



ENGAGING TOGETHER

Our CSR Essentials



A WORD FROM THE EDITORIAL TEAM



As a media leader, the TF1 Group has a duty to be an organisation that is trusted by its stakeholders and in all aspects of its business activities. We have two responsibilities: one, towards society through our contents and our platforms to actively contribute to collective transformation, and another, of course, towards our teams whom we support day to day to guarantee their well-being and their development.

Our commitments and objectives focus on three main areas that are fully in line with our strategy: diversity and inclusion, the ecological transition and solidarity. These are rolled out into 7 principles that guide our activities and which are presented in these essentials.

We are convinced that only together can we successfully achieve this transformation and even if the TF1 Group has for many years taken part in the changes of our society, this roadmap constitutes a common reference framework that can be used to speed this up.

We hope you enjoy reading this report.

Mélissa Saint-Fort

CSR DIRECTOR, TF1 GROUP

Valérie Languille

HUMAN RELATIONS AND
DEPUTY CSR DIRECTOR, TF1 GROUP

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A SINGLE MISSION: ENGAGING TOGETHER



7 GUIDING PRINCIPLES FOR TRANSFORMATION

- 1 – Promote gender equality
- 2 – Promote diversity, inclusion and solidarity
- 3 – Ensure health, safety and well-being in the workplace
- 4 – Reduce our carbon footprint
- 5 – Raise audience awareness on the ecological transition
- 6 – Encourage responsible advertising
- 7 – Boost trust in the media

#1 – PROMOTE GENDER EQUALITY

Equality between men and women is essential for both society and the company because it contributes to collective performance. The TF1 Group upholds this vision of balance and promotes it in its contents, its governance and its professional careers.

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Promoting women experts

The Group champions female expertise not only in its news broadcasts, in the majority presented by women, but also in its studios and more widely in the media industries.



« EXPERTES À LA UNE »

In March 2023, the TF1 Group launched the third edition of "Expertes à la Une" to boost the representativeness of women experts in its news and current affairs programmes.

For one year, 15 female experts in health, the economy, law, and research (all sectors in which they are still under-represented) benefit from media training and support from journalists, editors in chief and newsreaders from TF1 and LCI. The "Expertes à la Une" podcast also spotlights these women experts, all with unique and remarkable careers.

MORE THAN
50% WOMEN EXPERTS
IN THE TF1 STUDIOS IN 2023

HPI, A RECORD AUDIENCE
(Season 3 figures)

AN AVERAGE 9.1 M VIEWERS



Promoting heroines

In both our dramas and documentaries, we strive to boost the presence of strong and inspiring fictional female characters. From "HPI" to the "Combattantes" or more recently "Master Crimes", a series initiated by TF1's Creative Department, to co-productions by Newen Studios, such as "Mademoiselle Holmes", the Group is giving top billing to heroines. Dramas portraying heroines are also those who enjoy the highest viewing rates.

The equitable representation of women in the Group's contents is continuing with the adaptation of the cult series "Cat's eyes", the filming of which starts this autumn.



Promoting sportswomen

Sport is a driver of social change. The TF1 Group, an historic broadcaster of major sporting events, acquired the exclusive broadcasting rights for the Women's Euro Football matches as well as the Women's Rugby World Cup in 2025. Each year the Group participates in the #SportFémininToujours operation. Initiated by ARCOM, it promotes women in sports and spotlights the representation of women.

Fighting against sexism and abuse

In its programmes and dramas TF1 engages in combating sexism and violence against women through, for example, the series "Entre ses mains", broadcast in 2023. TF1 has also taken

up the fight against child abuse with two dramas: "Le Colosse aux pieds d'argile", starring Éric Cantona, which won two awards and "Les yeux grands fermés" that deals with incest. At the beginning of 2024 the animated series "Tu dis, tu stoppes!" will raise the awareness of our young audiences on child abuse.



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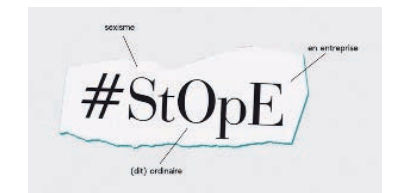
Include more women in management

The TF1 Group is convinced that an equilibrium between women and men in management, as in society, is a source for strong performance. We ensure that this equilibrium is not only respected during recruitment but also in regard to careers, salaries and promotions, with precise monitoring of targets and specific action plans, as well as through the mixed Fifty/Fifty network and the "Female Leadership" mentoring programmes.

