

[06.07.20] **PRESS RELEASE**

TF1 GROUP HIGHEST-RANKED MEDIA COMPANY IN TOP 50 OF 2019 ETHICS & BOARDS AWARDS

The TF1 group is proud to be the no.1 media company and 22nd best company overall (out of the 120 major French companies in the SBF 120 index), according to the 2019 Ethics & Boards awards for female representation on corporate decision-making bodies.

The TF1 group had already distinguished itself in October 2019 by ranking 24th overall, and as no.1 media company, in the world top 100 companies for gender equality (source: Equileap).

For many years, the TF1 group has adopted an ambitious, pro-active policy of defending the role of women within the group and on its channels. We see ourselves as a driver of change on the key issue of gender balance in the corporate sphere.

That's why we are continuing our "Gender Balance and Performance" action plan, with measures in place at every stage of a woman's career path:

- **At the hiring stage:** at least one woman must be on the short list when we hire a new manager.
- **In making decisions on promotion and pay:**
 - We track the proportion of women in each profile and within our management teams, and incentivise some members of our Executive Committee on that basis.
 - We pay particular attention to pay and promotion issues for our female employees.
- **Through our training, mentoring and awareness programs:**
 - Internal mentoring program and two cross-mentoring programs: since these were launched in 2016 they have helped 146 women develop their career path and managerial skills. Of those 146 women, 62% have changed job and 45% have been promoted.
 - Our *Leadership au féminin* (Female Leaders) program has helped 117 of our female employees develop their leadership skills and unlock their potential.
 - Our *One's* training for high-potential individuals: of the 57 participants in the first-ever intake of this new talent development program, 31 (24%) were women.
 - Our Fifty/Fifty network plays a role in raising individual and collective awareness about gender balance, and organises talks and discussions on the issue.

- **By supporting parental rights as a lever for gender parity in the workplace:**
 - We have signed up to the Parenting Charter on work/life balance.
 - We have extended paternity leave to 4 weeks (20 working days) from the initial 11 calendar days, and rebranded it as “second-parent parental leave”.

All these initiatives are bearing fruit, with increased representation of women within our company and decision-making bodies. For example, our Management Committee (our top 160 managers) is now 45% women, up from 29% in 2014.

The Ethics & Boards awards recognise efforts made by companies to achieve gender parity on their boards of directors and executive committees. [ConvictionsRH](#), the firm that led the study, bases its rankings on three main criteria: the proportion of women on the Board of Directors, the proportion of female senior executives, and policy on promoting gender balance (in terms of pay and internal networks).

** The SBF 120 is a French stock market index comprising 120 companies: the 40 that make up the CAC 40, plus 80 others. They are drawn from among France's top 200 companies by market capitalisation.*

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