand

Attracting and recruiting the talents of tomorrow

The TF1 employer brand's number one priority is to attract, recruit and retain the best talent. The Group remains active on a range of social networks (LinkedIn, JobTeaser, Welcome To The Jungle, Instagram, 50inTech). In 2023, the Talent Development Department prioritised the video format for its digital communications (#Women in tech).

A Campus strategy was also implemented in an effort to increase the Group's proximity to students. This strategy is based on:

- presentations by TF1 Campus ambassadors (Group employees) within target schools on the diversity of our professions and our challenges (75 presentations were given between September 2022 and September 2023);
- studio visits (news bulletins, LCI, etc.);
- virtual and physical forums. As part of these events, the recruitment team runs workshops (CV, mock job interviews) and presents the Group's business activities, challenges and values, not to mention internship and work-study opportunities;
- an annual Talent Dating session which brings together candidates from a range of backgrounds;
- focused partnerships (in 2023, the Group supported the IT systems architecture course at the Centrale Supélec and Telecom Sud Paris engineering schools).

Moreover, TF1 group offers pupils from the fourth year of secondary school a week-long discovery internship to experience the business world. In December 2023, 33 secondary school students from various French regions discovered TF1 and the audiovisual professions as part of the "Mon stage chez TF1" ("My internship at TF1") operation.

To strengthen the appeal of the "hard-to-fill" Digital technologies businesses, the recruitment team has stepped up its presence on specialised forums and job boards. A dedicated task force for these businesses was also set up with five new positions:

- web writers who contribute to the e-TF1 blog, raising the profile of the Group;
- Video ITW speakers (Video interviewees) who communicate tech-focused messages on social media;
- speakers at trade fairs, forums and round tables who represent the Group at events;
- influencers on social networks who expand the Group's reach.

Despite the fact that technical jobs are male-dominated, the recruitment team is committed to presenting mixed candidates for managerial positions. In 2023, the Group renewed its partnership with "50inTech" that champions women in tech.

INDICATOR: NUMBER OF WORK-STUDY TRAINEES, APPRENTICES AND PUPILS WITH VOCATIONAL TRAINING CONTRACTS WELCOMED DURING THE YEAR

(Scope: France)	% coverage/ headcount	2023	2022	2021
Interns under agreements with schools	84.2	282	308	394
Apprentices	84.2	219	231	253
Students on vocational training contracts	84.2	20	25	66

Employee induction

New employee integration within the TF1 group is a critical stage, which is overseen by the Human Resources Division and managers. A welcome pack including a disability awareness game is given to new arrivals, with an induction course to introduce them to the various teams. Monthly "matinées de bienvenue" ("Welcome mornings") are also arranged to introduce them to the Group and its ecosystem and to develop their internal network. A mentoring system ensures support for all employees in all non-

formal aspects of their learning. Work-study trainees and interns are involved in special induction sessions, as well as breakfasts and afterwork gatherings. In October 2023, the community of work-study trainees attended a special induction event in the TF1 auditorium, followed by cocktail reception.

Lastly, since 2023, this community has actively competed in contests offering them the chance to win a host of prizes, including a visit on the set of the *Quotidien* talk-show.

4.2.4.7. Skills development and internal mobility

Assessment process and target setting

INDICATOR: PERCENTAGE OF EMPLOYEES WITH AN ANNUAL PERFORMANCE REVIEW

(Scope: France, OE)	% coverage/ headcount	2023	2022	2021
% of employees with an annual performance review	71.1	92.9%	94.7%	94.8%

The assessment and setting of targets for TF1 group employees is based on the following three approaches:

Performance appraisal

The performance appraisal focuses on the results of the past year and setting new targets alongside management. Since 2023, it has included feedback given by employees to managers on their professional relationship, coupled with a discussion on workload. Annual performance reviews have become widespread within Newen Studios, aiming to identify needs and requests for professional development, to improve employee listening and study intra-group mobility requests.

Career interview

Each employee has a career interview every two years at least to focus on career development, training and mobility. This discussion affords employees an opportunity to express their ambitions for upskilling, through training, skills assessment, career workshops, meetings with the Careers and Mobility coaches, community-based engagement, etc. The career interview is also an opportunity for employees to express their personal commitment to an "extra-curricular" role, e.g. mentoring, campus ambassador, etc. Parallel to this, employees are informed of the French CPF (personal training account), VAE (voluntary service) and CEP (career counselling) schemes.

Newen Studios also arranges career interviews to keep employees updated on readily available training courses. 2022 saw the Studios launch the "Interviews and Training" module which digitises career and performance appraisal interview campaigns. This initiative seeks to structure and time interviews. In 2023, the HR & CSR Department co-ordinated eight annual performance reviews. These sessions focused on providing teams with the keys to preparing for and conducting these interviews, encouraging active listening, constructive dialogue and mutual feedback, among other techniques.

Six-year assessment

In addition, every six years, each employee receives a "six-year assessment", which reviews their professional career path, appraisals and training.

Management of jobs and career paths (GEPP)

In 2021, the TF1 group signed a GEPP agreement with trade unions organisations in an endeavour to anticipate business developments, encourage training, foster employability and improve the offboarding (career end) process. An amendment to this agreement provides a framework for the Group's negotiated practices until end-2024.

In 2023, the GEPP policy supported the Group's strategic digital redeployment which marks a strategic step towards becoming the leading free streaming platform. Internal/external repositioning plans were put forward for professions regarded by HR teams as sensitive or ever-changing, thereby bolstering the role of the TF1 group Career & Mobility Coach. This particular Coach offers employees personalised advice, helping them fulfil their aspirations for reconversion, mobility and career development.

Parallel to this, the "PEPS" (Programme d'Évolution Professionnelle Sur mesure – or the tailored career development programme) help employees gain mobility, from rewriting their CVs to preparing interviews. Additionally, the PEPS offer aims to anticipate changes in professions, with workshops arranged for all career stages in addition to specific support programmes. In 2023, the Group delivered new training courses for employees to focus on limiting beliefs as well as identify their Myers-Briggs Type Indicator® (MBTI®) profile, conduct a psychological evaluation and an end-of-career review. This past year, almost 350 employees benefitted from the PEPS system.

Promoting employee mobility within the Group

INDICATOR: INTERNAL MOBILITY AS A PROPORTION OF TOTAL RECRUITMENT

(Scope: France, OE)*	% coverage/ headcount	2023	2022	2021
Internal mobility as a proportion of total recruitment (%)	71.1	44.9%	34.1%	38.1%

* (Transfers within the TF1 group + arrivals from the Bouygues group)/(external recruits on OE contracts + transfers within the TF1 group + arrivals from the Bouygues group).