50%
OF WOMEN ON THE TF1 GROUP'S EXECUTIVE COMMITTEE

48%
OF WOMEN ON THE TOP MANAGEMENT COMMITTEE

MORE THAN
35%
OF WOMEN RECRUITED IN TECHNOLOGY-ORIENTATED JOBS IN 2023



Engaging against sexism within the company

The TF1 Group is a signatory of the #StOpE initiative that fights sexism in the workplace as well as the charter against sexual harassment and sexist behaviour established by the organisation "Pour les femmes dans les médias". In addition to these initiatives, alert and investigative measures also exist in respect to harassment or gender-based violence, with a helpline and a network of trained advisers as well as communication exercises and special training courses.

93%
OF EMPLOYEES TOOK PART IN THE #STOPE MODULE « TOUS ACTEURS CONTRE LE SEXISME » IN 2022

#2 – PROMOTING DIVERSITY AND INCLUSION

The TF1 Group takes to heart its responsibility to create strong social bond and to represent all members of society and thereby contribute in fighting all forms of discrimination. This commitment can be seen in our broadcasted contents and our initiatives for both our male and female employees.

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Reflecting the diversity of ethnic and social origins and gender

In our televised news, our programmes and dramas, on our channels and digitally, we strive to represent French society in all its facets. Rural life, with the SOS Villages operation, talents of all origins in The Voice or Star Academy and fictional characters representing ethnic or gender diversity all contribute towards positive change in society.



Change how disability and illness are viewed

In 2019, the TF1 Group signed the ARCOM Charter focusing on the representation of disability in the media. The Group promotes this through dramas portraying disabled heroes, such as "Handigang", as well as inspirational women fighting and dealing with cancer in their own way, in the Series "Les Randonneuses", or teenagers suffering from illness in the fourth season of "Bracelets rouges".



At the beginning of 2023, TF1 launched the hit series "Lycée Toulouse Lautrec" that recounts the daily lives of secondary school students with disabilities. The followers of this series will see their favourite characters again in 2024 for a second season. For the last five years we have also taken part in the #DuoDay national awareness day event by enabling disabled people to present prime-time programmes.



100%
OF TF1 PROGRAMMES ARE SUBTITLED
MORE THAN 300
AUDIO-DESCRIBED
PROGRAMMES / YEAR ON TF1



Audiovisual professions: a future for young people

The Group undertakes to make careers in the profession accessible to young people of all social origins, through initiatives supported by the TF1 Foundation in partnership with the Association "La chance pour la diversité dans les médias". Since 2021 the TF1 Group and Newen Studios have joined forces for the "Immersion Cinéma" operation that provides training in acting for young people who are far removed from the traditional artistic career pathways.

DIVERSITY IN THE MEDIA WITH CONVINCING RESULTS

SINCE 2017,
304
YOUNG SCHOLARSHIP HOLDERS
SUPPORTED BY THE ASSOCIATION
SUCCESSFULLY PASSED THEIR ENTRANCE
EXAMS TO A SCHOOL IN JOURNALISM

58 STUDENTS OUT OF 88,
I.E. 66%
RECEIVED TRAINING IN JOURNALISM IN 2023



« IMMERSION CINÉMA » ROCKS MARSEILLE

SINCE 2021,
180
YOUNG PEOPLE
FROM MARSEILLE AND ITS SURROUNDING
NEIGHBOURHOODS HAVE BEEN
CAST AND REFERENCED IN OUR DATABASE

42
YOUNG PEOPLE
HAVE BEEN TRAINED SINCE 2021 AT
"ERACM" AND THE "CONSERVATOIRE DE
MARSEILLE" SCHOOLS AND HAVE BEEN
SUPPORTED BY CASTING DIRECTORS
AND THE ASSOCIATION "LA RÉPLIQUE"



16TH YEAR IN 2023

12
YOUNG PEOPLE
WERE OFFERED A 2-YEAR WORK-STUDY
COURSE TO DEVELOP THEIR SKILLS IN MORE
THAN 25 OF THE GROUP'S PROFESSIONS

A TOTAL OF
177
YOUNG PEOPLE
HAVE BEEN TRAINED
DURING THE LAST 15 YEARS



THE "ENFOIRES" CONCERT HAS ONE OF TF1'S HIGHEST VIEWING RATES:
8.5 MILLION VIEWERS



Promoting solidarity

On its channels and digitally, the TF1 Group gives high visibility to the major causes and associations that it supports. The type of support provided is adjusted to their needs and comes in various forms:

- free broadcasting of TV ads, appeals for donations or awareness-raising messages in TV programmes, or in TV/radio/digital advertising.
- editorial reviews, invitations to the representatives of associations in both our news programmes and the Group's social networks;
- special programmes focusing on a cause or an association, donation of winnings from game shows;
- relaying causes via the Group's presenters and journalists.



