

# NON-FINANCIAL PERFORMANCE STATEMENT

AFR NFPS

# 4

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## 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.

Nevertheless, the 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 chapter. Including:

- the business model is presented in the integrated report at the beginning of this document;
- CSR issues which also present an element of risk appear in chapter 2 Risk Factors;
- the methodology for identifying CSR issues is presented in the Foreword;
- for each of the major challenges, this chapter explicitly describes the context in which the activity is conducted, the policies, action plans and measures implemented;

### 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 (two full-time staff since September 2021), which is also in charge of non-financial reporting.

Since February 2016, the CSR Department, created in 2005, has reported to Arnaud Bosom, the Executive Committee member who also heads the Human Resources Division.

### Management commitment, membership of the global compact

The Executive Officer's variable remuneration is based on both financial and non-financial criteria linked notably to the company's CSR performance. In 2021, these criteria assessed the commitment of the Executive Officer to compliance and meeting targets related to gender balance, reducing the carbon footprint of TF1 group and health and safety issues, and could amount to up to 25% 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 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 each member of the Executive Committee (COMEX) has also included at least one CSR criterion. Since 2021, this has also included a major portion of the thirty members of the General Management Committee (CODG). There are a series of criteria, tailored to each area of operation and responsibility that encompass issues connected with the environmental, social, societal and ethics policies. These criteria in

- 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 chapter;
- the European green taxonomy is covered in section 4.1.1.2.2.

As a key player in content, TF1 group implements its CSR approach through:

- actions implemented within the company represented by the following label **INTERNAL**
- the societal and/or environmental impact of its published and/or broadcast content represented by the following label **CONTENTS**
- initiatives that extend beyond the company and the target audience for its content, represented by the following label **EXTERNAL**

The fight against food insecurity and in favour of animal welfare are not significant issues for TF1 and are therefore not covered by the non-financial performance statement.

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 companies with lower tax rates.

In 2014, the Board of Directors decided to set up an Ethics and CSR Committee (see chapter 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, Gilles Pélisson.

particular target the roll-out of TF1 group's climate strategy, gender balance and ethnic diversity in the content, the increase in the number of women on management bodies and policies to promote inclusion within the company. Starting from 2022, the weighting of CSR criteria will be extended to all Management Committee (COMGT) members, which had 169 members at 31 December 2021, and cover 10% of the variable remuneration.

The Bouygues Management institute regularly holds seminars on managerial responsibility and sustainable development that 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 in particular efforts to fight against corruption, inclusion of environmental transition challenges and inclusive management.

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

(1) <https://www.unglobalcompact.org/>

## Recognition of the performance of TF1 group

TF1 group's overall CSR initiatives are recognised by numerous non-financial rating agencies and in 2021 TF1 group was included in the following indices:

Rating Agencies	Index/rating
<b>S&amp;P Global</b>	<ul style="list-style-type: none"> <li>• DJSI World Index</li> <li>• DJSI Europe Index</li> <li>• 4<sup>th</sup> in the media sector</li> </ul>
<b>Ethifinance</b>	<ul style="list-style-type: none"> <li>• GAIA Index</li> <li>• 3<sup>rd</sup> in the category of companies with revenue over €500m</li> </ul>
<b>MSCI</b>	<ul style="list-style-type: none"> <li>• AA rating</li> </ul>
<b>ISS ESG</b>	<ul style="list-style-type: none"> <li>• C+ rating</li> </ul>

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

In addition, Bouygues Group received an A- rating in the 2020 Carbon Disclosure Project (CDP) climate questionnaires, including responses from all subsidiaries of Bouygues Group, including TF1 group.

TF1 group took No. 2 spot in the most responsible companies awards in France, representing all sectors, published by the *Le Point* newspaper on Thursday, 18 November 2021. These awards, achieved in partnership with the German institute Statista, look at a list of some 2,000 companies based in France with at least 500 employees. They look at these three main criteria: the environment, social factors and governance.

TF1 group's active gender balance policy has also been recognised with TF1 Group:

- becoming the top media group in the 2020 ranking in terms of women representation on management bodies in SBF 120 companies announced on 25 October 2021 as part of the *Assises de l'égalité économique et professionnelle* symposium organised by the Gender Equality, Diversity and Equal Opportunities Ministry. It was 15<sup>th</sup> across all sectors and was up seven places on the previous year;
- won the Grand Prix Humpact awarded by the rating agency of that name on 7 December 2021 in the Gender Equality category.

## Scope

This chapter incorporates data for the historical TF1 group and Newen as well as the digital operations (former Unify scope), unless expressly indicated otherwise. The other entertainment-related activities are not included in this chapter except for Play Two when so indicated.

### Breakdown of headcount by entity

Headcount broke down as follows across the various organisational structures at 31 December 2021:

- 57% for TF1 and TMC;
- 20.6% for the digital operations (former Unify scope);
- 21.7% for Newen;
- 0.7% of employees for Play Two.

### Geographical breakdown of revenue

TF1 group mainly generates revenue in France and in Europe. In 2021, it broke down as follows:

- **88.9%** vs. 91.6% in 2020 in France;
- **7.7%** vs. 5.1% in 2020 in Europe excluding France;
- **3.4%** vs. 3.3% in 2020 for other countries.

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

Over the reference period, the Group made a significant acquisition (namely of the production company iZen) and two disposals (TF1 Games and Dujardin).

Furthermore, in June 2021, the structure of TF1 group changed with the combination of the Unify digital division and the operations of the Channels sector, with a view to accelerating synergies. As a result, throughout this chapter the digital operations referring to the former Unify scope are called "digital operations (former Unify scope)".

## TF1 group materiality analysis

### Methodology

TF1 group carried out a fresh materiality analysis in 2021 to reflect the growing expectations of its internal and external stakeholders as regards CSR and the diversity of the Group following a series of takeovers and the establishment of the Newen and digital (former Unify) entities.

The approach is to identify major challenges that may represent **growth opportunities** or conversely **risks for the operations of TF1 group** where they have not been taken into account.

This was done in cooperation with the firm R3 Imaginable and involved a wide-ranging consultation from July to October 2021 of:

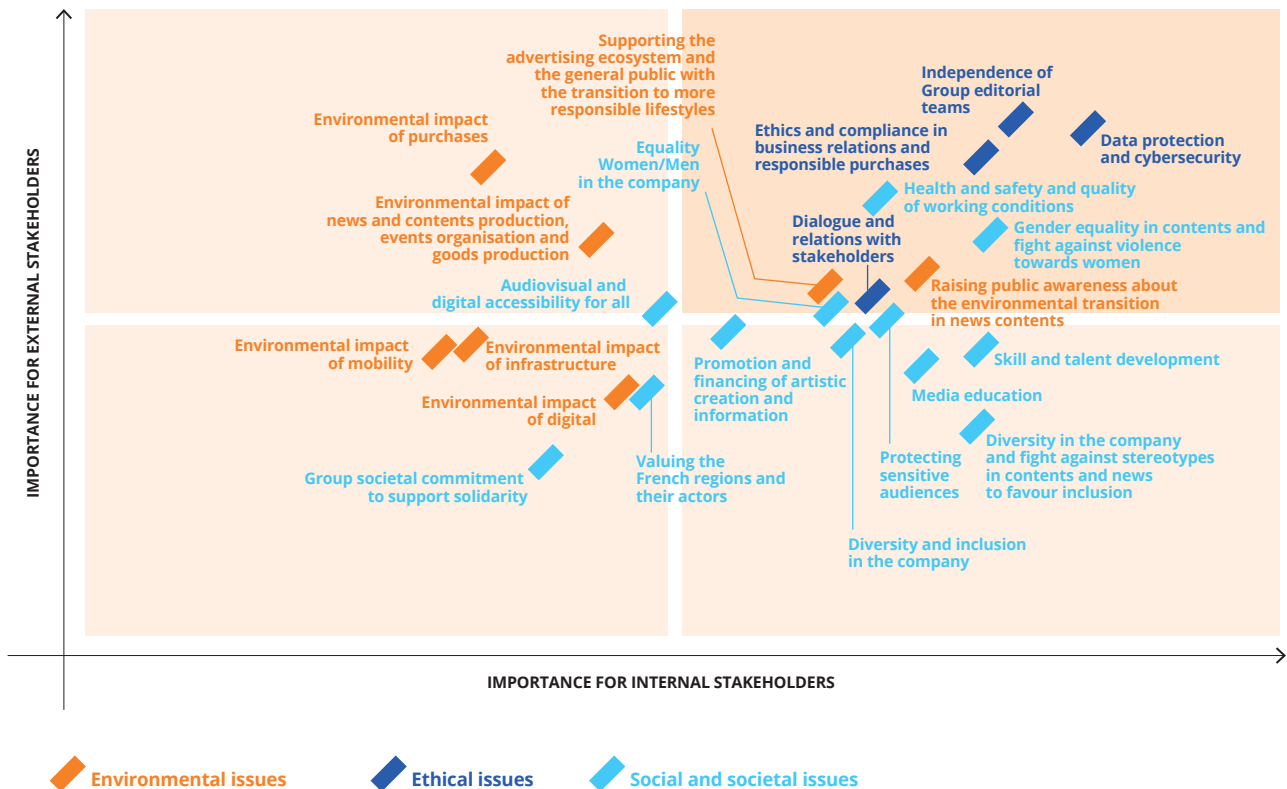
- **top management** through 12 personal interviews;
- **TF1 group employees** (including temporary workers) by means of an anonymous online survey that got 942 responses, attesting to the keen interest of employees for TF1 group's CSR approach;
- a **public focus group** by means of an online survey that obtained 724 responses;

- a **committee of external stakeholders** 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 by TF1 group, 6 major CSR issues defined in 2020 by TF1 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 having regard to the risks and opportunities as regards reputation, the business, societal impact and/or commitment for employees. The members of these committees were drawn from different Group entities: digital operations (former Unify), Newen, Content, Information, Technology, Purchasing, Investor Relations, TF1 Pub, Legal, Communications, Employee Relations, Staff representatives and CSR.

### 2021 materiality matrix



## Major CSR challenges

### KEY ISSUES OF THE ENVIRONMENTAL TRANSITION

Environmental impact of operations  
Raising public awareness of the environmental transition through our content  
Responsible advertising

### KEY SOCIAL AND SOCIETAL ISSUES

Gender equality  
Diversity and inclusion  
Health and safety and quality of working conditions  
The company's societal commitment to support the voluntary sector  
Media education

### ETHICS ISSUES

Ethics in news and programmes  
Ethics in business  
Data protection and cybersecurity

Issues	Objectives	2021 significant events	Targets/KPIs	Correspondence
<b>Environmental impact of operations</b>			2030: -30% across scopes 1 & 2 and scope 3 a of the carbon footprint of TF1 group	4.1.1.1.
	<b>Environmentally-friendly production</b>	Measurement of the carbon footprint of Newen France and Blue Spirit productions and publication of a climate plan	2030: -30% carbon footprint across Newen France and Blue Spirit productions (-20% in 2024)	4.1.3.1.1.
	<b>Digital consumption management</b>	Measurement of the carbon footprint of the MyTF1, LCI.fr and TFOUMAX websites and identification of routes to drive reductions	2022: Implementation of steps to reduce the carbon footprint of the websites	4.1.3.1.3.
	<b>Soft mobility</b>	Roll-out of the Sustainable Mobility Package and electrification of the vehicle fleet	2024: 100% hybrid or electric cars in TF1 group's vehicle fleet	4.1.3.1.2.
	<b>Reducing the carbon intensity of purchasing</b>	Introduction of energy consumption criteria for purchasing by the Technology Department	2022: Measurement of the carbon footprint of ex-rights purchasing and identification of purchasing categories that should be targeted in terms of the reduction in carbon intensity	4.1.3.1.4.
	<b>Energy efficiency</b>	Renewal of ISO 50001 certification	2025: -35% in energy consumption for the Tour TF1 building	4.1.3.1.5.
<b>Raising public awareness regarding the challenges surrounding the environmental transition in content and news</b>	<b>Raising awareness and training teams on the environmental transition</b>	Climate Fresks done by all teams involved in the special features channels and editorial employees	2023: 50% of Group editorial staff educated (20% in 2022)	4.1.3.2.
		Commitment of channels to enter into a climate agreement with the French broadcasting regulatory authority (CSA)		
	<b>Provide the French public with reliable information on transition challenges</b>	On the channels: Génération Ushuaïa on TF1, Global Citizen concert and 24h sur la Terre on TMC  Digital: zero-waste book and better-eating section ( <i>Marmiton</i> ), repairability index ( <i>Les Numériques</i> )	Monitoring of hours of content offering environmental added value.	4.1.3.2.
	<b>Cultivating new positive narratives around the transition and sustainable behaviour</b>	Incorporation into series and Newen dramas of environmentally-friendly acts to normalise environmentally-responsible behaviour Partnership with Fabrique des Récits	2022: Renewal of the partnership with Fabrique des Récits	4.1.3.2.4.
<b>Supporting the advertising ecosystem and the general public with the transition to more responsible lifestyles</b>	<b>Training teams across our ad sales houses around the challenges of the transition</b>	TF1 Pub:		4.1.3.3.1.1.
		Establishment of the "Change Makers" working group of committed employees  Environmentally-responsible campus targeting the advertising market		
		Development of training for the ad sales houses regarding challenges around the environmental transition for roll-out in 2022	2022: 80% of TF1 Pub teams trained	4.1.3.3.1.3.
	<b>Measuring the carbon footprint of the advertising campaigns broadcast</b>	TF1 Pub:	2022: Trial roll-out of the carbon footprint measurement of campaigns run by TF1 Pub before widescale roll-out at end-2023.	4.1.3.3.1.3.
		Development of a carbon footprint calculator and participation on working groups at the SNPTV and SRI to develop a common measurement		
	Unify Advertising:	2022: Incorporation of the SRI by Unify Advertising and measurement of the carbon footprint of the advertising campaigns of the TOP 10 advertisers	4.1.3.3.2.	
	Reflection on the roll-out of the carbon footprint calculator			
	CAPA Corporate (Newen):	2024: Measurement of the carbon footprint of CAPA Corporate productions (Newen)	4.1.3.1.1.	
	Introduction of a dedicated carbon footprint calculator			
	<b>Helping consumers make clearer, most sustainable and responsible choices</b>	Launch of EcoFunding environmental advertising funds to help fund the creation and broadcasting of TV awareness campaigns	2022: Commitment of at least €1.5 million gross	4.1.3.3.1.2.