In an ever-changing entertainment sector, the TF1 group continued to anticipate and support the career development of its employees, particularly by strengthening its Management of jobs and career paths (GEPP) scheme which included internal mobility to develop employability.

For TF1, internal mobility remains a core pillar, providing a quick solution to organisational needs while cultivating inclusion and diversity. Several initiatives were continued in 2023 in support of this approach:

- the Group's Career & Mobility Coach, who specifically advises employees on their personal goals for career development, reconversion, their career path and internal mobility;
- the Mobility Committee, which frequently brings together HR Directors and Managers from various entities and examines recruitment needs, individual mobility requests and potential gateways. This Committee continues to work closely with the Career & Mobility Coach;
- the quarterly Mobility Committee held by the Bouygues group Career and Mobility executives, stepping up inter-business mobility opportunities within TF1;
- various year-round career workshops, which cover topics ranging from CV rewriting, practising for mobility interviews and harnessing the power of professional social networks. 82 workshops took place in 2023, amounting to 485 training sessions with 235 employees;
- the promotion of mobility via the TF1 and Bouygues Intranets, as well as via internal networks, which makes open positions more easily visible and shares everyone's mobility testimonials. In 2023, 180 employees used the Group's mobility scheme, including position changes from and/or to Newen Studios and the Bouygues group;

- for employees in pursuit of mobility, the "Vis ma vie" ("Live my life") programme provides total immersion within a department to discover the day-to-day challenges of a specific business. Last year, the *Vis ma vie* scheme benefitted 70 employees.

Job vacancies at Newen Studios are automatically posted on its Intranet and regular discussions are held with TF1 to encourage transfers between the groups. At the same time, the Studios improves the processing of requests thanks to a digitised and centralised interview procedure.

Talent retention

The TF1 group pays special attention to talent retention through the roll-out of retention programmes by the Talent Department.

In 2023, the Group pursued its "Comete's" programme in partnership with CentraleSupélec Engineering School and ESSEC Business School. Intended for high-potential young employees, the course aims to help participants develop professionally while expanding their network and increasing their involvement in the Group's strategy. In parallel, this past year, the Talent Development Department welcomed a second intake on the "One's" programme, targeting staff with more experience. "One's" is designed to enhance employees' cross-functional capabilities and skill sets. Newen Studios employees can also take both these courses.

Moreover, the Group nurtures employee engagement through a host of talent communities, such as the Collectif 3.0 and TF1 Campus Ambassadors, not to mention mentoring and leadership programmes intended for managers. These opportunities enable employees to become involved in the Group, tapping into their skill sets for cross-functional initiatives.

Training

Recurring training offer

INDICATOR: CONTINUING EDUCATION

(Scope: France, OE, FT)	% coverage/ headcount	2023	2022	2021
Number of open-ended and fixed-term employees having received training	84.2	1,767	1,765	1,555
% of open-ended and fixed-term employees having received training	84.2	61%	61%	46%
Total training hours, all training systems	84.2	30,905	34,347	36,428
of which number of internal training hours	84.2	1,503	2,086	1,218
Average training hours per OE, FT	84.2	10.41	19.46	23.43

INDICATOR: TRAINING OF NON-PERMANENT STAFF

(Scope: France)	2023	2022	2021
Non-permanent employees who received training	90	64	49

TF1 University developed its 2023 training plan with three strategic priorities:

- **Augmenting technical and soft skills to meet business needs and our requirements**

In 2023, upskilling focused on technical tools and soft skills (Myers-Briggs Type Indicator® workshops). As regards health and safety, reporting teams received training on how to work in conflict zones, how to use first-aid kits and how to grasp NRBC (nuclear, radiological, biological and chemical) risks. Furthermore, the TF1 group has made it compulsory to complete e-learning modules on fire safety, the European Union's General Data Protection Regulation (GDPR) and compliance. TF1 Board members conduct "business ethics" training at Bouygues, and employees who are exposed to corruption take a course on "best practices in the fight against corruption".

2023 saw Newen Studios develop specific in-house trainings geared towards skills specific to its businesses. These included sessions on the use of the Microsoft Office Suite and expert courses designed for accounting teams (French tax credit and support fund for the audiovisual sector). Coaching classes were also arranged for several managers to assist them in their role in charge of teams.

- **Supporting the Group's strategic repositioning by upskilling and developing a new outlook**

Tailored courses were developed to train teams in core skills required to implement the digital acceleration plan. Courses include topics such as data, programmatics, social selling and the Cloud for the Technology Division and the creation of new narratives for digital technologies. Training also focuses on establishing an agile culture within technical teams, encompassing expert programmes that prioritise soft skills. Specific training courses were delivered to aid employees in fast-changing businesses including information documentalists (fact checking and the production of digital information).

- **Motivating and training all employees on CSR challenges**

Since 2021, the University and the CSR Department of the TF1 group have developed and deployed an ambitious project to raise awareness among 100% of employees of the challenges of the ecological transition by 2024. The aim is to get them involved in the Group's climate strategy, and to make them as close as possible to their business challenges. By end-2023, two thirds of employees on open-ended contracts received at least one training session on this topic.



The News Division editorial teams completed a special training day which was programmed by the CSR Department, TF1 University and the Imagine 2050 consulting firm. The teams then:

- better understood climate issues, grasping their scale and size;
- identified reliable sources, using topic-specific terminology;
- incorporated climate issues into news reporting to create new narratives.

In 2023, business lines made additional commitments, including training for:

- 50% of newsrooms on ecological transition challenges, via the "Journalism and Climate" course;
- 70% of Technology Division staff via awareness sessions on responsible digital practices;
- 50% of TF1 Production teams on the environmental transition and eco-production;
- 100% of buyers to become fully operational in the practice of responsible procurement.

These courses were customised in conjunction with operations staff and the CSR Department, and are therefore tailored to real-life business needs. By way of example, the 2023 responsible digital awareness campaign:

- spotlights environmental challenges facing technical professions;
- outlines in-house initiatives that are already operational;
- suggests motivational practices and more streamlined decision-making tools;
- introduces eco-design for digital services;
- involves participants in practical commitments relating to their professions.

The aim of making buyers fully operational in responsible procurement is to increase their awareness of the impact of purchases on TF1's carbon footprint. The course intends to communicate key concepts and measurement indicators, enabling participants to develop good habits and best practices for responsible consumption.