For many years now, the TF1 Group has promoted major operations such as the Les Restos du Cœur, Les Pièces Jaunes, le Sidaction, le Pasteurdon, FRM Alzheimer, ELA and many other worthy causes with, for example the creation in June 2023 of the "Mobilisation Cancer" week.

115 ASSOCIATIONS
SUPPORTED IN 2022 FOR A TOTAL OF 66 M€



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Welcoming and providing support for disabled people

In 2023 the TF1 Group signed its sixth disability agreement for the 2023-2025 period. This focuses on four areas:

- provide better support for employees whose health requires special equipment or workload organisation so as to work in optimum conditions;
- encourage the recruitment of disabled candidates;
- raise employee awareness and train managers to change their views on disability;
- develop the use of agencies employing disabled people.

72 NEW DISABLED EMPLOYEES RECRUITED

10 OF WHICH ON PERMANENT CONTRACTS, BETWEEN 2020 AND 2022

33 EMPLOYEES

BENEFITTED FROM JOB ADJUSTMENT MEASURES IN THE SAME PERIOD

14 DISABLED WORK-STUDY STUDENTS RECRUITED IN 2023



SINCE 2015, THE FIFTY FIFTY NETWORK CARRIES OUT AWARENESS-RAISING AND EDUCATIONAL WORK ON THE TOPIC OF DIVERSITY AS A PERFORMANCE FACTOR WITHIN THE COMPANY. IN 2022, FIFTY FIFTY EXTENDED ITS SCOPE TO INCLUDE TOPICS ON LGBTQ+ BY ORGANISING EVENTS SPECIFICALLY ON THIS TOPIC.



Fighting against LGBTQ+ discrimination

The TF1 Group was the first media group to sign the "L'Autre Cercle" Charter in 2015. It renewed this undertaking in 2022 and increased initiatives such as "Rôles modèles et allié.e.s" or the IFOP/L'Autre Cercle's third survey to develop a working environment that is more inclusive and fosters the visibility of LGBTQ+ persons. In parallel, Newen Studios has created a Diversity, Equality and Inclusion Committee to coordinate initiatives in France and abroad.

#3—ENSURE HEALTH, SAFETY AND WELL-BEING IN THE WORKPLACE

The health and safety of employees has for many years been a major concern for the TF1 Group and is the object of both constant awareness-raising in the prevention of occupational risks and measures to protect staff health and improve the quality of working life.

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In October 2022, during the “October Rose” and “Movember” campaigns, supported by the TF1 Group, employees aged between 40 and 50 were able to benefit from a predictive, multi-illness health check-up with Predilife. This check-up enables you to know your own risk in developing a serious illness and to receive medical follow-up suited to your profile. In December 2022, the Group also signed the Cancer@work Charter to further its support to employees suffering from cancer or chronic illness.

On a day-to-day basis, the Occupational Health Department receives employees who wish to be seen and refers them, if necessary, to a specialist. A mental health helpline, open 24/7, is also at the disposal of all the Group’s employees who need this, be this for personal or professional reasons.

Ensuring health and safety in the workplace

Protecting its news teams in the field from occupational risks is a priority and is even more so since the war between Russia and Ukraine started. A new programme “Awareness of risks in war zones” aims particularly at ensuring that our teams take the necessary precautions and measures to ensure their safety and health throughout their assignment. In 2023, new solutions for lighter and more user-friendly filming equipment were found in consultation with operational staff and the Occupational Health Department.

102

TF1 GROUP EMPLOYEES FOLLOWED THE PREDILIFE TRAINING COURSE IN 2022

11

ACCIDENTS IN THE WORKPLACE WITH SICK LEAVE IN 2022 V. 20 IN 2021



Improving the quality of life at work

Managing the work-life balance is a priority for the TF1 Group who, along with the trade unions, are preparing the next «Quality of Life in the Workplace” (QLW) Agreement for 2024. This will cover peaceful coexistence in the workplace, support to parenthood and family carers, the right to disconnect and the prevention of psycho-social risks.