■ Recognition      ■ Management

Issues	Objectives	2021 significant events	Targets/KPIs	Correspondence
Diversity and inclusion in content and internally	Represent the diversity of French society in an unbiased way	Societal dramas: "Special Honours: Welcome to Adulthood" and "(S)he"	Renewal of commitments to the French broadcasting regulatory authority (CSA) to reflect the diversity of the French people in our programmes	4.2.3.1.1.
		Over 100 interviews on diversity and inclusion done by "Fraiches"		4.2.3.2.3.
	Promoting diversity and developing a more inclusive corporate culture	Training on discrimination free hiring and inclusive management (stakeholders in HR, managers)	2022: Participation in the LGBT+ survey l'Autre Cercle/l'fop	4.2.3.3.2.
		Raising awareness and training regarding sexist references and communications initiatives to combat everyday sexism in the company		
	Promoting the employment of employees with disabilities	Participation in the European Week for the Employment of People with Disability (SEEPH) and in Duo Day	Indicator: Number of employees with disabilities	4.2.3.2.3.
Promoting the hiring of young people and ensuring equal opportunities	14 <sup>th</sup> intake of the TF1 Foundation Grand prix de l'alternance and Prix Patrick Bourrat for journalism Scholarships from La Chance, pour la diversité dans les médias	Hiring of 15 people on internships and work/study programmes		4.2.3.1.3.
Gender equality	Strengthening the presence of women in our content to achieve the gender equality targets	First intake of "Expertes à la Une"	2022: 2 <sup>nd</sup> intake of "Expertes à la Une"	4.2.2.1.
		Broadcasting of the 2021 World Women's Handball Championship	Broadcasting of major competitions involving French women's teams from the UEFA Women's Euros to the Rugby World Cup	4.2.2.1.
		<i>aufeminin</i> : repositioning around a new mission: "equality is an everyday matter"		4.2.2.1.
	Increasing women representation on management bodies and equal treatment of men and women	No. 1 media group at the awards for women representation on management bodies of SBF 120 companies 2021 Grand Prix Humpact Gender Equality.	Indicator: general equality index 2023: 55% of women executives and 48% women managers	4.2.2.2.
Health and safety and quality of working conditions	Ensuring health, safety and well-being at work	Becoming better at identifying risks and prevention steps (bullying and sexual harassment, work-life balance)	2022: Updating the Single Document on Occupational Risk Assessment and reassessment of the prevention and protection measures	4.2.4.6.2.
		Fall in absences: -6% on 2020	2022: Continuing efforts to prevent absenteeism Indicator: Occupational illnesses and work-related accidents	4.2.4.6.2.
		COVID: Protection of Group employees (increased use of remote working, vaccination centre and PCR testing at head office)	2022: Conducting the working conditions survey	4.2.4.2.3. 4.2.4.6.2.
		Roll-out of the Sustainable Mobility Package and road safety training	2022: Discussions with the social partners on TF1 group's mobility and transport plan	4.1.3.1.2.
		Remote working agreement (2 days a week) Newen: 1 <sup>st</sup> working conditions agreement	2022: Launching a working conditions agreement at the <i>aufeminin</i> Social and Economic Unit	4.2.4.2.3.

Issues	Objectives	2021 significant events	Targets/KPIs	Correspondence
Societal commitment and support for the voluntary sector	Supporting associations that are working on important causes	110 associations supported in 2021, with donations and gifts of free space amounting to €115 million	Indicators: Number of associated supported Total amount of gifts and free space	4.2.5.
	Encouraging French people to show even greater solidarity, in particular through charity appeals	Opération Les Pièces Jaunes, Restos du Cœur, Sidaction, ELA, C'est que du bonheur, Fondation pour la Recherche Médicale		4.2.5.
	Passing on messages from government agencies	Passing on messages from the government regarding efforts to combat COVID		4.2.5.
Media education	Explaining the work of those in the audiovisual and news production sectors	"La semaine de l'info" on TikTok "Info et Vous : les coulisses de l'info" podcast "Rencontres de l'info": event in partnership with the Centre de liaison de l'enseignement et des médias d'information (an agency of the French Ministry of Education responsible for media education across the education system)	2022: Increase in the number of activities in schools 2022: Further Rencontres de l'info	4.2.6.
	Combatting fake news	Combatting fake news with "Les Vérificateurs" Broadcasting on LCI of reports raising awareness around disinformation	2022: Partnership with "Les surligneurs": a legal checking website that will collaborate with Les Vérificateurs.	4.3.1.1.
	Involvement in training future journalists	Supporting and providing additional financial support for La Chance pour la diversité dans les médias and establishment of scholarships		4.2.3.1.3.
Group editorial independence and news pluralism	Ensuring the News Division operates ethically and remains independent	Special code of conduct for journalists at TF1, handed to every new journalist News Ethics Committee TF1 Union of Journalists reformed in 2021 Training on media law	Indicator: Cautions and warnings from the French broadcasting regulatory authority (CSA)	4.3.1.1.
Ethics in business relations, responsible purchasing and dialogue with stakeholders	Ensuring ethical business dealings	Strengthening governance through an internal ethics committee for the roll-out of France's Sapin 2 mechanism and other ethical and compliance matters Roll-out of e-learning training available to all Group employees and enhanced training for those employees who are most exposed to corruption and influence peddling risks	2022: Ongoing high expectations as regards training on ethical risks for all newcomers and at risk groups	4.3.2.1.
	Applying TF1 group's responsibility principles (societal and environmental) throughout the purchasing chain	14% increase in the revenue covered by an Écovadis assessment or in the process of being assessed (vs. 2019) 33% increase in the revenue generated with the disability-friendly and sheltered sector (vs. 2019)	2023: 100% of calls for tenders to include CSR criteria in the specifications (including environmental) 2023: 100% of buyers trained on reducing the carbon intensity of purchasing	4.3.2.2.
	Keeping open lines with our stakeholders	Dialogue with media agencies, advertisers and ADEME (the French Environment and Energy Management Agency) when putting together TF1 Pub's advertising offering Creation of a committee of outside stakeholders for the purposes of the materiality analysis	2022: Suppliers convention organised by the Purchasing Department Overhaul of the TF1 Pro website aimed at journalists	4.3.2.3.



Issues	Objectives	2021 significant events	Targets/KPIs	Correspondence
Data protection and cybersecurity	Data protection	Completion of GDPR governance with the addition of a new role of Data Owner responsible for ensuring compliance with the GDPR	Indicators: number of CNIL complaints received and regular updating of the processing register	4.3.3.1
	Strengthening our protection, detection and response to cybersecurity incidents	Development of a cybersecurity plan with in particular the adoption of the NIST framework Support from an audit firm as part of a Cybersecurity Assurance Programme, with twice annual assessments of the maturity of the initiative	2022: Updating the Group's cybersecurity policy Reassessment of the targets in light of the specific challenges facing TF1 group	4.3.3.2.

In line with the mission of TF1 group defined at end-2019 as “Positively inspiring society” and on the back of the work done in 2021 on the materiality analysis, TF1 group is undertaking through its content to **raise the awareness of its audience regarding the challenges associated with the environmental transition** and to encourage **more responsible consumption** by means of the work of its ad sales houses. The Group also wants to make gender equality a priority, reflect the **diversity of French society** while combatting stereotypes and supporting the **voluntary sector** as well as strengthening its societal role in **media education**.

This commitment is based on the recognition of the responsibility of TF1 group in terms of ethics and fair business dealings, to have a **responsible purchasing policy** and to pursue **ongoing dialogue with its stakeholders**.

In light of its influential media role, TF1 group reaffirms the **independence of its editorial staff**, respect for **news pluralism** and the regulatory compliance of its content along with a strong commitment **to data protection and cybersecurity**.

Lastly, TF1 group strives to ensure the consistency of its CSR initiatives both internal and external by means of an active policy of **gender balance and inclusion** within its teams. It also undertakes to ensure the **safety and well-being of its employees and working conditions** and to continue the efforts made to **reduce the environmental impact of its activities**.

## 4.1. KEY ISSUES OF THE ENVIRONMENTAL TRANSITION

### 4.1.1. Environmental context

#### 4.1.1.1. Origin of the Group's environmental approach **INTERNAL** **EXTERNAL** **CONTENTS**

TF1 group has been making efforts to combat climate change for many years with in particular:

- Since 2007, the measurement of the carbon footprint of its main activities;
- Since 2010, a reduction in its electricity consumption;
- In 2015, the signing of the Paris Action Climat charter;
- In 2018, the first ISO 50001 certification;
- In 2019, the signing in Monaco, through its subsidiary TMC, of the commitment charter of the National Energy Transition Pact.

2020 represented a turning point with the publication of reduction targets for scopes 1 & 2 and 3a across TF1 group<sup>(1)</sup> by 2030 and the inclusion, in the strategy of its operations, of the need for a transition to a low carbon economy in line with applicable agreements and laws (COP, National Low Carbon Strategy...). This work was done on the basis of forecasts looking ahead at TF1 group's activities in these low carbon transition scenarios and setting out its climate strategy.

This is based on the following 3 priority areas:

- **the reduction in the carbon footprint of its activities with a commitment to reduce its carbon footprint by 30% by 2030 across scopes 1, 2 and 3A as compared to the scope used for the purposes of calculating its footprint in 2019;**

- **responsible advertising;**
- **content that supports the environmental transition.**

Details on the follow-up of these commitments can be found in section 4.1.3. "Follow-up of 2030 climate strategy projects" while the other reduction initiatives (energy consumption, waste management) are discussed in sections 4.1.2.3. "Consumption of resources and energy" and 4.1.2.4. "Waste management and circular economy".

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 position of the TF1 head office along the banks of the Seine required the development of a flood prevention plan. The Group's activities across its various offices do not adversely affect biodiversity or water and soil quality.

TF1 group, as a signatory to the "Entreprises engagées pour la nature - Act4Nature France" initiative of the Ministry for a Fair Environmental Transition and run by the French Biodiversity Agency, submitted its biodiversity commitments at end-2021. Details can be found in section 4.1.3.1.5. "Other initiatives to reduce the environmental impact".

#### 4.1.1.2. Changes to the regulatory framework **EXTERNAL** **INTERNAL** **CONTENTS**

##### 4.1.1.2.1. Media climate agreement

In line with the French Climate and Resilience Act, discussions took place in 2021 with the French broadcasting regulatory authority (CSA) concerning the details of the media climate agreement, which have not yet been finalised. The implementation of this agreement will allow ARCOM (the French audiovisual and digital advertising regulator created from the merger of the CSA with HADOPI) to assess the work being done by media groups on the environmental transition in terms in particular of the content they broadcast, responsible advertising and the reduction in the carbon footprint resulting from their activities.

##### 4.1.1.2.2. EU Green Taxonomy

In compliance with the European Taxonomy (regulation (EU) 2020/852) and the delegated acts published as of 31 December 2021, TF1 group is working on identifying the portion of its activities that are considered sustainable in 2021.

These indicators relate to 2021 (and have no comparative information) and to two of the six environmental goals namely climate mitigation and adaptation. The activities of TF1 with respect to production, broadcasting, content programming, events and musical recording are considered eligible in terms of revenue, subject to significantly contributing to preparing for climate change adaptation (requirement for accreditation). Before applying this

requirement, almost 90% of the revenue would be eligible. To determine eligible revenue at TF1, the portion corresponding to eligible programmes was estimated pro rata to programmes dealing with the environment, the environmental or climate transition relative to all programmes broadcast between 6 a.m. and midnight.

Based on these estimates, and having applied the requirement for accreditation, 3.6% of TF1 group revenue is eligible based on consolidated revenue of €2,427.1 million at end-December 2021. The proportion of CAPEX across the eligible operations was estimated based on the eligible proportion of revenue, namely 3.6%. With respect to the Group's operating expenses (OPEX), the eligible proportion is not material.

TF1 group's commitment to the environmental transition goes well beyond the reporting framework provided for in the EU Green taxonomy. In fact, aware of its role as a leading media group, TF1 group has an active policy via its TF1 Pub ad sales house to encourage advertisers to maximise their efforts to promote more responsible consumption and encourage more environmentally friendly lifestyles.

Accordingly, in 2021, TF1 Pub booked close to 20% of its advertising spots under CSR<sup>(2)</sup>.

The TF1 Pub action plan and its commitments are discussed in section 4.1.3.3.1.

(1) The targets to reduce the carbon footprint cover the scope of the Tour and Atrium buildings.

(2) This means including an "environmental transition" dimension, "made in France", "electric vehicles", or indeed having one of the environmental criteria recommended by the ADEME (the French Environment and Energy Management Agency) such as the energy rating.

Guided by this goal, in 2021, TF1 group also expanded its content offering in line with the environmental transition having an impact on climate mitigation or adaptation. Details of the content can be found in section 4.1.3.2.

TF1 group has a policy that seeks to reduce the carbon footprint of its operations. Details can be found in section 4.1.3.1.

TF1 group has estimated its expenditure on its Climate Strategy at over €150 million between now and end-2024.

## 4.1.2. Assessment of the environmental impact of the Group's activities **INTERNAL**

### 4.1.2.1. Environmental reporting parameters

**Period:**

From 1 October 2020 to 30 September 2021.