Newen Studios' skills development and training policy is currently being structured for 2024. That said, in 2023, 230 Newen Studios employees were made aware of environmental transition challenges (through a conference hosted by Imagine 2050, awareness sessions on eco-production and the Carbon Clap carbon measurement tool). Moreover, La Fabrique des Récits – a community built and led by Sparknews to help content creators accelerate the environmental and social transition – arranged two workshops for 20 Newen Studios employees on narratives that inspire.

Through its efforts to champion gender equality, the TF1 group continued hosting its "Gender diversity and stereotypes" workshop for Technology Division and TF1 Pub staff. The Group also made it a requirement to sit the e-learning module "Tous acteurs contre le sexisme" ("Everyone against sexism"), created by the #StOpE "Stop au sexisme ordinaire en entreprise" ("Let's stop everyday sexism in the workplace") initiative. 93% of employees completed the programme last year. This module encourages staff to take preventive action against everyday sexism in the workplace.

Masterclass

On Thursdays, the TF1 University schedules an interactive digital live event – "1 heure avec" – featuring experts who cover an extensive range of subjects. The 2023 talks addressed issues tied to the digital acceleration plan (AI, data and programmatics). What's more, these conferences also touch on CSR issues and initiatives. This past year, they included seven conferences on Equality ("expertes à la une" women, Breast Cancer Awareness Month), Commitment (TF1 Corporate Foundation, Engagement Week), and Climate (climate and biodiversity enablers, responsible advertising, Media Climate Contract).

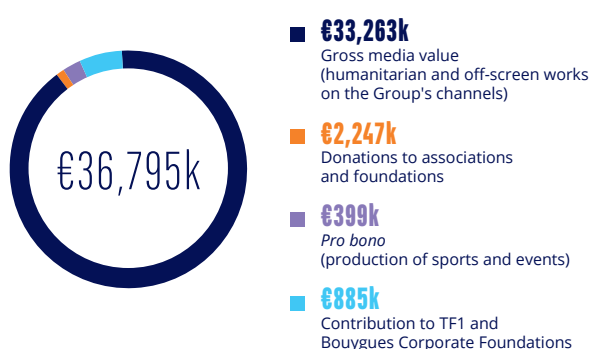
4.2.5. SOLIDARITY

	2023	2022	2021
Number of organisations having received donations	113	115	110
<i>(thousands of euros – €k)</i>			
Gross media value*	€33,263k	€61,978k	€111,268k
Donations to associations and foundations	€2,247k	€2,636k	€2,805k
<i>Pro bono**</i>	€399k	€380k	€432k
Contribution to TF1 and Bouygues Corporate Foundations	€885k	€971k	€982k

* Free spaces provided to associations, organisations, non-profits and foundations, or for institutional messages.

** Donations "in kind" (production of ad spots for associations, organisations, non-profits, events, etc.).

▼ 2023 solidarity events



In 2023, 113 associations and foundations benefited from solidarity events arranged by TF1 group, with donations totalling €36.8 million. Most of this amount reflects the free spaces provided, particularly to relay charitable and association causes via campaigns or institutional messages on our channels. The decrease in this amount between 2021 and 2023 is explained by the lower frequency of broadcasting and the media plans offered free of charge for ads against COVID-19. The remaining solidarity events correspond to direct donations made by various Group entities (CSR, channels, Newen, etc.) and pro bono (creation of ads, trailers, editing, etc., to benefit associations).

4.2.5.1. Channel solidarity events

The TF1 group actively supports major causes and their supporters, generating significant visibility across its TV channels and digital platforms. This support is manifold:

- free broadcasting of donation and/or awareness-raising adverts on TV and radio (including numerous institutional messages);
- editorial relays via short-form special programmes or in the news and/or on the Group's websites and social networks;
- invitation of representatives from associations on news programmes and content;
- appeals for donations on programmes, on digital and social networks;
- special programmes dedicated to a cause or association: *12 Coups de midi* (ELA, Sidaction, Pièces Jaunes), *prime des 12 Coups de midi* in aid of Les Restos du cœur, *Grand Concours* in aid of Les Pièces Jaunes, broadcast of Florent Pagny's concert in support of ELA, *Les Enfoirés* concert, etc.;
- free production of short programmes, fundraising spots, awareness-raising spots;
- relay of cases by Group presenters/journalists;
- repayment of games winnings (*Une famille en or*, *12 coups de midi*, *Le Grand Concours*).

Overall, in 2023, the Group endorsed more than 113 associations, foundations and organisations, providing extensive visibility in support of multiple causes that address the most pressing of needs. Standout operations included:

- Medical research, from 5 to 13 June 2023, through TF1's involvement in the "MOBILISATION CANCER" ("CANCER CAMPAIGN") operations, backing the ARC Foundation and Gustave Roussy hospital (France's leading cancer centre). This campaign centred on the production and broadcasting of "Cancer campaign" adverts featuring news presenters and on-air figures, the creation and broadcast of five short programmes with testimonials by researchers, doctors and patients, as well as appeals for donations. TF1 also relayed the "Ruban vert" ("Green ribbon") operation, publicly broadcasting adverts and messages on organ donations through its channels and various programmes. What's more, every year, the Group backs the French Foundation for Medical Research's efforts on Alzheimer's disease, the Pasteurdon campaign and the Sidaction operation.
- In aid of people with illness and disabilities as well as their families, TF1 participated in the Duoday event on 23 November to promote the professional integration of people with disabilities, as presented in 4.2.2.2. Twice a year, the Group also backs Handicap International's Christmas tree bag and book cover kit operations. Last but not least, the Pièces Jaunes campaign serves as a flagship event for all channels in aid of the French Hospitals Foundation (Fondation des Hôpitaux).

- In the fight against precariousness, TF1 renewed its commitments to the Les Restos du Cœur charity, notably through its *Les Enfoirés* show broadcast in March. In September, viewers also engaged with the appearance of Patrice Douret – President of Les Restos du Cœur – on the set of the Sunday news bulletin to make an urgent appeal for donations.
- In 2023, the Group continued efforts to combat violence against women, relaying institutional messages and backing associations such as the French Foundation for women's rights (Fondation des femmes) and the Women Safe & Children association.