The 2022 survey showed that the Group’s QLW was good and improving compared to the previous survey. Generally, recognition of one’s work is an important factor in QLW within the Group and is embodied through respectfulness, consideration and professional development.

The new distance working agreement, effective as of 1st August 2023, continues to provide flexibility and recalls the basic principles to adhere to for the proper functioning of all departments and community life intact, in order to maintain a strong social bond. Exemptions to the 3-day per week on-site working principle may be granted in exceptional circumstances.

75%

OF RESPONDENTS WITHIN THE GROUP DECLARED THAT THEY WERE EITHER NOT AFFECTED OR ONLY SLIGHTLY AFFECTED BY STRESS

81%

OF RESPONDENTS FEEL THAT THEIR WORK IS JUSTLY RECOGNISED

86%

OF RESPONDENTS FEEL PROFESSIONALLY FULFILLED

#4—REDUCING OUR CARBON IMPACT

The ecological transition and climate change are at the heart of society's challenges. The TF1 Group is taking part in this collective effort by reducing its carbon footprint, **with targets validated by the SBTI (Science Based Targets Initiative) since October 2023 aiming at achieving 30% less CO₂ emissions by 2030.** This undertaking requires working on carbon reductions in our productions, in our digital content and in procurement.

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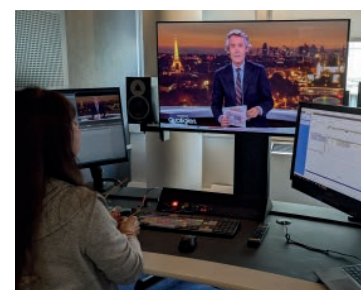
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NEWEN STUDIOS

- ✓ RECRUITMENT OF A CARBON MANAGER
- ✓ CREATION OF A SUSTAINABLE PRODUCTION CHARTER
- ✓ THE ECOPROD PIONEER CERTIFICATION OBTAINED IN 2023

Reducing the carbon impact of audiovisual productions

Since 2019 the TF1 Group is part of the EcoProd non-profit making organisation and is working on streamlining carbon impact calculation methods for productions, thanks to the Carbon'Clap tool. This tool, approved by the CNC, is used in Newen Studios' iconic productions such as "Demain Nous Appartient", "Ici Tout Commence" as well as those by TF1 Production since the beginning of 2023. Furthermore, programme procurement contracts now include an eco-friendly clause.



Developing eco-friendly digital technology and practices

Eco-friendly digital technology affects the heart of all TF1 Group activities: the equipment used for filming, in the studios, in the control rooms as well as data streaming via myTF1. Initiatives to reduce the carbon impact of digital technology and practices throughout the value chain are growing with the renovation of data centers, the measurement of the carbon impact of our sites along with action plans (image resolution, video streaming, encoding) and the optimisation of applications and software. Not to mention accessibility to the Group's internet sites and myTF1.

PROLONGING THE SERVICE LIFE OF EMPLOYEE IT EQUIPMENT BY 1 YEAR (LAPTOPS AND SMARTPHONES)

Carbon neutral procurement

Procuring goods and services accounts for a major part of the Group's carbon footprint.

In 2022 the Procurement Department initiated its action plan by identifying the types of purchases having a high carbon footprint, defining the environmental criteria to consider, contacting the suppliers concerned and implementing a contractual carbon reporting clause.

Eight priority procurement categories for carbon reduction were identified: IT, technical equipment, the cloud, transport, broadcasting, audiovisual services, maintenance and facility management.

The Supplier Convention in March 2022 gave the Department the opportunity to present its carbon reduction procurement project.

MORE THAN 80%
OF PRIORITY SUPPLIERS
SIGNED A CARBON CLAUSE IN 2023

8
PRIORITY CATEGORIES
ACCOUNTING FOR
29% OF THE TF1 GROUP'S
TOTAL CARBON IMPACTS



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Providing support for sustainable mobility

The Group is working on reducing its carbon impact for staff travel via an action plan to renew its fleet of company cars and reporting vehicles, as well as changing travel habits to foster green mobility. For this purpose, the Group now offers a sustainable mobility allowance to its employees. Our car parks are currently being renovated in order to create specific

100%
OF COMPANY CARS AND
REPORTING VEHICLES
WILL BE HYBRID OR ELECTRICAL
BY THE END OF 2023

parking spaces for electric vehicles, electric bikes and scooters and the installation of cupboards to store bike batteries.