**Scope:**

- For the Carbon footprint:
  - TF1 group companies housed in the Tour and Atrium buildings in Boulogne-Billancourt;
  - the TMC subsidiary, in Monaco;
  - all Newen Group companies on French territory;
  - and the digital operations corresponding to the former Unify scope (French territory also), namely 85.4% of Group employees and 90% of Group revenue at 30 September 2021.
- For electricity consumption:
  - TF1 group companies housed in the Tour and Atrium buildings in Boulogne-Billancourt;
  - and the TMC subsidiary, in Monaco, namely 57% of Group employees and 81% of Group revenue at 30 September 2021.
- For the remaining indicators:
  - TF1 group companies housed in the Tour and Atrium buildings in Boulogne-Billancourt, namely 55.5% of Group employees and 74% of Group revenue at 30 September 2021.

In 2021, all operations, including the digital subsidiaries (former Unify scope), the production companies of Newen Group based in France, and the TMC subsidiary in Monaco were included in the measurement of the carbon footprint of TF1 group.

### 4.1.2.2. Carbon footprint

TF1 has been assessing its greenhouse gas emissions since 2007, and, in 2021, TF1 group retained Axionable to calculate its Bilan Carbone® (carbon footprint) for the period from 1 October 2020 to 30 September 2021. The scope includes TF1 group's head office, namely the storeys of the Tour TF1 and Atrium buildings in Boulogne-Billancourt used by TF1 group employees, the TMC head office in Monaco, as well as the buildings of the Newen and former Unify groups in France.

The emission factors used for the 2021 assessment were taken from version 18.1 of the Bilan Carbone® (carbon footprint) as published by ADEME (the French Environment and Energy Management Agency), except for:

- The ones relating to electricity consumption, which were drawn from version 20.2;

In addition, the qualitative information, in particular relating to content with environmental added-value and responsible advertising, as well as the approaches taken as part of the 2030 climate strategy include the whole TF1 group.

#### 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 (TRIO 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 consumed by the company cars and outside broadcast vehicles is calculated from statements provided by Total based on the use of the company card for fill-ups.

- The ones relating to purchases of audiovisual programmes, excerpts, for internal productions, a report by Workflows on the carbon footprint of Newen Group productions, and for the other productions, Albert data, used the previous year for all programmes.

This calculation is focused, as in past years, on scopes 1 (direct emissions), 2 (indirect emissions from electricity consumption) and 3a (indirect emissions excluding electricity consumption and product use). Scope 3b, not included, relates in particular to the consumption of content produced, broadcast or published by TF1 group. It is potentially the largest source of emissions, which have increased given increased digital usage. Work was done in 2021 to estimate scope 3b across a limited scope, and hence is not material at this point.

The methodological changes in the calculation of the Bilan Carbone® (carbon footprint) were focussed on the following points:

- The inclusion of the impact of the TMC, Newen and former Unify subsidiaries in the Bilan Carbone® (carbon footprint) of TF1 group, calculated as indicated in the following table;

Subsidiary	Scope 1	Scope 2	Scope 3 – excluding purchases	Scope 3a – programme purchases	Scope 3a – other purchases
TMC	Data calculated on an actual Q4 2020 – Q3 2021 basis or by estimate on the basis of the Tour & Atrium data	Data calculated on an actual Q4 2020 – Q3 2021 basis or by estimate on the basis of the Tour & Atrium data	Data calculated on an actual Q4 2020 – Q3 2021 basis or by estimate on the basis of the Tour & Atrium data	Data calculated on an actual Q4 2020 – Q3 2021 basis	Data calculated on an actual Q4 2020 – Q3 2021 basis
Newen	2020 data extrapolated over FY20-21 on the basis of key input data at 30/09/2021	2020 data extrapolated over FY20-21 on the basis of key input data at 30/09/2021	2020 data extrapolated over FY20-21 on the basis of key input data at 30/09/2021	2020 data extrapolated over FY20-21 on the basis of key input data at 30/09/2021	2020 data extrapolated over FY20-21 on the basis of key input data at 30/09/2021
Former Unify	Data estimated on the basis of headcount, m <sup>2</sup> and revenue of the former Unify and the Group carbon footprint	Data estimated on the basis of headcount, m <sup>2</sup> and revenue of the former Unify and the Group carbon footprint	Data estimated on the basis of headcount, m <sup>2</sup> and revenue of the former Unify and the Group carbon footprint	Data estimated on the basis of headcount, m <sup>2</sup> and revenue of the former Unify and the Group carbon footprint	Data estimated on the basis of headcount, m <sup>2</sup> and revenue of the former Unify and the Group carbon footprint

- The use of emission factors, calculated specifically for France by Workflows and having regard to the French energy mix, for all audiovisual programmes produced internally. Previously, all emission factors associated with programme purchases were drawn from a UK report (Albert);
- The exclusion from “Purchases of goods and services” of films released in cinemas and audiovisual programmes multicast internationally, which were included in full in previous Bilans Carbone® (carbon footprints).

## INDICATOR: GREENHOUSE GAS EMISSIONS

Bilan Carbon® (carbon footprint) emissions by source® (MTCO <sub>2</sub> eV18.1 and 20.2 of Bilan Carbone®)	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
Scope 1: Direct emissions from stationary sources (electric generator fuel)	146	24	26
Scope 1: Direct emissions from mobile fuel combustion sources (outside broadcasting vehicles and company cars)	791	384	403
Scope 1: Direct fugitive emissions (refrigerant gases)	524	249 <sup>(1)</sup>	88
Scope 2: Indirect electricity consumption-related emissions	1,223	706	753
Scope 2: Indirect steam consumption-related emissions	127	160	336
Scope 3: Emissions relating to energy consumption not covered by direct or indirect energy emissions	681	414	586
Scope 3: Products purchased	142,891 <sup>(2)</sup>	213,364	307,032
Scope 3: Fixed assets	2,878	2,536	-
Scope 3: Waste generated	71	41 <sup>(3)</sup>	230 <sup>(3)</sup>
Scope 3: Business travel (excluding outside broadcasting vehicles and company cars)	2,944	1,921	3,687
Scope 3: Transport of visitors and clients	12	18	-
Scope 3: Employee travel	1,425 <sup>(4)</sup>	1,825	1,247
<b>TOTAL (EXCLUDING PRODUCT USE)</b>	<b>153,712</b>	<b>221,642</b>	<b>314,388</b>

(1) The large increase in this item in 2020 related to refrigerant leaks in the company restaurant.

(2) The 33% reduction in this item is primarily related to a change in methodology excluding all films released in cinemas and programmes multicast internationally.

(3) The method used to calculate the waste item and the associated emissions factors changed between 2019 and 2020.

(4) The way employee travel was calculated was changed in 2021 to reflect an average level of remote working over the period under review. This was not the case for the previous year.

Using comparable scope and methodologies as in 2021, TF1 group's carbon footprint would be estimated at 194,308 MTCO<sub>2</sub>e and 128,782 MTCO<sub>2</sub>e for 2019 and 2020.

In 2021, the largest items remained unchanged on the previous year: the largest items in terms of emissions remains "Products purchased" (scope 3a). This is followed by fixed assets, business travel and commuting by employees.

Emissions by scope of the <i>Greenhouse Gas (GHG) Protocol</i> in MTCO <sub>2</sub> e	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
Scope 1	1,461	657	517
Scope 2	1,350	866	1,089
<i>Ratio in metric tons of CO<sub>2</sub> scopes 1 + 2 per employee</i>	0.8	0.7	0.7
<i>Ratio in metric tons of CO<sub>2</sub> scopes 1 + 2 per million euros of revenue</i>	1.3	0.9	0.8
<i>Ratio in metric tons of CO<sub>2</sub> scopes 1 + 2 per square metre</i>	0.036	0.025	0.026
Scope 3	150,902	220,119	312,782
<b>TOTAL SCOPES 1, 2 AND 3A (EXCLUDING PRODUCT USE)</b>	<b>153,712</b>	<b>221,642</b>	<b>314,388</b>

The methodological changes involving the inclusion of TMC, Newen and former Unify subsidiaries also explain the 76% increase on scopes 1 and 2 between 2020 and 2021.

#### 4.1.2.3. Consumption of resources and energy

For the resource and energy consumption indicators at the Tour and Atrium buildings (excluding fuel), the storeys of the Atrium building in Boulogne used by employees of Bouygues Télécom are included in the figures indicated below.

##### Electricity

###### INDICATOR: ELECTRICITY CONSUMPTION (IN MEGAWATT HOURS)

	% cover revenue	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
<b>TOUR/ATRIUM</b>	74	16,566	17,883	19,075
<b>TMC (MONACO)</b>	7	1,197	1,020	1,003

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 indeed ventilation. The fall in consumption seen since 2010 continued in 2021: -6% between 2020 and 2021 across the scope of the Tour and Atrium buildings in Boulogne-Billancourt and the TMC premises in Monaco. One of the main drivers of this reduction was the replacement of heat pumps in the walls of the office areas as part of the Next Door refurbishment project.

##### Fuel

###### INDICATOR: FUEL CONSUMPTION (IN LITRES)

	% cover revenue	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
<b>ELECTRIC GENERATOR FUEL TF1 TOUR/ ATRIUM</b>	74	682	8,900	9,667
<b>FUEL ALL VEHICLES (OUTSIDE BROADCASTING - COMPANY CARS)</b>	74	149,911	163,851	195,855

The fuel is used in electric generators at the production sites. These electric generators are a backup to the EDF grid in event of a cut in supply to ensure the continuation of the Channel and other key processes. The year-on-year increases and reductions stem from maintenance work on the high voltage stations and risk simulations implemented for the continuity of key processes (example: simulation of the broadcasting of a news broadcast with a cut in grid supply). In 2021, there was no cut in grid supply, reflected in the significant reduction in fuel used for the electric generators.

The fuel for vehicles used for reporting by TF1 and LCI (motorbikes, cars, mobile video trucks) is Gazole Premier and Excellium, Super 98 or 95 unleaded. The measures concerning mobility of employees (details can be found in Section 4.1.3.1.2. "Mobility"), as well as the expansion of remote working made it possible to achieve a 22% reduction in fuel consumption across the company vehicle fleet between 2020 and 2021.

## Water

### INDICATOR: WATER CONSUMPTION (IN CUBIC METRES)

Site	% cover revenue	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
<b>TF1 – TOUR/ATRIUM</b>	74	30,915	25,717	38,991

Water is primarily used in the cooling circuit, boiler blocks and kitchens. Spraying the air-cooling towers accounts for a large part of the total water consumption of the “Tour” building, the drop in consumption being due to better management of these towers.

## Paper

### INDICATOR: PAPER CONSUMPTION (IN METRIC TONS)

Site	% cover revenue	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
<b>TF1 – TOUR/ATRIUM</b>	74	12	20	27

The reduction in paper consumption continued in 2021. The redevelopment of Nextdoor into flexible office space being rolled out in TF1 buildings involves a sharp reduction in paper consumption with storage down to one unit per person and the removal of personal printers.

#### 4.1.2.4. Waste management and circular economy

##### Waste management

The main waste-generating activities primarily concern catering (packaging waste, food waste), office activities that include paper and other office supplies, works undertaken on buildings to modify and maintain installed building services and equipment, and IT and audiovisual activities (electronic waste).

In 2020, TF1 group approved the elimination of plastic cups as well as plastic bottles in company restaurants and drink dispensers, replaced by metal cans. This measure went hand-in-hand with the distribution of a glass bottle for each employees to encourage efforts to reduce the carbon footprint.

In addition, the profit-sharing criterion created in 2020 concerning the reduction in the quantity of plastic waste collected for recycling was renewed for 2021 (see Section 4.1.3.4.2.)

### INDICATOR: QUANTITY OF WASTE COLLECTED

Site	% cover revenue	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
Total plastic waste – Tour/Atrium (in metric tons)	74	0.26	0.52	1.14
Total waste – Tour/Atrium (in metric tons)	74	375	444	627
Total waste recycled - TOUR/ATRIUM (in metric tons)	74	267 (71%)	306 (69%)	365 (58%)

The sharp decrease in the amount of plastic waste collected is explained in part by the aforementioned measures and also by the exceptional conditions related to the pandemic, which resulted in a decrease in the number of employees on-site in 2021 compared to 2019.

##### Initiatives to promote food sustainability and to combat food waste

For catering, TF1 and Bouygues énergies et Services require, by means of a contractual guarantee with the service provider, that preference be given to the purchase of local, organic and seasonal vegetables, with one fully organic meal on offer every day. Efforts to reduce food waste are in place: contractual dish portioning by the catering service provider (SODEXO), second portion of bread charged, installation of tray stands, baskets to collect unused condiment packets for recycling and food waste bins to raise awareness of employees.

### 4.1.3. Follow-up of 2030 climate strategy projects

#### 4.1.3.1. Reduction of environmental impact **INTERNAL** **EXTERNAL**

With regard to the climate strategy, TF1 group set out four priority areas for the reduction of the carbon footprint of its activities:

- Environmentally-friendly production with the goal of measuring the carbon footprint of productions and the taking of actions to reduce the impact of filming;
- Responsible purchasing with the goal of adding environmental criteria for priority purchasing categories;
- Responsible digital activities with the goal of measuring the carbon footprint of its own digital activities and taking steps to reduce it;
- The prioritisation of alternative modes of transport with the goal of reducing the carbon footprint of business travel and commuting.

##### 4.1.3.1.1. Environmentally-friendly production

###### The individual initiatives of TF1 group

###### Steps taken by Newen France in 2021

Aside from the steps taken by TF1 group to encourage an environmentally-friendly approach to the content it produces and/or broadcasts, such as the *En Terre ferme* magazine show or

indeed the *Clem* drama series, Newen France has historically taken a range of initiatives throughout the production process of the *Plus Belle la vie* drama rolled out on the more recent daily drama series produced for TF1 *Demain nous appartient* and *Ici tout commence*.

The Newen Green Committee, created in 2020, aims to support Newen Group in an eco-responsible approach through the emergence of concrete actions to limit the carbon footprint of production and promote recycling.