- As an advocate of child protection, the Group broadcast two compelling prime-time dramas on the fight against incest: *Le colosse aux pieds d'argile* featuring Éric Cantona, and *Les yeux grands fermés* with Murielle Robin as part of the government's public campaign to tackle incest. The two works were followed by a feature documentary presented by Harry Roselmack, *Ne le dis à personne*. For its youth line-up, TFOU joined forces with the French Copyright Collection Agency (SACD) to host its annual "Deux points c'est tout" animation contest. This year's edition rewarded the screenplay for an animation film exploring the dangers of school bullying. December saw UNICEF feature prominently with appeals for donations and the promotion of two solidarity products on TFOU programmes, namely Christmas baubles and a mug co-launched by Antoine Griezmann with all proceeds going to the UN's children's fund.
- In response to major disasters, the Group lent support to the French Red Cross and France's National Foundation (Fondation de France) and broadcast a special news bulletin (9 and 10 September) to cover the earthquake in Morocco. To commemorate 11 November, TF1 provided exclusive coverage on *Bleuet de France*, an endowment fund dedicated to war heroes and their close families. News presenters showed their commitment to the cause by sporting the "bleuet" ("cornflower") on the lapel of their clothes. Special remembrance day topics were presented on the 1pm and 8pm bulletins, coupled with ad campaigns and jingles.

4.2.5.2. Corporate solidarity

TF1 employees are kept informed of the major charitable operations endorsed by the Group, actively contributing to them. These include solidarity fun runs, donations of hygiene products, plugging Pièces Jaunes campaigns and distributing Sidaction ribbons. 2023 saw employees take part in the challenge organised between Executive Committees – "Mets tes baskets et bats la maladie" ("Wear your trainers and beat disease!") in aid of ELA (European Leukodystrophy Association). The Group's staff also joined forces to support La Cravate solidaire (which helps marginalised people return to employment) by putting together a collection of clothes and accessories (241 kg in 2023 vs. 112 kg in 2022). Moreover, a number of employees played in a tennis tournament held at Roland Garros, which was co-ordinated by "Sport dans la ville", an association aspiring towards social integration through sporting activities.

4.2.5.3. Solidarity advertising

Goodeed

In 2020, TF1 Pub was the first multi-media ad sales house to work closely with Goodeed, marketing the solidarity advertising format on digital and television segments. This pioneering initiative has enabled brands to team up with Internet users and donate part of their advertising budget to charities. Since then, TF1's ad sales house solidarity video offer has raised more than €730,000 in donations from advertisers which has helped promote myriad charitable endeavours through Goodeed.

As part of Engagement Week, employees attended solidarity events led by Café Joyeux and the Confiture Re-Belles association, as outlined in 4.2.4.2. Lastly, December's Advent calendar fundraising campaign afforded an opportunity for employees to back five associations of their choice to the tune of €2,000 each. The five beneficiary associations were Le Rire Médecin, la Fondation Le Refuge, Les P'tits Doudous, Rêves de Gosse et l'École de Chiens Guides de Paris.

Off air, support for the Bouygues and TF1 corporate foundations and sponsorship actions is primarily focused on the professional integration of young people. This includes partnerships with associations such as La Chance pour la diversité dans les médias, La Réplique, Sport dans la ville and Moteur! which are presented in 4.2.2.1.

Vinted

Since 2021, TF1 Pub has worked with Vinted to boost the cause for second-hand goods and extend product lifespan. Essentially, for this initiative, outfits worn by TF1 group actors and artists are put up for sale on Vinted's platform. Each year, profits from the sale of these outfits are donated to La Cravate Solidaire. The latter association supports people on social integration programmes and fights against forms of discrimination in job interviews, particularly those related to appearance.

4.3. ETHICS

4.3.1. ETHICS IN CONTENT

4.3.1.1. Independence of the Group's editorial teams, pluralism, ethics and ethics in information and in programmes

Due to its status as a leading channel, the TF1 group has a special responsibility in the business it conducts. In particular, the Group ensures compliance with its commitments to ethics (independence of information, protection of vulnerable audiences, respect for privacy, presumption of innocence, etc.) which are a pre-condition of its licence-to-operate. Such compliance is subject to rigorous controls:

- by the General Counsel's Department or the News or Broadcasting Divisions, to comply with the commitments given by the channel (terms and conditions and agreements signed with ARCOM, Journalists' Code of Ethics, etc.);
- by an Honesty, Independence and Pluralism of Information Committee (in accordance with the French Law of 14 November 2016). This committee met three times in 2023;
- by editorial staff, which is extremely attentive to image sources and prohibits the use of amateur videos when their origin is not verified. When they use these amateur documents, they insert the wording "amateur document" and specify the date on which the images were shot.

In December 2023, the TF1 group obtained Journalism Trust Initiative (JTI) certification. TF1 is the first private television group to be certified in Europe, joining 1,000 media outlets from 80 countries that are involved in the JTI process. This certification ensures the Group's commitment to upholding transparency in its news media and complying with ethics in journalism. The Group achieved JTI certification for its TF1 and LCI television channels and both its TF1 Info and MYTF1 websites. Demonstrating compliance

with the same named European standard, this certification was issued through an external audit conducted by an independent verifier which validated the accuracy of TF1's transparency report using the JTI standard. The JTI reference framework focuses on transparency, journalistic methodology and the application of ethical principles. Kick-started by RSF, the JTI strives to promote free, independent and verified information the world over. The initiative was developed under the guidance of the European Committee for Standardization (CEN), involving 130 media groups, journalist associations, non-governmental organisations (NGOs), companies and international institutions.

With respect to upholding professional programme standards and protecting younger viewers:

- the TF1 News Division is responsible for ensuring that ethical principles and journalistic standards are applied in the editorial offices;
- In France, the main journalists' unions have adopted the Charter of Professional Ethics for Journalists. It can be consulted on the SNJ (Syndicat national des journalistes) website;
- A Code of Conduct specific to the Group's journalists was signed on 28 January 2019. It was sent to all of the Group's journalists on 13 February 2019. All new journalists hired by the Group are given a copy of the Code of Conduct when they sign their employment contract.

In 2022, the TF1 group received 3 warnings from ARCOM concerning LCI and no formal notice.

4.3.1.2. Ethics in advertising content

The Programming & Broadcasting Division of TF1 Pub views all advertising messages prior to broadcast. It may seek input from the Legal Affairs Department.

TF1 Pub has the right to reject an advert or impose specific broadcast conditions on the advertiser if their message does not fit the envisaged editorial line for the media. Special attention is paid to TF1's family audiences. In this case, a letter is sent to the advertiser or communication agency, with a planned review of the content. If

no solution is found, the message is not broadcast. This situation is provided for in TF1 Pub's general conditions of sale.