Implementing our energy sobriety plan

In the autumn of 2022, the Group implemented its energy sobriety plan to meet the 10% consumption reduction target as planned by the government between 2019 and 2024. This is based on regulating the temperatures of heating, air conditioning and water as well as replacing old equipment, and switching off the TF1 Tower logo between 10pm and 7am. Furthermore, the Group renewed its contract with EDF to 2024 for the supply of renewable energy for high voltages, and a contract for the supply of 100% renewable energy for low voltages with Enercoop.

33%
LESS ENERGY CONSUMED
BY THE TF1 TOWER SINCE 2011
RENEWAL OF THE
ISO 50 001 CERTIFICATION
IN 2022

#5—RAISING PUBLIC AWARENESS ON THE ECOLOGICAL TRANSITION

The TF1 Group continues to involve both the general public and its employees in the ecological transition thanks, in particular, to a training programme that gives them a role to play in this transition.

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Contents serving the ecological transition

To ramp up its general public awareness-raising work on the challenges posed by the ecological transition, the TF1 News Division defined a climate roadmap the purpose of which is to enriching its content offering through the “Notre Planète” name allowing viewers to better identify these news reports, and likewise with “Terre augmentée” to understand what France will be like in 2030 through immersive and augmented reports.



Furthermore, the “Impact positif” podcast created in 2018 became a programme on LCI channel and vertical content on the channel TF1 Info. Also, TF1 weather reports suggest the best practice to apply to be protected from climatic conditions.

MORE THAN 1,000 TOPICS PER YEAR ON THE ENVIRONMENT DURING THE 1 PM AND 8 PM NEWS



Contributing to positive changes in behaviour

In addition to its Ushuaia TV channel specialised in environmental protection, biodiversity and climate change, many programmes and documentaries address ecological topics and help change our habits to better protect the environment. Such is the case for the “Envoyé Spécial” programme’s episodes “Ma vie sans eau” and “Ma vie sans pétrole”, produced by Newen Studios and the programme “Les Reportages de Martin Weill” on ecology on the TMC TV channel. Similarly, the series “Demain nous appartient” and “Ici tout commence” regularly address these issues.

Furthermore, films such as “Animal” by Cyril Dion, produced in France by Newen Studios and nominated for a César Film Award or the multi award-winning documentary “The Territory”, have put the environment on front stage to inspire the French population.

9 DOCUMENTARIES WON AWARDS IN THE 2023 INTERNATIONAL GREEN FILM FESTIVAL (DEAUVILLE GREEN AWARDS)

1 DAY FOR BIODIVERSITY LAUNCHED IN 2022 ON TMC AND RENEWED IN 2023

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Training our employees in the ecological transition

To involve its employees in the climate strategy defined by the Group, the “Université TF1” and the CSR Department have rolled out programmes since 2022, designed with operational staff in order to provide extensive and suitable training for the Group’s various professions. Particularly through the Climate Fresk exercises with specialists facilitators, these programmes have enabled teams to acquire the fundamentals of the ecological transition, modify their professional practices and incite them to reduce our collective carbon footprint.



100% OF EMPLOYEES TRAINED IN ECO-PRODUCTION, ECO-FRIENDLY DIGITAL TECHNOLOGY AND PRACTICES AND IN SOLUTION-PROVIDING JOURNALISM BY THE END OF 2024



Involving our employees to achieve our targets

Since 2022, employees who are eligible to bonuses have a CSR target representing 10% of their bonus, defined during job appraisals.

In 2023 the Group renewed its profit-sharing agreement for all its employees. It was decided to rally them around Corporate Social Responsibility (CSR) issues, especially regarding our commitments in fair resource management.

Two objectives in which employees can play a daily role were defined to boost the profit-sharing amount by more than 10%, calculated in accordance with the Group’s performance:

- control the average temperature of the offices per season;
- fight food waste by reducing the quantity of leftovers.

A CSR OBJECTIVE EQUIVALENT TO **10%** OF THE SALARY BONUS FOR BONUS-ELIGIBLE EMPLOYEES

#6 – ENCOURAGE RESPONSIBLE ADVERTISING

For more than ten years now, TF1 Pub has been engaged in the ecological transition of our ecosystem by mobilising agencies and advertisers and boost the positive impact that advertising can have on changing behaviour and habits.