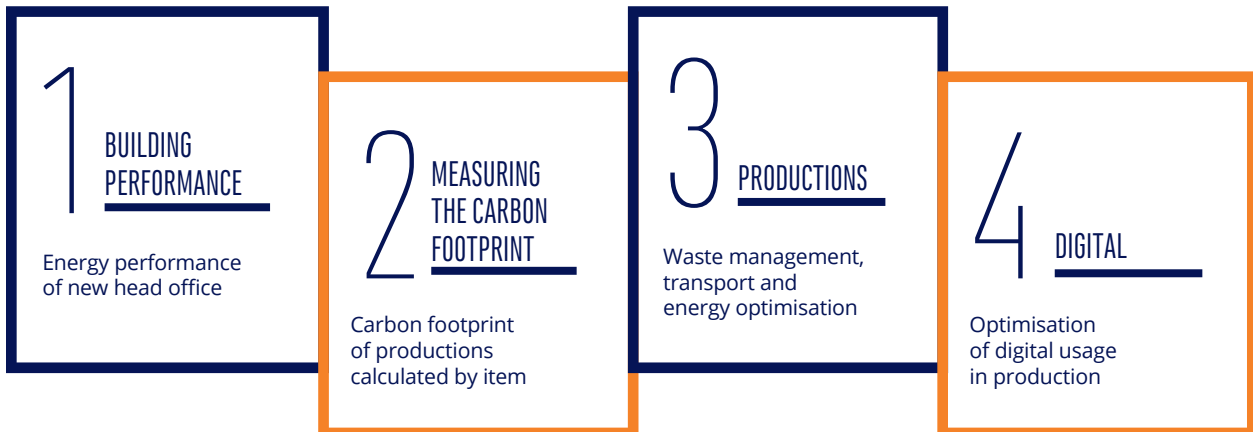
In 2021, the Green Committee undertook the measurement of its carbon footprint with Workflows, which amounted to 2,900 metric tons of CO2 over the period from 1 January to 31 December 2020 across the Newen France and Blue Spirit scopes including the buildings and content production.

###### Commitment of Newen France

On the basis of the carbon footprint calculated in 2021, the Newen Green Committee set itself carbon reduction targets:

- -20% by 2024;
- -30% by 2030.

To achieve this target, the action plan has 4 workstreams:



##### • Building performance

The Newen Green Committee, in cooperation with the Newen General Affairs Directorate established a sustainable development committee with the lessor of the future premises that will be occupied by Newen France in the first half of 2022 and set itself the goal of achieving the top energy performance rating for the building, targeting a BREEAM Very good certification (the broadest international building performance certification).

##### • Measuring the carbon footprint

Capa Corporate productions will enjoy a carbon footprint calculator from 2022 making it possible to establish KPIs by production item to aid decision-making and prioritise reduction actions in the areas that generate the most greenhouse gases.

In parallel, Newen France is a member of the CNC working group looking to establish a common carbon footprint methodology for productions.

##### • Productions

The work is focused on the following three areas: waste, transport and energy and consists of establishing specific tools and indicators to collect data across these three areas along with a targeted action plan to reduce the carbon footprint with a view to creating an environmentally-friendly charter for each of the genres produced by the Group (dramas, documentaries, unscripted shows, animation, corporate films...).

The Newen Green Committee worked with Workflows to establish ongoing reporting that will make it possible to measure the carbon footprint of waste. This will be introduced in 2022 on a trial basis for the *Plus Belle la vie* production with a gradual roll-out for the daily dramas produced for TF1 *Demain nous appartient* and *Ici tout commence*.



- **Digital**

The Newen Green Committee began work to optimise the data storage policy.

In parallel with the Cloud solutions, equipment recycling, low-tech approach already introduced, the Newen Green Committee is working, against the background of the relocation, on new areas for improvement such as for example secure printing, systematic standby mode, or indeed inbox optimisation.

### The collective initiatives of TF1 group

#### *From creating the grouping to establishing the Écoprod association*

Since 2009, TF1 group has been involved in environmentally-friendly production by participating in the creation of the Écoprod grouping as financial backer and member of the steering committee.

The grouping's mission was to offer:

- training on environmentally-friendly production to those working in the audiovisual sector;
- a resource centre to explore on its website, that includes best practice by function;
- a carbon footprint calculator for audiovisual productions (*Carbon' Clap*);
- an environmentally-friendly production guide and testimonials for producers and other industry professionals;
- the financing of studies on the carbon footprint of the audiovisual sector.

TF1 group was party to the discussions that led the Écoprod grouping becoming an association at end-2021 to strengthen its role and expand its mission to engage more broadly with the audiovisual sector and obtain additional funding through contributions from current and future members. TF1 group is represented on the Boards of Directors and the General Meetings through Christelle Leroy, its Head of CSR, as permanent representative and Céline Roux, Head of Unscripted Shows and Corporate at Newen France and chair of the Newen Green Committee, as her deputy. In light of the major importance of environmentally-friendly production in reducing the carbon footprint of the audiovisual sector, TF1 group increased its funding for the newly founded association.

#### *The CNC Action! plan*

This approach comes on top of the Action! plan launched by the CNC (Centre national du cinéma et de l'image animée - National Centre for Film and Moving Images) and announced in 2021 to support the cinema, audiovisual and animation sectors and make them a driver of the environmental and energy transformation. The plan, which is rolled out over 3 years, is built around the following 4 major themes: technical resources; mobility; procurement and waste management; digital issues.

Since 2021, TF1 group and Newen France have participated, alongside other broadcasters, in the working group established by the CNC to create a common methodology to measure the carbon footprint of content with the goal of by 2024 establishing a carbon budget for productions seeking funding.

#### *Media Club Green*

Christophe Sommet, as Head of the Special Features Division of TF1 group, also sits on the Board of Directors of Media Club Green, which works to speed up the environmental transition of the audiovisual sector.

#### 4.1.3.1.2. Mobility

TF1 group has taken a whole series of actions to reduce the carbon footprint of employee travel, including a company mobility plan since 2010 and an agreement on remote working since 2018.

Various measures are in place in the TF1 company car and outside broadcasting fleet to reduce this item's emissions. Since 2021, new orders are subject to a ceiling of 130g CO<sub>2</sub> emitted per km for petrol models while diesel models are no longer permitted. To encourage employees to choose vehicles that are cleaner or emit a minimum of CO<sub>2</sub>, an increment is applied to their vehicle entitlement when they choose a hybrid or electric vehicle.

At 31 December 2021, 61% of the vehicles in TF1 group's vehicle fleet were hybrid or electric.

**TF1 group's target is to have its fleet of outside broadcasting vehicles wholly comprised of hybrid or electric vehicles by the first half of 2023, and a company car fleet that is wholly comprised of hybrid or electric cars by end-2024.**

Furthermore, since June 2021, employees with entitlement to a company car benefit from mobility financing. This allows these employees to get a loan to fund alternative means of travel if they give up their company car.

Moreover, the company provides all employees with access to 6 urban-type electric cars and an electric bike sharing scheme for their business travel, along with dedicated parking spaces for electric cars.

Since 2020, TF1 has allowed its employees to have access *via* the Becyclez platform to various benefits when purchasing a new good quality urban bike.

Moreover, in July 2021, TF1 group rolled out the Sustainable Mobility Package to encourage its employees to use less polluting forms of transport when commuting (bicycle, carsharing, scooter, etc.). The Group is now giving interested employees three options:

- 80% refunds on their Navigo Pass;
- 60% refund on their Navigo Pass and an allowance of €240 to cover actual expenses incurred on sustainable mobility;
- An allowance of €400 to cover actual expenses incurred on sustainable mobility.

Around 130 employees took advantage of the Sustainable Mobility Package in 2021.

In 2021, Newen Group introduced a subsidy for electric bike purchases.



#### 4.1.3.1.3. Responsible digital activities

##### Initiatives from TF1 group

###### Refurbishment of data centres

TF1 group has built two new data centres that will be fully operational in 2024 and that will gradually replace the current plant rooms used for the Group's audiovisual production and broadcasting, with a view to replacing the current facilities with more energy-efficient cutting-edge equipment that has a smaller footprint. The roll-out of innovative air-conditioning technology is a critical area; a free cooling system is thus installed and the heat recovered will be used to heat the building.

Cold corridors allow for more efficient cooling of equipment, and the measurement of each power line in each bay is centralised on a dashboard to improve consumption monitoring.

###### Measuring the impact of digital activities in TF1 group

In 2021, the Digital and Innovation teams in TF1 group, supported by Axionable, worked on measuring the carbon footprint of the MyTF1, LCI.fr and TFOUMax websites. This calculation factored in the storage, screening and viewing of content hosted on Group websites (including the use and end of life of devices used to view this content). Following this, areas for improvement were identified and the following initiatives are being rolled out:

- optimisation of image resolution;
- restricting the use of background videos on programme pages to just those programmes currently on air;
- the deletion of old data;
- optimisation of storage in the technical infrastructure.

Other areas for improvement may arise in the future, including encouraging consumers to use a WiFi network rather than 4G, optimisation of video streams, and the use of a pop-up to confirm someone is watching (to stop automatic streaming).

##### Collective initiatives

###### Planet Tech'Care

TF1 group is one of the signatories to the Planet Tech'Care manifesto, an initiative by the industry body Syntec Numérique launched in October 2020 at the instigation of the French National Digital Council, which aims to support companies looking to factor in the impact of digital activities in their environmental strategy, by providing educational tools and a training programme. As a signatory, TF1 group undertook to measure the carbon footprint of its digital products and services, and then to identify and implement concrete actions to reduce this impact, in particular to extend the lifespan of digital products and services. Since end-2020, the employees impacted by these initiatives have been encouraged to participate in workshops run by Planet Tech'Care. Moreover, TF1 also undertakes to raise awareness amongst stakeholders so that all those involved in the digital ecosystem are able to contribute to reducing their impact on their areas of responsibility.

##### IT Bouygues Green Committee

An IT Bouygues Green Committee meets 3 to 4 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.

#### 4.1.3.1.4. Reducing the carbon intensity of purchasing

This project ultimately aims to introduce environmental criteria into top priority purchasing families (excluding purchases of audiovisual rights) with areas for reducing carbon intensity identified.

Environmental criteria are already factored into the selection of products purchased by the Technology Department: electricity consumption of the equipment or even of the system of which it is part.

Moreover, in 2021, it became clear that the Group's Centralised Purchasing Department required support from outside experts, to identify top priority purchasing categories, list the relevant environmental criteria in light of the activities and the areas for possible reduction. This support will thus begin in early 2022, and will allow all buyers to better prioritise the steps to be taken in the future and to engage suppliers in this process. Moreover, this support will be backed by training of buyers to increase their level of expertise on the environmental impact of purchasing.

#### 4.1.3.1.5. Other initiatives to reduce the environmental impact

##### Electricity consumption and ISO 50001 certification

The reduction in electricity consumption that has been ongoing since 2010 continued in 2021: -6% between 2020 and 2021 across the Tour, Atrium and TMC in Monaco, thanks, amongst other things, to better facilities management through the building management system, replacing heat pumps in the office areas with higher spec models, the greater efficiency of the closed water loop in the air-conditioning system and the shutting off of the studio ventilation systems now tied to their usage schedule.

##### ISO 50001

In terms of ISO 50001 certification, in 2018, TF1 group<sup>(1)</sup> 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 is now targeting a 35% reduction in consumption by 2025, as compared with 2011.**

TF1's ISO 50001: 2018 certification is valid to July 2024 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 established co-ordinates the action plans in place both with respect to building management with the service provides 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 coordination that involves employees as well as a number of Group departments.

(1) ISO 50001 certification only related to the TF1 Tour building.

## Use of renewable energy

For high voltage, in 2021, TF1 renewed for application from 2022 to 2024 a contract with EDF with a “renewable energy” option that requires EDF to feed into the grid the same amount of electricity from renewable sources as is consumed by the Tour and Atrium buildings, which are the subject of the contract.

For low voltage, TF1 also renewed a contract with the supplier Enercoop for 2022 to 2024. This contract exclusively supplies green electricity and covers 100% of the low voltage supply to the Southern wing and carparks of the Tour building in Boulogne-Billancourt.

100% of the electricity used at the Tour and Atrium is thus from renewable sources.

## Biodiversity

As discussed above, the nature of the Group’s activities in its corporate offices does not generate any direct risks to biodiversity. The Group’s activities do nevertheless have an indirect impact on biodiversity, in particular 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. Moreover, like 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” initiative launched by the Minister for a Fair Environmental Transition and run by the French Biodiversity Agency in December 2020, with Gilles Pélisson, the Group’s Chairman and Chief Executive Officer, signing up to 10 shared commitments.

Later in December 2021, TF1 group submitted its commitments to the Act4Nature platform, touching on its influence as a media group through its reference platform for environmental matters: Ushuaïa TV. In fact, over the coming three years TF1 group has committed, via Ushuaïa TV, to:

- Broadcast a series of at least 10 programmes over a period of 4 weeks primarily looking at biodiversity;
- Partner with one annual B2B/B2C 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.

## Carbon emissions prevented

To round off the overall vision of the climate impact of the products and services sold by TF1 group, the Group’s CSR Department was informed by Carbone 4 of the emissions prevented and, alongside other Bouygues Group subsidiaries, participated in case studies that led to the publication of a methodological guide listing the potential benefits of the carbon emissions prevented for clients.

### 4.1.3.2. Offering content that supports the environmental transition

#### 4.1.3.2.1. Audiovisual content **CONTENTS**

TF1 group makes its audience aware of environmental matters in a range of programmes on its channels as well as through the digital content it publishes, aware of the potential behavioural change from exposure to best practices. In fact, according to a 2020 IPSOS survey for Ushuaïa TV, 92% of French people believe that the media plays a key role in making the public aware of environmental matters. The Group raises awareness across its audience on environmental matters: above and beyond the three channels (TF1, TMC and Ushuaïa TV) these themes run through all content.

#### TF1

Launched in January 2021, every Saturday morning the Génération Ushuaïa slot offers the best documentaries and programmes from Ushuaïa TV to TF1 viewers. Hosted by Fanny Agostini, the programme showcases those people who work day in day out to protect the planet, as well as the exceptional places that need protection across the world.