Moreover, the websites of the TF1 group's channels (MYTF1 and TF1Info.fr) are certified with the Digital Ad Trust label, a demanding label for better transparency and advertising quality. Since 2017, this label offers guarantees on the security of website environments to meet the new requirements of advertisers and users.

4.3.1.3. Consistency of advertising with sustainable development

The Autorité de régulation professionnelle de la publicité (ARPP) examines advertising spots taking into account a number of criteria such as sustainable development, the circular economy, respect for people and animal welfare, and responsible eating. TF1 Pub systematically follows the ARPP's advice and in particular takes into consideration its recommendation on sustainable development. This means that advertisements must accurately present the advertiser's significant actions in terms of sustainable development,

in accordance with the goals of the United Nations Development Programme. TF1 Pub also examines the appropriateness of all advertising communications with TF1's programming and editorial line. TF1 also signed up to the French Audiovisual and Digital Advertising Regulator's (ARCOM) Food Charter. To this end, the Group undertakes to broadcast at least 17 hours of programming per year promoting healthy living and eating, while referring viewers to the mangerbouger.fr website.

4.3.1.4. Protection of vulnerable audiences

Youth signage

Since 2002, terrestrial television channels have been required to display content rating signage during all non-advertising programmes that are not recommended for general viewing. Each channel is responsible for introducing the signage system and informs ARCOM of its composition and rating decisions. The signage provides practical information about age appropriateness for the five existing categories (general, -10, -12, -16, -18). The TF1 channel does not broadcast any -18 rated programmes. Bringing together the heads of Broadcasting, programming, acquisitions and youth programming, TF1's Viewing Committee rules on the rating information to be put in place.

A psychologist for children's programmes (TFOU)

Since the creation of the youth slot, each purchased or co-produced series is pre-screened by the artistic teams and a psychologist for children. If images are deemed unsuitable, cuts are suggested, or episodes are qualified as unsuitable for broadcast. These recommendations are routinely followed.

In addition, the TF1 group is a signatory of the protocol of commitments "For a reasonable and sensible use of screens by minors" initiated by France's Secretary of State for Children and Families. The Group's General Counsel's Department is involved in discussions intended to enrich the jeprotegemonenfant.gov website, particularly parental sections that discuss screen time and inappropriate content.

4.3.2. ETHICS AND COMPLIANCE IN BUSINESS RELATIONS, RESPONSIBLE PROCUREMENT AND DIALOGUE WITH STAKEHOLDERS

4.3.2.1. Ethics and compliance in business relations

Through its Code of Ethics and compliance programmes, TF1 group instills a culture founded on ethics and compliance. Accessible via the Group's Intranets and corporate website, these resources outline best practices to ensure compliance with the TF1 ethics policy in business relations.

In 2023, the Group ramped up awareness efforts among managers and people exposed to corruption risks by organising three new training sessions, involving specialist lawyers.

At the same time, the Group continued to deliver a compulsory e-learning course on the fight against corruption and influence peddling. Since 2020, 95% of permanent TF1 employees have completed the course. Pursuant to France's Wasserman Law, a new whistleblowing platform was developed to report any behaviour that contravenes the Code of Ethics.

Newen Studios also enjoy access to an online training course on compliance. In 2023, several Executive Committee members attended the Business Ethics seminar hosted by Bouygues group for the top managers of its six business lines.

4.3.2.2. Responsible purchasing

In this section, only the business relationships and purchases of the historic TF1 group are taken into account (excluding Newen Studios). TF1's efforts to reduce the carbon intensity of purchasing and procurement (excluding Newen Studios) are discussed in section 4.1.4.2.

INDICATOR: RESPONSIBLE PURCHASING

Indicator: Responsible purchasing	From 01/10/2022 to 30/09/2023	From 01/10/2021 to 30/09/2022	From 01/10/2020 to 30/09/2021
Total business scope (€m), amount of purchases addressed by Central Purchasing Division (CPD) buyers	353.2	333.9	321.6
* Expenses addressed by CSR criteria (€m), amount of purchases addressed by CPD buyers	353.2	333.9	321.6
Share of expenses addressed/addressable expenses (%)	100	100	100
Number of suppliers assessed by EcoVadis	246	222	180
Revenue covered by an EcoVadis assessment (€m)	216.9	194.7	226.1
Revenue with the sheltered/adapted sector (€k)	1,359.2	1,086.1	875.7
% of CPD buyers trained in responsible purchasing	100	-	70

Types of purchases

Audiovisual rights purchasing, which accounted for €663 million, was done through the Purchasing Economic Interest Group (EIG). The main risk for this type of purchase is compliance (failure to comply with the agreement signed with ARCOM, particularly on quotas of French-speaking programmes, is monitored by Broadcasting, the Legal Affairs Department and Internal Audit. The Central Purchasing Division (CPD), (excluding programmes), is integral to the responsible procurement approach, accounting for €353.19 million (26% of total Group Purchasing in 2023). The remaining expenditure results from purchases made directly by entities not covered by the CPD.

Responsible Procurement Approach of the Central Purchasing Division (excluding programmes)

Notwithstanding programmes, responsible procurement, compliance and supplier relations are among the Procurement Division's strategic priorities. Priorities for action include:

- overseeing responsible financial relations and building balanced long-term supplier relations;
- co-ordinating and engaging with the supplier ecosystem (suppliers in consultation, supplier meetings);
- reducing social and environmental impacts, and managing CSR risks associated with procurement and the supply chain;
- steering efforts to reduce the carbon intensity of purchasing excluding programmes (scope 3);
- procurement in economic sectors with disabilities.

Aligning with the TF1 group's strategy, the Responsible Purchasing Policy is based on the "Supplier and/or Subcontractor CSR Charter" and the "Supplier Relations and Responsible Purchasing Charter" available on the TF1 group website⁽¹⁾.

All TF1 contracts include an "ethics and compliance" clause which sets out the TF1 group's commitments. The purpose of this clause is to ensure that the contractor and its suppliers and/or subcontractors comply with ethics and compliance standards:

- they adopt a socially responsible approach;
- they practise business ethics by complying with prevailing laws and regulations (particularly the principles of the United Nations' Global Compact, respect for human rights, international labour and environmental standards and the fight against corruption);
- they implement responsible procurement practices.

Our partnerships and collaborations depend fully on compliance with the above provisions.