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Sustainable involvement

In 2022, through the Climate Média contract signed with the French Ministry for Ecological Transition that promotes environmentally-friendly lifestyles, the TF1 Group committed to measuring its carbon impact and to training its employees.

- An ambitious roadmap was established around four areas:
- measuring the carbon footprint of advertising campaigns;
 - spotlight advertisers who promote products and services that are more environmentally-friendly;
 - contribute to interprofessional discussions and works on the ecological transition;
 - reduce the environmental impact of the company.



Proposing measures to support the ecological transition

The EcoRespons'Ad offering by TF1's advertising sales house uses the ADEME's terms of reference. It promotes more responsible consumption, contributes to the sustainable transformation of the advertising sales company's customers and the promotion of more environmentally-friendly products and services.

The TV ads concerned benefit from access to purpose-designed advertisement screening, such as the

"EcoRespons'Ad", and promotion through a purposed-designed presentation.

More than 40% of investments for TV ads or products/services on the TF1 Group's channels meet the environmental criteria recommended by the ADEME. Since 1 January 2022, the creation of an Ecofunding programme has been added to the offering in order to fund educational campaigns that raise general public awareness on environmental certifications and criteria recommended by the ADEME.

In the autumn of 2023, TF1 PUB launched Autopilot Carbon: an automated solution to reduce the carbon impacts of digital advertising campaigns.

26,28%
OF ADVERTISING FILMS SHOWN ON OUR TV CHANNELS FROM JANUARY TO AUGUST 2023 FOCUS ON A **PRODUCT/SERVICE THAT IS MORE ENVIRONMENTALLY-FRIENDLY OR INCLUDES A SOCIAL AND ENVIRONMENTAL RESPONSIBILITY MESSAGE** (RECYCLING, MADE IN FRANCE,...)
VS. 12.93% IN 2021,
I.E. **+13.3 POINTS**

27%
OF MULTIMEDIA INVESTMENTS (TV + RADIO + POSTER CAMPAIGNS + PRESS) MEETING THE ADEME CRITERIA ARE BROADCAST ON THE GROUP'S CHANNELS

MORE THAN 1000
PROFESSIONALS
TRAINED IN THE "ADVERTISING
FRESK" CO-CREATED
BY THE TF1 PUB TEAMS

1015 TV ADS
FROM THE ECOFUNDING
PROGRAMME SHOWN IN 2022
REACHING OUT TO 301 MILLIONS
VIEWERS AGED 4 YEARS AND OVER

#7 – BOOST TRUST IN THE MEDIA

As a leader in the media, the TF1 Group is attentive to aspects of ethical and professional conduct in the contents that it broadcasts, to its responsibility in commercial transactions with its clients and suppliers, and to the protection of audiences and their personal data. Through training and its Ethics Code, the Group brings best practice to the attention of all its employees in order to guarantee that its ethics policy is adhered to in all its business relationships.

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Ensuring ethics in the newsroom and in programmes

Programme content and compliance to undertakings made in signed charters or agreements are strictly controlled at several levels: by the General Secretary of the Group's various divisions, by the journalists' Professional Ethics Charter and by the Charter specifically for TF1 journalists, given to them when they are recruited.

Special attention is also given to sensitive audiences, in partnership with the ARCOM and the ARPP, by flagging information on recommended ages, when broadcasting ads and the management of its digital platforms. The myTF1 and TF1 Info websites are "Digital Ad Trust" certified too, certification covering the quality of an ad and the digital security of our digital environments for children.

Developing media literacy

The TF1 Group is involved in teaching media literacy to help viewers shape their own informed opinion.

Two chronicles entitled "INFO/INFOX" focus on combating fake news in the prime-time news on Saturdays at 8pm on TF1, and on Fridays between 12pm and 3pm on LCI. In addition, a full-time four-journalist team produces the programme "Les Vérificateurs" on the TF1 website, with two to five articles per day. Their investigations are shown on young people's favourite social networks, namely Instagram, TikTok and YouTube.

Extremely engaged, the "Vérificateurs" journalists regularly visit secondary schools, particularly those in priority education zones.

"Rencontres de l'info" events for young audiences are also organised nationwide monthly in partnership with the CLEMI.