#### News

The news dedicates a large proportion of its coverage to environmental matters. Weekly environmental items are already included in TV news, such as Planète Week-end, Demain and La France défigurée. In addition, on Earth Day, TF1’s news programmes covered various items that encouraged environmental protection

and raised awareness regarding the threat posed by climate change, with in particular a major report on the 8 o’clock news on the protection of forests in Gabon, the second largest lung on the planet after the Amazon forest. Given the growing challenges surrounding the environmental transition, the TF1 group News Division offered its teams the chance to participate in the Fresque du Climat, and two workshops bringing together the news teams were held at the TF1 head office. During COP 26, various reports ran on the three editions (evening/ lunchtime/ weekend) and the *Le 20 h vous répond* item presented by Garance Pardigon was wholly dedicated to the environmental transition.

Moreover, the series of six reports *Missions Terres australes* by Michel Izard and Bertrand Lachat for the news on TF1 was rewarded in 2021 by the Trophée Victor de l’engagement polaire in the “Media reporting” category, recognising the commitment of the two journalists to increase knowledge and understanding of the polar regions.

Moreover, TF1 group, via its TF1 and LCI channels, supported the 9<sup>th</sup> “La France des solutions, nation créative” run by the Reporters d’Espoirs association, which was held in Maison de la Radio et de la Musique. This year, the event focussed on concrete initiatives that push back boundaries and those that bring about economic, environmental and social solutions to meet the country’s challenges. In this instance, the TF1 lunchtime news and evening news bulletin mentioned the event multiple times.

## Kids

In the TF1 youth slot, TFOU, campaigns to raise awareness amongst young people are already in place, in particular during European sustainable development week, during which innovative episodes addressing respect for nature and environmental protection are broadcast: in 2021, dedicated youth programming was broadcast on the theme of “Making a different every day”. All animation programmes transmitted powerful messages to children on waste recycling, wildlife protection and climate chaos. Certain programmes, such as *Barbapapa*, also convey in most of their episodes values such as caring, social integration, diversity and environmental protection.

In parallel, at end-November TFOU and SACD (Société des Auteurs et Compositeurs Dramatiques) launched the 8<sup>th</sup> TFOU animation competition around the theme this year of “Nature, our great adventure”. Writers are encouraged to use this mantra as inspiration for a 90-second film script for children, telling a story that heavily resonates with TFOU’s editorial stance.

## Drama

The daily series *Ici tout commence* and *Demain nous appartient*, as well as the series *Clem*, include messages encouraging respect, protection of the environment and responsible consumption, particularly of local and seasonal products. mostly promoted in *Ici tout commence*.

## Magazine shows and documentaries

Magazine news shows on TF1 allocate a large proportion of their time to environmental-related matters. *Major reports* regularly cover those at the front lines including families who are doing their bit for the environment.

## Unscripted Shows

Daily unscripted shows deal with environments issues: *Les Plus Belles vacances* regularly gives examples of healthy and environmentally-friendly holidays.

## Short programming

The programme *Petits Plats en équilibre* continues to showcase home cooking, the use of seasonal products and the reduction of waste. Moreover, *Habitons demain* gives viewers insights each week into innovative and responsible ideas on the home front.

## Ushuaïa TV

For the past 16 years, the Ushuaïa TV channel, which is broadcast to 30 French-speaking countries, has been the only channel wholly dedicated to protecting the planet. Since 2020, the channel has broadcast the *En Terre Ferme* magazine show, hosted by Fanny Agostini, which looks to showcase citizen engagement and reconnecting with nature. The programming schedule follows topical environmental issues. In September 2021, during the IUCN World Conservation Congress, Ushuaïa TV broadcast a special schedule built around the protection of biodiversity and ecosystems. *Ce mois de la biodiversité*, hosted by Mathieu Vidard, consisted of six evenings with a series of original films and documentaries, plus a new edition of the *En Terre ferme* magazine show with Yann-Arthus Bertrand. Ushuaïa TV also changed its programming for Earth Day, broadcasting amongst other things *The Salt of the Earth*. In addition, TF1 group won seven awards at the Deauville Green Awards 2021, including *Green Award d’Orand* the *Grand Prix Documentaire* for the *Les Nanosurvies, les pouvoirs invisibles de la nature* reporting, by Pascal Moret and Julien Guiol and co-produced by Ushuaïa TV.

## TMC

The *Quotidien* programme regularly covers topical planetary events on the ground in France and abroad, with a breakdown of developments on the international and regulatory fronts. On Earth Day, on 22 April, TMC broadcast 24 hours of non-stop programming on the environmental challenges of our times. The *Quotidien* magazine show kicked this off on 21 April with an environmental special and Cyril Dion as panellist, with Fanny Agostini then taking over for this extraordinary day. The schedule included socially conscious films like *Tomorrow, Home*, reports like *Génération Greta*, as well as the *En Terre ferme* show. In addition, on 25 September 2021, TMC broadcast the *Global Citizen Live* evening-long event, an unprecedented global coming together of citizens, artists, international leaders, corporate bosses, philanthropists and performers to protect the planet and combat poverty with a focus on climate change, vaccine equity and famine.

## Movies

Produced in 2020 by Newen, the documentary *Animal* by Cyril Dion, dealing with the mass extinction of wildlife, was included in the official selection of the Cannes Festival and was released in cinemas on 1 December. In September 2021, at the World Conservation Congress in Marseille, Newen also organised a screening of the documentary for employees followed by a Q&A session with the director.

### 4.1.3.2.2. Digital content CONTENTS

#### LCI.fr

The *Live Écologie* section, which brings together environmental-related matters, along with the *Impact Positif* section, focused on solutions and positive initiatives, were created on LCI.fr in 2020. These come on top of the *Impact Positif* podcast by Sylvia Amicone, who talks to people who, faced with the climate emergency, develop specific projects.

#### Digital operations (former Unify scope)

Under the *Unify for Good* label, a very strong positioning was taken thanks to leading brands including:

- *Marmiton*, which is primarily tasked with raising awareness regarding the impact of cooking in everyday life, with respect to health, the planet and socio-economic connections. The brand supports French people with their food transition, with an editorial stance that is firmly focused on reducing food waste and each person’s impact on the planet, with for example the introduction of Eco-score, which shows consumers the environmental impact of a recipe. The website and the *Marmiton* magazine show look to emphasise seasonal products throughout the year, with tailored recipes, in particular via the *Better eating* section (vegetarian, vegan and seasonal recipes). Of note also is the publication of the book entitled *Zéro gaspi* in 2021, designed to open up gourmet cooking without waste;
- The *Green Letter* by *My Little Paris*, a weekly newsletter full of ideas linking urban areas with ecology and encouraging more environmentally-friendly behaviour;
- The *Juste Mieux* medium produces more than 100 videos a year on ecology with tutorials on more responsible consumption, highlighting sustainable initiatives and inspiring speeches;
- *Doctissimo*, which provides advice on how to get to zero waste or better understanding of cosmetic labels;
- *les Numériques*, the first online magazine dedicated to the testing of digital products, offers comparative measurements of energy and water consumption and includes a reparability index in product ratings.

Finally, these activities gave prominence to Earth Day, in particular on its *aufeminin*, Marmiton, *Doctissimo* and *Juste Mieux* platforms and through content on ecofeminism, zero-waste and the effects of pollution on health, and by organising challenges on social media.

Furthermore, TF1 group involves its employees and shares internally content with environmental added-value via internal communications channels like “1 Hour with Christophe Sommet”, Head of Special Features Channels.

#### 4.1.3.2.3. Licensed products **CONTENTS** **EXTERNAL**

TF1 group emphasises respect for the environment and protecting the planet, through product development based on long-standing brands, like Ushuaïa organic cotton fabric ranges developed by a licensee, or through communications support for licensed brands, in cooperation with rights holders like the Smurfs, making it possible using particular graphical styles to communicate on the UN Sustainable Development Goals, of which they have been ambassadors for many years.

#### 4.1.3.2.4. Partnerships **EXTERNAL**

##### TF1

TF1 group has an ongoing partnership with “La Fabrique des récits”, a community led by Sparknews to help content creators speed up a fair environmental transition. This grouping makes it possible to identify positive initiatives worldwide, to build relationships with high-impact innovators, to create narratives to raise awareness regarding major social and environmental issues, to shift ecosystems and to build communities to create positive change. This partnership was on show at the “En quête de demain” event, a unique collaboration driven by Sparknews and which TF1 and LCI.fr joined, to showcase positive initiatives to support the environmental transition in the regions.

TF1 group has also partnered up with festivals and competitions, to which the Group offers financial support, in particular in the form of a prize. This makes it possible to recognise and encourage initiatives and content on environmental matters. TF1 group thus

#### 4.1.3.3. Responsible advertising **INTERNAL** **EXTERNAL**

##### 4.1.3.3.1. TF1 Pub

###### 4.1.3.3.1.1. A long-standing commitment to responsible communication

Since 2011, TF1, responsible for selling the advertising inventory of TF1 group, has been offering environmentally-responsible packages to raise awareness and help shift brands towards more responsible communications.

Since 2015, TF1 Pub has devoted multiple magazines targeted at advertisers and media agencies on responsible consumption and has increased the range of initiatives to raise awareness amongst this group.

In 2018, TF1 Pub created the “One Planet” screen on TF1 reserved for sustainable advertisers.

In 2019, TF1 Pub created the “EcoRespons’Ad” offering, which is open to products and services that have a label recommended by ADEME (the French Environment and Energy Management Agency).

supports the Deauville Green Awards, which recognise and showcase the production of content dealing with sustainable development. In 2021, at the 10<sup>th</sup> year of the festival, the TF1 group special prize was awarded to the film *The Dark Side of Green Energies* directed by Jean-Louis Pérez and Guillaume Pitron, and produced by Grand Angle Productions.

##### Ushuaïa TV

The Ushuaïa TV channel has partnered with a number of festivals, in particular the Le Temps Presse festival, which inspires and raises public awareness through a series of films exploring the purpose of sustainable development, and the Atmosphères festival, which showcases cinema, arts and science for a more sustainable, fairer world that is more in harmony with nature. Ushuaïa has also been supporting events like Forum International de la Météo and Climat et la Fête de la Nature for a number of years. In 2021, Ushuaïa TV also partnered with the French pavilion at the IUCN World Conservation Congress in Marseille.

##### LCI

Through its partnership with EPE (businesses for the environment), LCI organises the EPE-LCI awards each year, which, in the form of an appeal for projects, targets students and young graduates under the age of 30 who wish to propose concrete solutions to better match their environmental convictions with their current or future career. In 2021, reflecting on the theme of “Finance, an accelerator of environmental transition”, the top EPE-LCI award went to the Alix Dardennes project combining community banking with agroecology.

##### Marmiton

Marmiton has partnered with the Good Planet Foundation to shed light on current challenges and offer simple ways of reconciling health, ecology and pleasure on the dinner plate, anti-waste food and more plant-based. This partnership includes a double spread in every edition of the magazine and the production of videos by Goodplanet, posted on social media and on Marmiton’s website.

These include Agriculture Biologique, the EU Ecolabel and the French environmental standard. This offering encouraged advertisers with more responsible communications to advertise on the Group’s channels.

In June 2019, TF1 Pub brought together all the players in the advertising ecosystem for a major campus event “Conquering the civic consumer”.

Aside from these communications and the Campus event, TF1 Pub began a number of partnerships and regularly takes part in interviews, studies, publications and indeed B-to-B conferences.

At end-2020, TF1 Pub publicly undertook to contribute to TF1 group’s climate strategy by playing the role of catalyst to encourage responsible consumption. In parallel, TF1 Pub set up an internal committee called *Change makers*, made up of volunteer employees and co-ordinated by its CEO, Sylvia Tassan-Toffola, to sustain the ad sales house’s roadmap for the environmental transition of advertising.

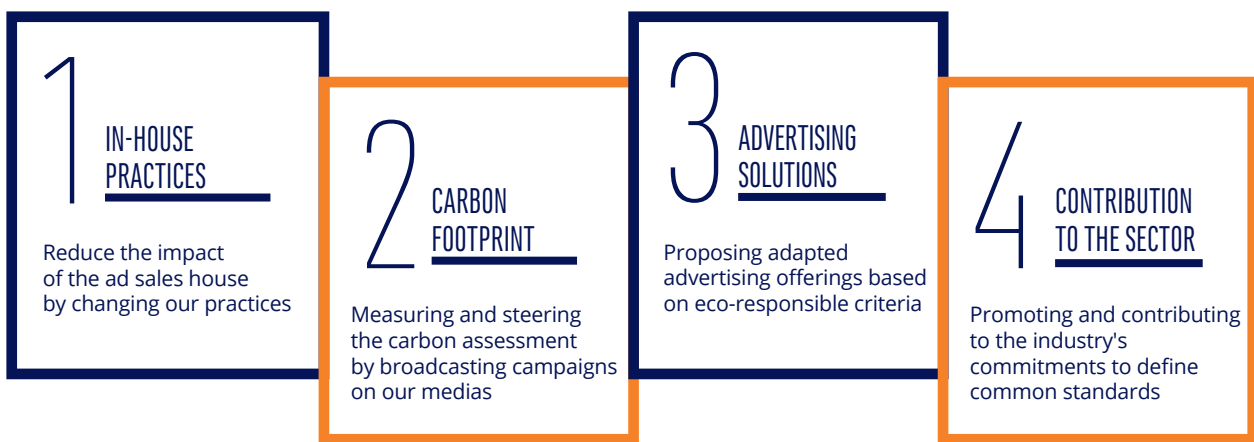
**4.1.3.3.1.2. 2021 action plan for the environmental transition of advertising**

Aware of its leading role in the advertising market, TF1 Pub wished to i) support the transformation of the communication and advertising industry and ii) commit to the initiative launched by TF1 group. TF1 Pub thus plans to set an example by applying best practice, both internally and externally, but also by giving impetus to its ecosystem of partners, clients and competitors.