2023 saw TF1 renew its "Supplier Relations and Responsible Purchasing" Label which is associated with the ISO 20400 standard. Awarded by the Attribution Committee (French Ministry of the Economy, Finances and Recovery associated with the French National Purchasing Council), this label recognises TF1's firm commitments to responsible procurement, reflecting the Group's efforts to continuously improve. The Group's scope of business activities applies to non-programme purchases and excludes Newen Studios subsidiaries.

Promoting financial fairness as well as balanced and sustainable relations

With regard to its suppliers, the Group gives priority to framework and multi-year contracts for services requiring substantial investment. In recent years, the TF1 group has operated within a balanced and compliant contract framework, conducting regular reviews of its General terms and conditions of purchase. In the event of litigation, the Group provides a mediation solution – a voluntary and non-binding alternative to resolving disputes aimed at preventing any such contention outside the legal sphere.

Moreover, the Group pledged to halve the percentage of invoices paid late by 2023, notably thanks to the digitalisation of the order and settlement process (orders and invoice reminders automatically sent to suppliers, dedicated email address created to liaise with suppliers). To date, 87% of invoices are received in dematerialised format. Lastly, TF1 has also drawn up an Invoicing Charter in an effort to share best practices and facilitate administrative exchanges with suppliers. This Charter can be accessed on the corporate website – www.groupe-tf1.fr/en – under Commitments > Responsible Purchasing > Supplier Regulations).

Supplier assessment with EcoVadis and the CSR questionnaire

The CSR assessments conducted by the independent verifier, EcoVadis, enable TF1 to assess CSR maturity levels for suppliers in consultation and during contract performance. As a priority, major suppliers are assessed when the stakes are higher than €200k and the suppliers identified in the CSR risk map as soon as revenue with TF1 exceeds €70k. TF1 incites its suppliers to undertake a continuous improvement process, by encouraging those identified as "high-risk" (overall score ≤ 35/100) to implement a corrective action plan.

By the end of September 2023, 246 suppliers had been subject to an EcoVadis assessment over the previous three years. Of the companies assessed, 30% employ between 100 and 999 people; 13% employ between 26 and 99 people, 9% less than 25 people and 48% more than 1,000 people. The average score for the panel of suppliers contacted and assessed was 61.88/100 (overall EcoVadis average of 45.7/100), with 79% of these having their registered office in France. In addition to the EcoVadis assessments, the Central Purchasing Division includes a CSR questionnaire based on the ISO 26000 standard in all its consultations. Further developed for environmental, ethics and governance purposes since the final quarter 2022, this questionnaire delivers a rapid and effective analysis of supplier CSR issues.

Buyer training and involvement

In 2023, buyers completed a specific course on "Carbon Impact and Responsible Procurement" as well as a Group-wide "Environmental Transition" module and training on anti-corruption practices.

Moreover, 25% of the collective variable remuneration of the Procurement Director and buyers from the Central Purchasing Division (CPD), depends on their actions in the field of CSR purchasing. The latter relates to the inclusion of CSR criteria in purchasing decisions, use of economic sectors with disabilities and the roll-out of CSR assessments.

(1) <https://groupe-tf1.fr/fr/engagements-rse/achats-responsables>

Use of economic sectors with disabilities

The Group's 2023-2025 collective agreement, which aims to promote the integration and retention of employees with disabilities, includes provisions relating to the use of the sheltered and adapted sector. Under the terms of the agreement, the CPD pledges to achieve revenue of at least €800,000.

Integration of social responsibility criteria and clauses in calls for tenders

For a decade and over, the TF1 group has actively endeavoured to integrate people with disabilities. The signing of the Manifesto for the Inclusion of People with Disabilities in the Economy has helped accelerate the Central Purchasing Division's action plan (excluding programmes). This plan provides for social criteria on inclusion and disabilities to be routinely stipulated in all calls for tenders. Wherever possible, a social clause may also be included, requiring candidates to comply with a social commitment as a criterion of eligibility.

What's more, TF1 intends to continue integrating CSR and low-carbon criteria into specifications and its selection of suppliers. The CSR weighting accounts for a minimum of 15% in the overall score of calls for tenders. This process enables the selection of

suppliers who align with our values, as well as to distinguish between bidders based on the quality of their products/services and/or their costs, and depending on their compliance with the minimum requirements of the specifications (eco-design, recyclability, energy consumption).

Since end-2022, TF1 has worked on introducing a "low-carbon purchasing" criterion in the selection of suppliers with minimum requirements in the specifications and commitments to reduce greenhouse gas (GHG) emissions.

Responsible actions outside the Central Purchasing Division

Rights purchasing

As required under the TF1 group's Compliance policy, the prevention of ethical issues associated with rights purchases is ensured by compliance clauses which are included in the Group's rights purchasing contracts.

Regarding TF1's internal process, the bid prices are set by an Executive Management Select Committee, or for major rights such as the FIFA World Cup by an ad hoc committee set up by the Board of Directors, with routine involvement from the Legal Affairs Department in the preparation of bids for sports rights.

4.3.2.3. Dialogue with stakeholders

Relations with ARCOM

TF1 maintains regular dialogue with all of its stakeholders, and particularly ARCOM, the French Audiovisual and Digital Advertising Regulator.

The discussions started with ARCOM at end-2020, following on from the citizen's convention for the climate and the French Climate and Resilience Act voted in August 2021, led to the drafting of an official Media Climate Contract signed by TF1 in 2022, as outlined in 4.1.1.2.

The TF1 group also reports to ARCOM on the progress made in its content, both internally and externally, concerning diversity and especially the representation of women, people with disabilities, the fight against LGBT discrimination and the professional integration of young people from disadvantaged backgrounds. These themes are the subject of commitments and annual reporting to ARCOM.

Duty of care

In 2023, the Group resumed work on the Duty of care, which is co-ordinated by Bouygues SA. Led by the Legal Affairs Department, in connection with the other departments (CSR, Procurement and Internal Audit), this project will culminate in an updated compliance plan for the Bouygues group, to be published in 2024. To complete this undertaking, TF1 extensively interviewed various business units to assess the Group's risk exposure and the extent of risk management, with a focus on human rights, health and safety, and environmental risks.

Materiality matrix

In an effort to pinpoint its priority CSR issues, in 2021, the TF1 group consulted a panel of citizens, nearly 1,000 employees including non-permanent workers, its top management and a panel of external stakeholders made up of suppliers (AMP Visual, Air France), producers (ITV, Satisfaction), investors, clients (media agencies, advertisers) and NGOs (Wake up Call on the environment: A Student Manifesto, The Shift Project, On est prêt, Make.org) and institutions (ADEME, CNCPH).