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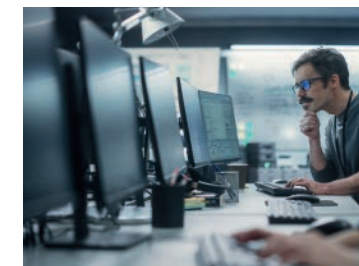
Ensuring data protection and ethical business practices

Since 2018, our Data Protection Officer has rolled out our GDPR policy with the help of a network of more than 50 data reference persons, operations staff and legal experts from each division and TF1 subsidiaries. Compulsory training is also provided to all employees. The Group has also accelerated the strengthening of the protection of broadcasting infrastructures as well as detection and response systems for security incidents.

For the Group to carry out its business fully, transparently and vigilantly, anti-corruption systems exist to prevent and raise employee awareness on these risks which include an anti-corruption compliance programme and related procedures, the Group's Institutional Relations Charter, an Ethics code, etc.

Stakeholder dialogue

In the TF1 Group, dialogue with our stakeholders, especially the regulation authorities such as the ARCOM and the ADEME, is ongoing. The Group also has a panel of people from the general public in order to measure the major trends in society and to gather their views on its programmes and activities. There is also a wealth of dialogue with our viewers thanks to the "TF1 & Vous" (TF1 & You) viewer relations website and the TF1 Group's Ambassadors Club, giving certain viewers backstage access to channels to encourage interaction or access to forums.



94%
OF EMPLOYEES FOLLOWED
A GDPR E-LEARNING COURSE
TO BOOST THEIR SKILLS

96%
OF EMPLOYEES FOLLOWED AN ANTI-
CORRUPTION E-LEARNING COURSE

SUMMARY TABLE

Undertaking	Indicator	Details	Figures
1	Percentage of women in the TF1 News team	Women experts in studios	66% at end of August 2023
	Women representation in governing bodies	EXCOM Management Committee	50% in 2023 48% in 2023
	Programme to support women representation in governing bodies	Women having participated in "One's"	56% in 2022
	Training - Combating Sexism and harassment	Employees having followed TF1's e-learning course "Tous acteurs contre le sexisme"	93% in 2022
2	Training on the challenges of inclusion	Employees having participated in the "Mixité et stéréotypes" training course	More than 300 employees since 2020
	TF1 Foundation	Young people helped by the Foundation	177 since its creation
	Immersion Cinéma	Young people casted and referenced	180 since 2021
	Disability	Disabled employees recruited (Fixed-term, permanent contracts) Number of disabled work-study students	72 between 2020 and 2022 14 in 2023
3	QLW survey	Respondents not or only slightly concerned by stress	75% in 2022
		Respondents who feel that their work and the effort they put into it is recognised	81% in 2022
		Respondents who feel professionally fulfilled	86% in 2022
	Health and safety Accidents in the workplace excluding occasional workers	Accidents in the workplace with sick leave	11 in 2022
	Solidarity initiatives	Associations having benefited from donations	115
		Total amount donated	€ 66 million gross
Solidarity Ads	Donations collected through the "Goodeed" operation	More than € 700,000 since 2020	

Undertaking	Indicator	Details	Figures
4	Installation of electricity terminals in the car parks	Hybrid or electric vehicles	100% at end of 2023
	Sustainable mobility allowance	Employees benefiting from SMA	170 in 2022
	Energy consumption reductions	TF1 Tower since 2011	-33% in 2022
	Relations and supplier engagement	Suppliers engaged in the carbon reduction procurement approach	75 in 2023
5	CSR objectives-related salary bonus	Employees concerned by CSR objectives in their salary bonus	390 in 2022
	Televised news	Environment-focused topics in the 1pm and 8 pm news and the Week End programme	More than 1000/year
	Training in ecological transition stakes and challenges	Employees trained within the TF1 Group (all companies including Newen Studios)	65% at end of 2023
	Educational programmes for all audiences	"Rencontres de l'Info" programme	10 to date
6	Advertising offers	Percentage of ads containing an environmentally-friendly message	26% in 2023
	Audience awareness-raising	Ecofunding ads Campaign outreach	1015 ads in 2022 301 million viewers aged 4 years + in 2022
		Raising awareness of market players	Participants in the "Advertising Fresk" exercise
7	Fact-checking training	Information officers, journalists trained in fact-checking in editorial teams	100
	Ethics and compliance in business relationships	Employees having followed an e-learning course on combating corruption (excl. Newen Studios)	95% in 2022
	Training in GDPR stakes	Employees having followed an e-learning course on GDPR (excl. Newen Studios)	94 % in 2022