TF1 Pub spent a large portion of 2021 on the environmental transition of advertising underpinned by the Change makers committee, internal and external experts, and by calling on its ecosystem to set out its 2021-2025 Climate roadmap, based on the following four themes:

- Measurement and oversight of the carbon footprint and broadcasting of advertising campaigns;
- Advertising offerings that are tailored based on environmentally-responsible criteria;
- Involvement in advertising market initiatives that seek to promote the environmental transition;
- Improvement of best practice within the ad sales house.

**RESPONSIBLE ACTIONS AT ALL LEVELS OF TF1 PUB**



**Measurement and oversight of the carbon footprint and broadcasting of advertising campaigns**

In 2021, TF1 Pub retained Ecoact to:

- measure its carbon footprint;
- create a carbon footprint calculator for advertising campaigns with a view to making the carbon impact of the broadcasting of campaigns more transparent for advertisers and media agencies;
- identify areas for reduction.

The advertising business having being heavily impacted by the pandemic, the study focused on 2019 and 2020 data in order to be representative of the actual annual activity of TF1 Pub.

The broadcast media covered by this study was:

- linear TV via the terrestrial network and the Internet;
- live radio via the radio network and the Internet;
- digital: digital video (in particular catch-up) and display on the Internet.

This includes the electricity consumption of equipment during the following phases:

- ad storage;
- data transfer;
- ad viewing.

Along with proportion of the carbon footprint of the manufacturing/ end of life of equipment pro rata to the length of viewing.

At end-2021, TF1 Pub collaborated with BL Evolution to incorporate into its calculator the methodological framework developed by Syndicat des Régies Internet for measuring the carbon footprint of digital campaigns. In 2022, the company plans to incorporate the recommendations of the Syndicat National de la Publicité Télévisée (SNPTV) regarding the measurement of the footprint of TV campaigns.

**Advertising offerings that are tailored based on environmentally-responsible criteria**

*EcoRespons'Ad*

In 2021, TF1 Pub, supported by the responsible communications agency Sidièse, began reviewing the advertising offerings with a view to encouraging the promotion of more responsible consumption and to contributing to the climate goals of the ad sales house's clients.

This review involved a consultation of the external stakeholders of TF1 Pub and in particular ADEME (the French Environment and Energy Management Agency), advertisers, media agencies and industry bodies. It gave rise to an overhaul and greater recognition of the EcoRespons'Ad offering, solely reserved for products and services that have reduced their environmental impact.

To be eligible for this offering, the products and services promoted by the advertiser must have been granted at least one label identified and approved in line with the requirements of ADEME (the French Environment and Energy Management Agency) having regard to the following criteria:

- environmental labels;
- energy rating;
- reparability index;
- environmental information.

These criteria are subject to ongoing change by ADEME (the French Environment and Energy Management Agency).

Ads for products and services that qualify for this offering will enjoy special placement with a specific look on the TF1 and MYTF1 advertising spots.



**EcoFunding**

In order to help consumers identify the best criteria to use when choosing the most environmentally-friendly products or services and recognise the positive steps of advertisers, TF1 Pub looked to supplement the ÉcoRespons'Ad mechanism with ÉcoFunding starting from 1 January 2022. These are awareness campaigns that are wholly funded by TF1 group, designed to educate the public at large regarding the environment labels and impact criteria recommended by ADEME (the French Environment and Energy Management Agency).

For every qualifying advertising campaign TF1 group will make a contribution to the ÉcoFunding programme pro rata to the media budget invested by the advertiser. These awareness campaigns will be broadcast on TF1 group channels and on MYTF1.

By communicating on their labelled products and services, brands will thus contribute to the broadcasting of awareness campaigns championing both sustainability and responsible consumption.

**A FUND 100% FINANCED BY THE TF1 GROUP TO MAKE CONSUMERS AWARE**



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

TF1 Pub plays an active role in cross-industry discussions with all players in the advertising value chain arising in particular from the États généraux de la Communication echoing the Climate Citizens' Assembly and the French Climate and Resilience Act.

TF1 Pub is working to establish harmonised and inter-operable methods for the measurement and monitoring of the carbon footprint of advertising campaigns, thereby enabling the sharing of best practices and the implementation of co-ordinated action plans. At end-2021, the agreed priority was the establishment of a methodological base for digital activities with SRI and for TV with SNPTV.

In parallel, in July 2021, TF1 Pub held a new Campus event for the advertising market that brought together hundreds of participants with a number of speakers discussing the topic of "The environment and the corporate sector: How can we accelerate the transition to a more sustainable society?".

**Improvement of best practice within the ad sales house**

TF1 Pub via its Change makers committee engaged all its employees in the ad sales house's CSR roadmap and more broadly the climate strategy of TF1 group.

To this end, TF1 Pub surveyed all its employees to assess their daily best practices and their knowledge of the challenges associated with the environmental transition. The outcome of this survey led TF1 Pub to put in place an eco-friendly practices policy, to promote digital consumption management and to train the ad sales house's employees on the challenges associated with the environmental transition by means of a dedicated programme. Details of this programme can be found in section 4.1.3.3.1.3. "Commitments for 2024".

**4.1.3.3.1.3. Commitments for 2024**

**Measuring the carbon footprint**

**TF1 Pub undertakes to roll out its carbon footprint calculator for the campaigns it runs, allowing the information to be shared with advertisers and/or media agencies who so request. This tool will first be trialled in 2022, with a view to widespread roll-out by 2023.**

In 2022, the ad sales house will undertake a review in coordination with TF1 group and its clients and partners to identify areas for reduction, determine and implement a reduction pathway by 2030.

In parallel, TF1 Pub has undertaken to remain involved in industry efforts to harmonise and keep improving this measurement alongside Syndicat des Régies Internet (SRI), Syndicat National de la Publicité Télévisée (SNPTV) and Union Des Entreprises de Conseil et d'Achat Media (UDECAM).

**Advertising offerings**

**Under the EcoFunding programme, TF1 group will make a contribution into a fund to finance awareness campaigns pro rata to the media budget of campaigns by advertisers for qualifying products and services. In the first year following its introduction, TF1 Pub has undertaken to allocate at least €1.5 million gross to this fund, potentially rising to €5 million gross in 2022.**

### Employee training

**TF1 Pub undertakes to train at least 80% of its employees on the challenges associated with the environmental transition by end-2022.**

The goal of this training is to support the roll-out of the ad sales house's CSR roadmap and of TF1 group's climate strategy, and to empower employees to drive it within their area of responsibility, and in particular by :

- raising everyone's awareness regarding climate change worldwide, in particular through the Fresque du Climat;
- incorporating resulting issues within the communications and advertising market;
- identifying the contributors and key resources feeding into their discussions;
- empowering them to actively contribute to the environmental transition of their functions.

#### 4.1.3.3.1.4. Consistency of advertising with sustainable development

Sustainable development and the circular economy, respect for people and animal well-being, responsible, fair and sustainable food, and the promotion of healthy eating habits are some of the elements taken into account by the ARPP (French professional advertising authority), which screens all advertising spots before they are broadcast and whose opinions are followed by TF1.

TF1 Pub in particular pays close attention to the opinions of the ARPP (French professional advertising authority) which, more specifically in its 2020 "sustainable development" recommendation, requires that the content of advertising, the significant actions of

the advertiser or the characteristics of its products in terms of sustainable development are presented fairly and comply with the principles of the UN Sustainable Development Goals which consider various aspects of sustainable development: economic growth, social integration, environmental protection. Nevertheless, all advertising communications are viewed by TF1 Pub which ensures they are suitable for the programming slot and/or the editorial stance.

TF1 has also signed up to the French broadcasting regulatory authority's (CSA) Food Charter, the third version of which came into force in January 2020. In this respect, the Group undertakes to broadcast at least 17 hours of programming per year promoting healthy living and healthy and sustainable food at favourable slots, and to refer them to mangerbouger.fr.

#### 4.1.3.3.2. Unify Advertising

The *Unify for Good* label, bringing together all the actions carried out by the Group's publishers, such as the creation of socially conscious events and actions, provides the Group's partners with advice in terms of sustainable behaviour.

The "DOERS" programme also enables companies to consult the Vertical Station communities on a specific issue, in order to change the way they communicate and their CSR programmes, or even to address a new method of identifying market needs for their R&D programmes.

*Unify Advertising* also retained Ecoact to calculate the carbon footprint of the ad sales house and of the advertising campaigns to identify areas for reduction and roll out a carbon footprint calculator to measure the impact of the campaigns of the TOP 10 advertisers.

### 4.1.3.4. Involvement of employees in TF1 group's climate strategy **INTERNAL**

#### 4.1.3.4.1. Raising awareness of and training employees on the challenges associated with the environmental transition

Aware of the role that every employee can play in achieving the climate strategy goals, TF1 group is focusing on raising employee awareness regarding the challenges associated with the environmental transition to empower them to act within their area of responsibility.

To this end, the CSR Department has increased its internal discussions on this matter particularly in the course of the Intrapreneurship programme, which focused in 2021 on the environmental transition, through calls for proposals for initiatives that add value from a climate perspective or indeed for offerings to develop responsible digital content and services.

In 2021, despite the pandemic limiting the number of classroom-based training, 175 employees including the Chairman and Chief Executive Officer Gilles Pélisson, as well as members of the TF1 news team, participated in Fresques du Climat and close to 20 employees participated in a Fresque du Numérique. These workshops make it possible to better identify the causes and consequences of global warming and to take steps to reduce the carbon impact within each person's area of responsibility.

Trainings were also developed in 2021 to more closely meet the needs of employees of TF1 Pub, TF1 Business Solutions and the Ex-Rights Purchasing Department, and will be rolled out in 2022.

#### 4.1.3.4.2. Incentive

##### Profit-sharing agreement

In 2021, TF1 group renewed the terms of its profit-sharing agreement signed in 2020, namely two criteria to reduce the Group's carbon footprint, for which all eligible employees qualify on the following basis:

- 4% fall in electricity consumption over the period from 1 October 2020 to 30 September 2021 relative to the 2019 reference data, namely 19,075 megawatt hours;
- 20% reduction in plastic waste collected for recycling over the period from 1 October 2020 to 30 September 2021 relative to the 2019 reference data, namely 1,140 kg.

These criteria, if satisfied, boost the overall achievement rate for 10% of the amount of the profit share, up to the cap set in the agreement and subject to the triggering of two financial criteria.

##### The variable remuneration of members of the Management Committee (COMGT)

Aside from the inclusion of CSR criteria in the variable remuneration of members of the COMEX and some members of the General Management Committee, it was decided in 2021 that starting from 2022 all members of the Management Committee, which at 31 December 2021 had 169 members, would have a target with a weighting of 10% of their variable remuneration based on one CSR criterion to be selected from a list of six issues, half of which relate to the environmental transition.

## 4.2. KEY SOCIAL AND SOCIETAL ISSUES

The materiality analysis done in 2021 highlighted the major societal role played by TF1 group either on its channels, namely through its news content and its dramas, but also its digital output to meet the growing expectations of society.

This is driven by the desire to faithfully represent the diversity of society and to combat the stereotypes that TF1 group has focused in its content and internally.

2021 saw increased efforts in terms of media education and the representation of women in the news, with an unparalleled support mechanism to maximise women expertise: "Expertes à la Une".

This year also saw an overhaul of the *aufeminin* website with an editorial stance focused on gender equality and combatting any form of discrimination.

"Fraiches" media, which is primarily focused on inclusion, embraced a whole series of societal concerns and matters that were current in 2021 like mental health, student and youth poverty, incest, school bullying and cyber bullying.

The pandemic that continued in 2021 led TF1 group to continue its extraordinary commitment to the volunteer sector and in relaying government awareness campaigns about the pandemic.

### 4.2.1. Social and societal reporting parameters

#### Scope:

All employees with an employment contract with TF1 group, including the more recent subsidiaries: Play Two, Newen and the digital operations (former Unify scope). The proportion of employees covered referenced throughout this chapter relate to the scope of 2021 data. The indicators for this social and societal section may be provided in 4 different scopes, expressed as a percentage of total employees:

- 100%: World;
- 85%: France;
- 72.4%: France OE contracts;
- 71.8%: France OE contracts excluding suspended contracts.

It should be noted that the indicators on fixed-term contracts also include apprenticeship and vocational training contracts.

The information published below includes TF1 SA and the Group's long-standing subsidiaries as well as PlayTwo, Newen and the digital operations (former Unify scope), unless expressly stated.

#### Period:

1 January 2021 to 31 December 2021.

### 4.2.2. Gender equality

For many years, TF1 group has been working to promote gender equality, both on its channels and in digital services, as well as internally and externally.

TF1 group is also committed to the fight against sexism, sexual harassment and violence against women.

#### 4.2.2.1. Representation of women in content **CONTENTS**

##### News

#### Measuring the representation of women in the news

##### TF1

Since 2016, TF1 group has been making efforts to increase the representation of women experts in the news with a view to gradually achieving parity on TF1 channel news shows and more broadly making every effort to represent women on all matters in TV news.

The annual survey that was done on a voluntary basis by TF1 group on the place of women in the news since 2016 has become monthly since early 2021 to obtain more frequent quantitative data, allowing for more regular monitoring of indicators and raising awareness of editorial staff.

#### INDICATOR: PROPORTION OF WOMEN IN TF1 TV NEWS

	2021*	2020	2019
Women in TV news	41%	39%	41%
Non-TF1 women experts	28%	27%	30%

\* Internal data for 2021 (excluding July-August), including the lunchtime news, evening news and Weekend TV news bulletin, and the special shows.

Although 2021 was once again heavily impacted by the pandemic, TF1 group nevertheless endeavoured to bring health experts onto its shows. The representation of women experts on TF1 sets was 44% in 2021.



## LCI

LCI is committed to ensuring that the proportion of women on set is at least 30% and is gradually moving towards parity. This trend is tracked every three years.