Following on from its single materiality matrix developed in 2021, TF1 group worked in tandem with BL Évolution to create its first-ever double materiality matrix. Under this analysis, internal stakeholders (Executive Committee members) and external stakeholders (producers, institutions, associations, etc.) are interviewed before determining the impact and financial materiality. This initiative aims to identify the Group's material challenges and ensure the best preparations for the future Corporate Sustainability Reporting Directive (CSRD), the official directive on non-financial reporting.

Advertising ecosystem

In 2023, TF1 Pub held regular dialogue with the Syndicat des Régies Internet (SRI – France's National Union for Internet ad sales houses), the Syndicat National de la Publicité Télévisée (SNPTV – France's National Union for Television Advertising) and the Bureau de la Radio (France's National Radio Association) to work on harmonised methods for measuring the carbon footprint of advertising and to identify ways to reduce it, taking into account the entire value chain.

Dialogue with viewers

TF1 also maintains regular dialogue with its audiences through:

- **TF1 & Vous**, the TF1 group's viewer relations site, is a website entirely dedicated to audiences, bringing together a community of 180,000 visitors on a monthly basis. The site meets the expectations and needs of viewers including a dynamic FAQ section which enables the public to find all the answers to their questions thanks to an easy-to-use contact form;
- Through the viewer service and on the LCI website, the **la médiatrice de l'information** ("News ombudsman") receives opinions, requests for explanations and any complaints from the public about information broadcast on the TF1 and LCI channels. It responds by explaining how the news programme is

put together and according to what rules. It also sends alerts to the editorial team when a large number of reactions from the public point in the same direction.

Further to current discussions, in 2021, the News ombudsman launched "Les Rencontres de l'Info", an event which targets the public and is bolstered by a partnership with CLEMI (an agency of the French Ministry of Education responsible for media and news education across the education system). This feature, which is presented in 4.2.3.1, seeks to increase proximity to viewers and to allow them backstage access to news production.

The ombudsman also writes articles and has a podcast enabling all publics to go backstage at the LCI and TF1 editorial offices (see section 4.2.3.1 "Media education").

4.3.3. DATA PROTECTION AND CYBERSECURITY

4.3.3.1. General Data Protection Regulation (GDPR)

In 2018, the TF1 group appointed a Data Protection Officer (DPO) for TF1 and Newen Studios. The DPO supervises a network of 54 operational and legal data officers from each of the departments and subsidiaries. The Group has also introduced a general "GDPR" (General Data Protection Regulation) policy, comprising internal rules and business sheets that each employee must comply with in terms of personal data protection.

To address the issue of responsibility, the TF1 group and its subsidiaries have also developed procedures on the management of individual rights and personal data breaches, as well as a set of frameworks on issues such as retention periods, the Security checklist and the Privacy By Design checklist.

These rules, factsheets, procedures and frameworks can be found on the Company's Intranet, under the 'GDPR' section. Known as Data Privacy, the Group's GDPR compliance management tool was deployed to expedite the compliance process as well as industrialise processing updates and the management of requests to exercise rights.

In 2023, TF1 inaugurated a compulsory e-learning course on the GDPR, which was completed by 94% of employees. Mindful of upskilling, the Group introduced level 2 professional training in 2022, which was relayed to employees via articles on published on Newen Studios' Intranet. Employees also complete compulsory online training on the GDPR.

4.3.3.2. Cybersecurity

In order to verify progress in the Cybersecurity roadmap, Bouygues and TF1 groups are assisted by an audit and consultancy firm. The latter specialist then issues an external opinion on the relevance of the action plan in combating cyberattacks affecting TF1's strategic operations. This external support also means that TF1's cybersecurity trajectory and roadmap can be continuously adjusted in response to emerging cyber-threats. It includes a biennial assessment of the trajectory and an annual review of cybersecurity maturity based on the framework of the US' National Institute of Standards and Technology (NIST). What's more, in 2023, more than 200 of TF1's

working days were impacted by Cyber audits and intrusion tests. Monthly campaigns were staged with the aim of raising user awareness of phishing.

In parallel, the Group continued implementing action plans to enhance the protection of transmission infrastructures, work stations and servers. Procedures to detect and respond to security incidents were bolstered by extending the security perimeter sections and improving detection in the existing perimeter section. In 2024, improvements will be made to the Group's disaster recovery plan.

4.4. INDEPENDENT THIRD PARTY'S REPORT ON VERIFICATION OF THE NON-FINANCIAL STATEMENT PRESENTED IN THE MANAGEMENT REPORT

This is a translation into English of a report issued in French and it is provided solely for the convenience of English-speaking users.

This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

Year ended December 31, 2023

Independent third party's report on the verification of the non-financial statement presented in the management report

To the Board of Directors,

As requested and in our quality as an independent verifier, as a member of the network of one of the statutory auditors of your entity (hereinafter "Entity"), we have carried out work to formulate a reasoned opinion expressing a limited assurance conclusion on the compliance of the consolidated statement of non-financial performance, for the financial year ended December 31, 2023 (hereafter the "Statement") to the requirements of Article R. 225-105 of the French Commercial Code and on the fairness of the historical information (noted or extrapolated) provided pursuant to 3° of I and II of Article R. 225-105 of the French Commercial Code (hereinafter the "Information") prepared in accordance with the Entity's procedures (hereinafter the "Repository"), presented in the management report pursuant to the requirements of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

1. REASONED OPINION ON THE CONFORMITY AND SINCERITY OF THE DECLARATION

Conclusion

Based on the procedures we have implemented, as described in the "Nature and scope of the work" section, and the elements we have collected, we have not identified any significant misstatement that causes us not to believe that the non-financial statement complies with the applicable regulatory provisions and that the Information, taken together, is fairly presented in compliance with the Repository.

Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used frame of reference or established practices on which to evaluate and measure Information allows for the use of different, but acceptable, measurement techniques that can affect comparability across entities and over time.

Consequently, the Information must be read and understood by referring to the Repository, the significant elements of which are presented in the Declaration (or available on request at the headquarters of Télévision Française 1 - TF1).

Limitations in the Preparation of Information

The Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of the external data used. Certain information is subject to the methodological choices, assumptions and/or estimates used for its preparation and presented in the Statement.

Liability of the Entity

As part of this voluntary approach, it is the responsibility of the directors to:

- select or establish appropriate criteria for the preparation of the Statement;
- prepare a Statement in accordance with legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented regarding these risks as well as the results of said policies, including key performance indicators and the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- prepare the Declaration by applying the Entity's Repository as mentioned above;
- as well as to put in place the internal control it deems necessary for the establishment of Information that does not contain material misstatement, whether due to fraud or error.

The Statement has been prepared by the Board of directors.

Responsibility of the independent third-party

It is our role, based on our work, to formulate a reasoned opinion expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- the fairness of the historical information (observed or extrapolated) provided pursuant to 3° of I and II of Article R. 225-105 of the French Commercial Code, namely the results of the policies, including key performance indicators, and actions, related to the main risks.

As it is our role to make an independent conclusion about the Information prepared by management, we are not permitted to be involved in the preparation of such Information, as this may compromise our independence.

It is not our role to comment on:

- compliance by the Entity with other applicable legal and regulatory provisions (in particular as regards the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy), the French duty of care law and anti-corruption and tax avoidance legislation);

- the fairness of the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- compliance of products and services with the applicable regulations.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the Code of Professional Ethics. In addition, we have implemented a quality control system that includes documented policies and procedures to ensure compliance with applicable laws and regulations, ethical requirements and professional standards.

Means and resources

Our verification work mobilized the skills of four people and took place between October 2023 and February 2024 over a total duration of intervention of five weeks.

To assist us in carrying out our work, we called on our specialists in sustainable development and social responsibility. We conducted twelve interviews with the people responsible for the preparation of the Statement, including in particular the Compliance, Human Resources and Corporate Social Responsibility departments.

Nature and scope of the work

We have planned and carried out our work taking into account the risk of material misstatement of the Information.

We believe that the procedures we have conducted in the exercise of our professional judgment allow us to reach a limited assurance conclusion:

- we obtained an understanding of the activities of all the entities included in the scope of consolidation and the description of the main risks associated;
- we assessed the suitability of the Criteria with respect to their relevance, comprehensiveness, reliability, neutrality and understandability by taking into consideration, if relevant, the best practices of the industry;
- we verified that the Statement covers each category of information provided in III of Article L. 225-102-1 of the French Commercial Code regarding social and environmental matters as well as human rights, anticorruption and tax avoidance legislation and includes, where applicable, an explanation of the reasons justifying the absence of the information required by the 2nd paragraph of III of Article L. 225-102-1 of the French Commercial Code;
- we have verified that the Declaration presents the information provided for in II of Article R. 225-105 of the French Commercial Code when it is relevant with regard to the main risks;
- we verified that the Statement presents the business model and a description of the main risks related to the activity of all entities included in the scope of consolidation, including, if relevant and proportionate, the risks generated through its business relationships, products or services as well as policies, actions and results thereof, including key performance indicators related to main risks;
- we consulted documentary sources and conducted interviews to:
 - assess the selection and validation process of the main risks as well as the consistency of the results, including the key performance indicators identified regarding to the main risks and policies presented, and
 - corroborate the qualitative information (actions and results) that we considered to be the most important presented in Appendix 1. For all risks, our work was carried out at the level of the consolidating entity, for the other risks, work was carried out on the consolidating entity and with the Newen TF1 studios and headquarters entity;
- we have verified that the Statement covers the consolidated scope, i.e., all the entities included in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code with the limits specified in the Statement. We took notice of the existence of internal control and risk management procedures put in place by the Entity and assessed the data collection process to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative results that we considered as most important presented in Appendix 1, we implemented:
 - analytical procedures to verify the correct consolidation of the data collected and the consistency of their evolution;
 - detailed tests using sampling or other means of selection, consisting of checking the correct application of the definitions and procedures and reconciling the data with the supporting documents. This work was carried out with a selection of contributing entities listed above which cover between 67.1 % and 93.9 % of the consolidated data selected for these tests (93.9% of workforce, 67.1% of energy consumption);
- we assessed the overall consistency of the Statement based on our knowledge of all the entities included in the scope of consolidation.

The procedures implemented in the context of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement carried out in accordance with professional doctrine; a higher level of assurance would have required more extensive audit work.



NON-FINANCIAL PERFORMANCE STATEMENT

Independent third party's report on verification of the non-financial statement presented in the Management Report

2. REASONABLE ASSURANCE REPORT ON THE SELECTED INFORMATION

Conclusion

In our opinion, the Information selected by the entity has been established, in all material respects, in accordance with the Repository.

Nature and scope of the work

For the information selected by the Entity identified by * in Appendix 1, we performed work of the same nature as described in paragraph 1 above for the key performance indicators and other quantitative results that we considered most significant, but in greater depth, in particular with respect to the scope of the tests. The selected sample thus covers between 95 % and 100 % of the Selected Information. We believe that this work allows us to express reasonable assurance about the Selected Information.

Paris La Défense, 14 February 2024

Independent third party
EY & Associés

Eric Mugnier Partner,
Sustainable Development

APPENDIX 1: INFORMATION CONSIDERED MOST IMPORTANT

SOCIAL INFORMATION

QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Total workforce as of 12/31/2023 (number)	Diversity and inclusion (including gender equality) internally
The proportion of women in the workforce (%)	Quality of life at work and social relations, with a focus on Job and Career Management (JCM)
Share of women among managers (%)	Employer branding
Share of women in the Management Committee (COMGT) (%)*	The results of the training policy, including a focus on the challenges of ecological transition
Share of women recruited in IT, data and digital sectors (%)*	
The number of disabled workers in the company	
The proportion of employees trained (%)	
The volume of training hours (number of hours)	
The training or awareness of TF1 Group employees (including Newen) on issues related to the ecological transition	
Indicator on the variable share paid to "department heads and +" managers aligned with CSR objectives	
The frequency rate of work-related accidents with lost time among employees (number / million hours worked)*	
The number of fatal accidents involving employees (number)*	

ENVIRONMENTAL INFORMATION

QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Total greenhouse gas emissions (scope 1 to 3a)	The results of the Climate Roadmap (level of deployment of the decarbonisation policy), including a focus on the decarbonisation of purchases and eco-production
Share of contracts with a carbon clause with monitoring on the 70 priority suppliers (%)*	Content with added environmental value
	Responsible advertising

SOCIETAL INFORMATION

QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Quantitative information (including key performance indicators)	Qualitative information (actions or results)
Number of ARCOM warnings and demand letters in 2023 (number)	The compliance of news programs with ethical and deontological commitments, in particular the respect of commitments made with the CSA
	Content with societal added value
	Diversity and inclusion (including gender equality) on air
	Media literacy



**DEMAIN NOUS
APPARTIENT**