LCI is working to ensure that the proportion of women politicians on set progressively moves towards parity. The French broadcasting regulatory authority (CSA) assesses the achievement of this commitment whilst taking account of the reality of the political landscape and the need to comply with rules on the time allocated to politicians.

In 2021, at LCI, there were 41.9% of women appearing on set and 40.8% of women politicians among those invited.

Furthermore, on LCI sets, the representation of women experts was 33% in 2021, namely 2 points up on 2020.

### Recognition of women expertise

2021 marks a new turning point in the handling of the issue of the representation of women by the News Division.

Studies undertaken by TF1 group showed the need to:

- Raise editorial awareness, with trainings being run since 2017 to better understand the matter of the representation of women in the news;
- Support women experts to train them on the needs of the editorial staff.

It is on the back of this that in March 2021 TF1 group strengthened its 3<sup>rd</sup> *Expertes à la Une* support programme with an original format that ran over 9 months.

The programme, which brought together 15 experts from sectors such as health, medical research, justice, police, AI or indeed entrepreneurship, aims to increase, in the TV news on TF1 and LCI, the proportion of women experts in fields in which they are currently less visible.

These 15 experts benefitted up to end-2021 from mentoring by editorial employees at TF1 and LCI including Anne-Claire Coudray and Gilles Bouleau, a coaching programme, media training as well as inspiring meet-ups including Élisabeth Badinter as this year's sponsor. Some of them have already been invited onto TF1 or LCI sets.

**The event was publicised through a digital programme broadcast on 8 March with round tables on women ambition and recognition of women expertise with Élisabeth Moreno, Minister for Equality, Diversity and Equal Opportunities on the show. On top of this, there was an item in the TV news to mark the programme's launch. At present, this innovative initiative has won the following three awards:**

- **EKOPO Awards 2021: Silver Award, Social innovation category;**
- **Good Economy Grand Prize: Silver Trophy, "Promoting inclusion and diversity" category;**
- **CSR Challenge Awards: Special Award.**

The "Expertes à la Une" programme will once again be run in 2022 along the same lines.

### Expertes à la une, the podcast

Since September 2020, the "Expertes à la une" brand has expanded to podcasts produced by the TF1/LCI.fr news team involving interviews of around 45 minutes. 23 women have already been interviewed, including the sailor Clarisse Cremer from the Vendée Globe, Patricia Boughani, a Police Commissioner in the French Gendarmerie who led the police contingent of the MINUSMA in Mali, Céline Lasek and Julia Minkowski, criminal lawyers.

## Expertes.fr

The editorial staff at TF1, LCI and *aufeminin* renewed their support for Egaé's expertes.fr platform, which lists women experts called on by the media. This financial support helps expand the database of experts to whom editorial staff have access and thereby improves the representation of women expertise on TV News.

### A new women presenter for the lunchtime news bulletin

2021 also saw the arrival of Marie-Sophie Lacarrau in early 2021 as presenter of the lunchtime news bulletin to replace Jean-Pierre Pernaut.

## Drama

The Drama Department also endeavours to achieve a fair level of women representation on its programmes with the bringing to the fore of heroines like Audrey Fleurot in *HPI*, who becomes a Police consultant thanks to her extraordinary abilities, Sofia Essaidi in *La Promesse* or indeed Julie de Bona in *Plan B*.

## Documentaries

In 2021, Histoire TV in particular screened the following three documentaries:

- *Indochine, quand les femmes entrent en guerre* to mark the 70th anniversary of women joining the French army;
- *Joséphine Baker, un destin français* to mark her induction into the Pantheon;
- *Le Manifeste des 343, coulisses d'un scandale* to mark the 50th anniversary of the publication of the manifesto, on the scandal created by its publication in *Nouvel Observateur* in the name of 343 women who claimed to have had illegal abortions. They wanted to raise public awareness around the reality of abortion and the risks incurred by women in backstreet abortions. Its broadcasting was followed by the film "Simone Veil, la loi d'une femme".

In 2022, Histoire TV will broadcast the documentary *Les Incorrectes*, which celebrates Alice Milliat, a pioneer of women's sport who rejected the diktats of her time to push women participation in sport and get women a place in sports competitions. By including modern-day athletes in the documentary, this film puts a fresh contemporary spotlight on the efforts of Alice Milliat and examines the ongoing obstacles and work to be done so that women's sport can take its rightful place.

## Women's sport

For several years, TF1 group has been supporting the "Sport Féminin Toujours" initiative by the French broadcasting regulatory authority (CSA) to promote the media coverage of women's sport and the presence of women in sports' governing bodies.

TF1 group played a key role in promoting women's football by broadcasting the Women's Football World Cup in 2019 with very good audience ratings and a journalistic coverage equivalent to men's competitions (same commentators, post-match programmes, team announcements, etc.).

In 2021, TF1, TMC and TFX broadcast 5 matches from the women's handball championship and is planning the broadcasting in 2022 of matches from the European handball championship along with matches from the UEFA Women's Euros and the Women's Rugby World Cup.

### Short programming

In connection with the UN Generation Equality Forum, in June 2021 TMC broadcast a short programme entitled *Un Jour l'égalité !* produced by INA: 20 portraits of women from across the globe who are striving for gender equality. Epidemiologists, artists, philosophers and politicians tell of the day they got involved.

### Kids

In 2021, TF1 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 and combat sexism.

### Digital

In 2021, *aufeminin* was repositioned under the banner of gender equality and uses its website to inspire everyone to create a more equal world without judgement or discrimination in terms of age or gender and without guilt or restraint.

The "Fraîches" social media gives great prominence to combatting stereotypes and in particular posted an article on the position of women in manufacturing trades.

## 4.2.2.2. Increasing the proportion of women on management bodies **INTERNAL**

Convinced of the importance of gender equality for corporate performance, TF1 group pursues a pro-active and ambitious policy to promote gender balance and equality, particularly when it comes to the hiring of its employees and throughout their professional career and in terms of salary policy and promotion.

This policy led to the monitoring of the following indicators and the implementation of actions aimed at increasing the number of women on management bodies.

### 4.2.2.2.1. Monitoring the proportion of women on management bodies

TF1 group's extended Executive Committee, including Newen, had eight members (excluding corporate officers) at 31 December 2021, including two women, compared with just one at 31 December 2015.

The proportion of women on TF1 group's Management Committee, made up of the 169 key Group managers, including Newen and the digital operations (former Unify scope), rose from 28% at 31 December 2015 to 47% at 31 December 2021.

At 31 December 2021, Newen's Management Committee also had 53% of women.

TF1 group's gender equality scores<sup>(1)</sup> for 2021 published in March 2022, were as follows: TF1 SA: 90, TF1 Pub: 96, TF1 Production: 96, LCI: 94.

### INDICATOR: BREAKDOWN OF EMPLOYEES BY GENDER

Breakdown of employees by gender at 31/12 (Scope: World, OE and FT contracts)	% coverage/ headcount	2021	2020	2019
Women	100	55.9%	56.3%	56.1%
Men	100	44.1%	43.7%	43.9%

### INDICATOR: PROPORTION OF WOMEN EMPLOYEES BY STATUS

At 31/12 (Scope: World, OE and FT contracts)	% coverage/ headcount	2021	2020	2019
% of women supervisory staff	100	59.4%	62.7%	62.8%
% of women managers	100	56.5%	56.0%	55.6%
% of women journalists	100	47.3%	46.9%	46.9%

### INDICATOR: PROPORTION OF WOMEN EMPLOYEES BY HIERARCHAL LEVEL

At 31/12 (Scope: France, OE and FT contracts)	% coverage/ headcount	2021	2020	2019
% of women on the Management Committee (top management)	85	47.3	45.5%	41.8%
% of women in senior management as a whole (C5 department heads and above)	85	48.8	45.4%	47.7%
% of women in the Group's key talents	85	52.7%*	44.8%	49.2%

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

(1) TF1 group excluding Newen and the former Unify. Index available on <https://groupe-tf1.fr/fr/engagements-rse/notre-politique-rse>

#### 4.2.2.2.2. Steps taken to increase the proportion of women on management bodies

In 2021, TF1 group implemented the “Gender balance and performance” action plan approved and rolled out by Executive Management.

These concrete steps taken within the Group make it possible to position it as a change leader on the key issue of gender equality in the corporate sphere:

##### Dedicated support programmes

- A 24-month programme reserved for women managers was offered to seven women employees in 2021 to support their development and help them get promoted;
- High-potential programmes with 54% women for One’s (High Potentials) and 52% for Comete’s (Junior High Potentials);
- Over 160 employees have taken a “women leadership” training since 2012 and three internal and cross mentoring programmes support women with their career development. As a result, over 200 women employees have received support from a mentor over the past 5 years;

##### Gender balance networks

- The Fifty-Fifty gender equality network, founded in 2015 and now open to all employees (including Newen and the digital operations (former-Unify)), which currently has 450 members including 30% men. In 2022, Fifty-Fifty plans to continue its efforts with the goal of developing assertiveness, awareness around the opportunities gender balance provides for managers, discussions on the link between gender balance and performance and the identification of ways of improving gender balance within the company.
- This network is itself part of an inter-company network “Mixité en Seine” which gives opportunities for discussions between the CEOs of member companies and for joint initiatives like a cross-mentoring programme.

##### Other initiatives

TF1 group is also a participant in fora established by “Pour les Femmes Dans les Médias” on gender equality issues in the audiovisual sphere including the technical trades, and by Tech4Good on increased women presence in tech roles and on management bodies. Moreover, the Group via its LCI channel, has supported the Women’s Forum for the second year running. This event recognises women’s voices and perspectives on major economic and social issues, and allows TF1 group to participate, through mixed delegations, in discussions on the place of women in society. TF1 group also partnered with Assises de la Parité in May 2021, with a view to promoting gender equality and equity within companies.

##### Parenthood support

TF1 group signed up to the Parenthood Charter on 4 April 2016 and concrete measures were put in place to promote the work-life balance. In 2020, the Group increased parental leave to 4 paid weeks (28 calendar days), which was initially set at 11 calendar days and renamed “second parent settling-in leave”.

##### Pay parity and recruitment

Every year, during the Remuneration Reviews, special attention is paid to pay equity between women and men within TF1 group and to the promotion of women, particularly to positions as “Head of Department” and above.

The variable portion of each COMEX member has, since 2017, also included at least one CSR criterion in their variable remuneration. Since 2021, this affects most General Management Committee (CODG) members. For ten members of the General Management Committee, including COMEX members, these criteria specifically target gender balance and women participation on management bodies.

Finally, for all external and internal hiring, at least one woman must be on the short list for any managerial position, as well as for the recruitment of journalists.

Having harmonised the variable remuneration across genders, in 2022, Newen plans, through its newly established Diversity & Inclusion Committee, to stress internal gender equality.

#### 4.2.2.2.3. Commitments to increase the proportion of women on management bodies

A new gender balance action plan in Bouygues SA Group was launched in 2021. This 2023 action plan includes quantitative targets for TF1:

- 55% women executives;
- 48% of women managers;
- 52% women talent managers;
- 30% women on the COMEX (excluding the Chairman and Chief Executive Officer).

#### 4.2.2.2.4. Recognition of the efforts to increase women representation on management bodies

TF1 group’s commitment has been recognised, with the Group ranked 15<sup>th</sup> in the Awards for women representation on management bodies in SBF120 companies and in early December received the Grand Prix Humpact France in the Gender Equality category, recognising the Group’s hard work on gender balance.

### 4.2.2.3. Efforts to combat violence against women, sexism and sexual harassment

TF1 group is fiercely committed to the fight against all forms of violence against women, sexism and sexual harassment across its scope of action.

#### 4.2.2.3.1. Serving as a relay for initiatives to combat violence against women **CONTENTS**

TF1 group has long been aware of the issue surrounding violence against women and in 2018 had already broadcast the TV movie inspired by the true story of Jacqueline Sauvage *Jacqueline Sauvage: It Was Him or Me* followed by a discussion on the struggle of this woman who was a victim of violence from her husband whom she killed after a number of years of being in his grip.

In 2021, TF1 broadcast at prime time the series *Fugueuse* about a teenage girl without a history who, having been manipulated by an older man, went blindly into prostitution and violence. TF1 also broadcast the TV movie *Service volé*, on the true story of a former tennis champion who was repeatedly raped by her coach.

TF1 group also supports government initiatives to share information on mechanisms to combat violence against women, in particular in the news shows on the day of action on 25 November or through the #NERIENLAISSERPASSER awareness campaign broadcast on TF1, MYTF1, as well as *Doctissimo*, *aufeminin*, *Marmiton* and *Les Numériques*.

The Group's various social networks also shared the ad by Fondation des femmes that TF1 group has supported since 2020, to collect funds to take in women who are victims of domestic violence and their children. In 2021, the Quotidien magazine show on TMC also welcomed Anne-Cécile Mailfert, Chair of Fondation des femmes, to mark International Women's Day on 8 March.

TF1 group also produced and broadcast the short programme *Système D* fronted by 5 Group personalities, which was intended to offer concrete solutions in response to harassment on the street as witness or victim, echoing the global Stand Up awareness and training programme designed to combat harassment in public spaces.

On top of the media coverage on TF1 and on the websites, the reporting staff at *aufeminin*, My Little Paris, Fraîches and Tapage were mobilised to showcase the Stand Up programme through a masterclass, various testimonials and a #WeStandUp special.

On International Women's Day, the Group launched the *Écoute-moi bien* podcast developed under the entrepreneurial programme for Fondation des femmes. This is a socially conscious audio drama featuring Julie de Bona, as a victim of an attack on the metro and supplemented by insights from Anne-Cécile Mailfert to prevent and deal with harassment in public spaces.

Over the 2020/2021 period, the Group supported La Maison des femmes de Saint-Denis which takes in victims of violence in what is a holistic environment. Aside from financial support, this partnership included a major prevention and awareness campaign to combat violence against women and appeals for donations were shared on the *aufeminin*, *My Little Paris* and *Doctissimo* websites to support the work of La Maison des Femmes de Saint-Denis.

In its society section on the *aufeminin* website, a subdomain devoted to violence against women was created in 2021 and brings together some thirty pieces of content to showcase the work of La Maison des Femmes. Issues like the killing of women, incest, but also the culture of rape are also dealt with by the news team at *aufeminin*.

At end-2021, the Orange the world campaign launched by the UN was also profiled to raise public awareness around the issue of violence against women and raising funds to end it. *Doctissimo* also devoted a series of articles on sexual and sexist violence.

#### 4.2.2.3.2. Efforts to combat sexual harassment and sexism within the company **INTERNAL**

##### TF1

TF1 group has signed up to #StOpE, an act of commitment to fight everyday sexism within the company and the Charter to Combat Sexual Harassment & Sexist Acts of Pour les Femmes dans les Médias (PFDM).

The signing of these charters is accompanied by awareness-raising actions for TF1 group employees aimed at fighting sexism and stereotypes:

- The establishment of a whistle-blower system and an investigative process for harassment or violence;
- The appointment, training and spotlighting of harassment points of contact;
- A dedicated psychological unit;
- Presentations for employees from Brigitte Gresy and Ines Dauvergne as experts on sexism in the workplace and its possible ill-effects;
- The measurement of perception and the impact of sexism within the company through the Observatoire QVT rolled out in spring 2020 and the survey launched by StOpE together with BVA in early 2021.

All these mechanisms are shared widely with employees by means of a dedicated brochure and internal digital communications (articles, educational content by means of illustrations by A. Chereau and film presenting the points of contact).

In 2021, two investigations were undertaken as a result of reports of sexist acts / remarks, one of which resulted in dismissal.

Since end-2020, close to 200 managers also received training on "Inclusive Management" to identify and combat stereotypes and prevent micro-aggressions with a view to establishing a more respectful and inclusive working environment. To reach as many people as possible, at end-2021 TF1 group provided its employees with an e-learning module created by #StOpE "Everyone against sexism".

In addition, since 2014 TF1 group has worked with an outsourced support service ("Allodiscrim") to handle any discrimination and unequal treatment.

Lastly, TF1 group also offered the "Stand up" training to its employees to raise awareness regarding harassment suffered by women in public spaces and encouraging them to act.

##### NEWEN

More specifically, management at Newen Group received training on combatting sexual harassment and bullying and sexist behaviour from the ALLEN & OVERY law firm and production staff from the Association européenne contre les Violences faites aux Femmes au Travail (AVFT).

In addition, the managerial training pilot, rolled out in 2022 in the Newen subsidiary, Blue Spirit, will cover harassment, sexist acts and violence at work.

This issue will also be covered in the onboarding process for future employees at Newen France as from 2022.

#### 4.2.2.4. Outside actions to empower women **EXTERNAL**

In 2021, TF1 group committed through the Charte Sista to take steps to help improve gender balance in the digital tech space by in particular reducing unequal financing between men and women entrepreneurs and by fostering support for women entrepreneurs.

Gilles Pélisson, as Chairman of TF1, and Olivier Abecassis are both signatories of the “Jamais sans elle” Charter, which is a movement in favour of gender balance promoted by managers or people accustomed to speaking out in public debates and demonstrations and who refuse to participate if women are not also included.

Céline Orjubin, co-founder of the My Little Paris website, is a member of the Sista collective (to promote gender balance in the digital tech space by encouraging investments in companies founded by women) and creator of the “Mona” network (a community dedicated to women and their projects), with a dedicated place (Café Mona) in the Women’s Foundation “daring city”.

Lastly, for a number of years TF1 group has been promoting on its channels and on digital, the “Levons le doigt pour l’éducation des filles” programme sponsored by Anne-Claire Coudray, journalist and presenter of the Weekend TV news shows. Renamed “Levons le doigt pour l’éducation des plus fragiles” in 2020, the programme aims to raise funds for “Toutes à l’école” (campus in Cambodia) and “Ma chance moi aussi”, which is working in disadvantaged urban areas in France.

### 4.2.3. Inclusion

Inclusion was a major concern for TF1 group in 2021 with in particular the roll out of a training on inclusive management within TF1 group’s teams, the establishment of a Diversity and Inclusion Committee in the Newen subsidiary and the desire to broaden the Fifty-Fifty gender equality network to encompass inclusion more broadly.

Inclusion is also a central theme for the Fraïches media, which does over 100 interviews per annum on this topic including matters of inclusion, people with disabilities, transgender and body positivism.

#### 4.2.3.1. Diversity of ethnic and social origins

##### 4.2.3.1.1. Reflection of diversity in society in content **CONTENTS**

On its channels and websites, TF1 group aims to reflect the broad diversity in society, without stereotypes. Quantitative commitments are sent to the regulator annually regarding the visibility of people seen as non-white in dramas. Furthermore, a letter is sent annually to producers of unscripted programmes to make them aware of diversity in the programmes they produce for the channels.

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.

The News Division counts the items dealing with diversity issues.

##### Drama

In dramas, the diversity of social and ethnic origins is often at the heart of stories and the Drama Department includes in its contracts that castings must include actors that represent the diversity of French society. Many heroes and recurring characters are themselves drawn from diversity and the Drama Department looks to combat stereotypes as in the series *Je te promets* and *La Promesse*.

##### Unscripted Shows

Unscripted shows aim to reflect the diversity of society and some programmes like *The Voice* or *Vendredi tout est permis* in particular have made it possible to unearth and bring forth talent from all social and ethnic origins with unqualified success in the realms of music and comedy.

Letters raising awareness regarding the need to better represent diversity on programmes are sent annually to the companies producing magazine shows, game shows, entertainment and reality TV that supply the Group’s programmes.

##### Short awareness programming

Since its founding, TF1 group has been broadcasting campaigns by the Fraternité Générale that aim to promote the movement throughout France to combat the rejection of communities and identities.

##### Digital

In 2021, *aufeminin* created new original video formats posted on the website as well as the brand’s social media networks (Instagram and Tik Tok) including *5ty/les* dedicated to the beauty of men and women from all backgrounds.

##### 4.2.3.1.2. Diversity and equal opportunities within the company **INTERNAL**

##### The Diversity label

In 2010, TF1 group was the first media group to be awarded the Diversity label. Renewed in 2017, this label attests to the Group’s exemplary nature in terms of preventing discrimination, and promoting equal treatment and diversity in the context of human resource management, in addition to its channels.

##### Dedicated trainings

As required by law, TF1 group’s HR teams do a “Hiring without discriminating” training.

Since end-2020, the HR department has also offered its managers the “Inclusive Management” training to combat all forms of stereotype including those associated with ethnic and social origins.



## News initiatives

### *The Patrick Bourrat award*

In 2021, TF1 and LCI held the 9<sup>th</sup> Patrick Bourrat award. Open to final-year students across the 14 journalism schools recognised by the profession, this competition saw awards handed to five candidates following a fixed-term contract as an editorial employee at TF1, LCI and LCI.fr and during which they were able to sample the various sides of the business: commentary on images, direct, reporting on the ground. The winners each received a fixed-term contract for a further 10 months.

### *Le Grand Prix TF1 de l'alternance*

In 2021, the TF1 News Division launched the Grand Prix TF1 de l'alternance. This initiative aims to give an opportunity to journalism students on work-study contracts at TF1 and at other media outlets who didn't get the opportunity to compete for the Grand Prix Patrick Bourrat. The first winner of this new award received a one-year fixed-term contract in the TF1 news team.

## The work of the TF1 Foundation internally

Every year, the TF1 Foundation gathers together a group of young people aged 18 to 30 living in poorer neighbourhoods. The candidates are selected by a jury of professionals and are offered a two-year stint at TF1 group on a work-study contract, with the support of a tutor and a sponsor that will help both expand their network but also show them how the business world works and a training that is recognised in professional circles. The programme covers over 25 roles connected with journalism, audiovisual production and the company's back office. The 14<sup>th</sup> group was welcomed in September 2021 with 9 candidates chosen.

Over the years, the Foundation has infused a real and natural gender balance to the candidates now applying to TF1. It also allows young people with no qualifications to gain in confidence and rejoin the labour market. There are currently two journalists in the news team who joined following a work-study contract via the TF1 Foundation.

Lastly, the Foundation offers TF1 employees the opportunity to get involved in the "Stop Illiteracy" programme by supporting a certain number of employees with learning to read and write. This programme was continued in 2021 despite the pandemic in both classroom-based and remote formats.

## Newen's Diversity & Inclusion Committee

At end-2021, Newen France established its Diversity and Inclusion Committee with a view to improving the diversity within the company, within the production teams and in content.

### 4.2.3.1.3. External efforts to improve professional integration of young people **EXTERNAL**

#### The external efforts of the TF1 Foundation

The role of the TF1 Foundation is not limited to hiring young people internally. It also has other missions involving the professional integration of young people more broadly. For example, every year the Foundation arranges inter-company internships for third years with "Tous en stage" to enable high school students from disadvantaged educational districts to find their work placement via a digital platform, in registered companies. In light of the whole scale explosion in remote working since 2020, it has been transformed into "Tous en stage digital".

The TF1 Foundation also offered the "Le Silence des Justes" association work placements at TF1 for young adults with autism from poorer neighbourhoods.

The TF1 Foundation, Google France and Oreegami, created a digital boot camp offering a "Digital Marketing Expert" training, a comprehensive multi-platform course for young jobseekers who

would like to build up digital expertise and small and medium sized companies looking for support from students in building their online presence. In 2021, there were 2 classes with 50 students trained and 30 entrepreneurs in Paris and Montpellier.

In 2021, TF1 group employees in partnership with the association CREO supported young entrepreneurs from poorer neighbourhoods to coach them with the business plans.

The TF1 Foundation also strengthened its efforts in the entrepreneurial space with the associations "100 jours pour entreprendre" and "Boxer Inside".

Lastly, the TF1 Foundation has ongoing interaction with colleges, schools, faculties and institutions of higher learning on speaking out about the issue of the professional integration of young people.

## Sponsorship in support of the professional integration of young people

### *The Newen Foundation*

The Newen Foundation was launched at end-2019 with the goal of supporting, in all its diversity, the talent of the future in the audiovisual sector. In 2021, the Newen Foundation awarded two further scholarships to screenwriting students at the Conservatoire Européen d'Écriture Audiovisuelle (CEEA) for a total of €40 thousand.

### *Immersion Cinéma*

Newen has undertaken to increase the number of initiatives that provide access to training and employment for talented young people from diverse backgrounds, like the "Immersion Cinéma" programme organised in Marseille in March 2021, led by the association "La Réplique", in conjunction with Région Sud, ERACM (École Régionale d'Acteurs de Cannes et Marseille), the association "les têtes de l'Art" and the casting directors in the region, including those of *Plus Belle La Vie*, *Demain Nous Appartient* and *Ici Tout Commence*.

As part of this programme, 45 young people aged 16 to 30 identified by local associations, and who had some acting experience, attended the castings. 14 of them got a two-week internships at ERACM and 4 young people got roles, along with talent fees, at the end of the internship, with one young person getting a regular role in *Plus Belle La Vie*. TF1 group decided to give financial backing to this programme to enhance the support provided to the young people in the second season of this programme, which began in January 2022.

### *Sponsorship by TF1 group*

In addition, in response to the issues surrounding the professional integration of young people from diverse backgrounds, for the past number of years TF1 group has been supporting the following 3 associations:

- **La chance pour la diversité dans les médias**, which helps scholarship students succeed in journalism school competitions.

This partnership involves financial backing and support from the news teams *in the form of* news team visits for students, mentoring and participation in trainings.

In 2021, TF1 group's News Division decided to increase its support for "La Chance pour la diversité dans les médias" by providing a scholarship to 2 young people who chose a TV specialisation and selected on the basis of their application. These 2 students will be supported by a journalist / tutor who will give them access to the TF1 and LCI news rooms (visits, sitting in on editorial meetings, sitting in on TV news shows, possible internship...) and will support them with their university studies.

- **Moteur!** which encourages young people aged 14-22 from all walks of life to participate in a competition to make a one-and-a-half minute film about someone they find inspiring. The approach aims to stimulate these young people to progress and grow through the examples provided by inspiring models and thereby favour equal opportunities and professional inclusion through the competition and the assistance programme that accompanies it.

This partnership is reflected in the financial support provided by TF1, the relay of the highlights of the competition and the production of "inspired minutes" by personalities from the TF1 group. In addition, the TF1 Initiatives Award, sponsored in 2020 by TF1 group presenter Anais Grangerac, highlighted the achievements of 10 winners whose themes reflect the major causes and values endorsed by TF1. The 10 winners won a discovery day at TF1, allowing them to familiarise themselves with the audiovisual industry.

- **"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 enable each young person to gain in self-confidence and acquire the values that are essential for their future to give them the same chances of success. The TF1 group's financial support is focused on professional insertion of young girls. In 2021, a group of young girls was welcomed for a half-day discovery of TF1 through meetings with employees with inspiring experiences. A race organised by Sport dans la Ville was also offered to TF1 group employees during the year to raise awareness for the association's actions within the Group.

#### 4.2.3.2. Disability

##### 4.2.3.2.1. Representing disability in contents **CONTENTS**

At the end of 2019, Gilles Péliesson, Chairman and CEO of the TF1 group, signed the CSA Charter on the representation of people with disabilities in the audiovisual media, alongside other leaders. The signing of this charter is a strong signal of TF1 group's commitment<sup>(1)</sup> in favour of a better representation of people with disabilities on its channels.

Through all of its contents, the TF1 group is helping to change the way people look at things by breaking down clichés about disability in news programs, entertainment and even fiction, by highlighting the individual successes of people with disabilities. After the successful broadcast in 2017 of *Mention particulière*, a fiction based on real facts about a young woman with Down's syndrome who passed her scientific baccalaureate with honours, the TF1 group broadcast the sequel in 2021 entitled *Mention particulière, bienvenue dans l'âge adulte*. Now a radio trainee, the heroine Laura, played by Marie Dal Zotto, who has Down's syndrome herself, dreams of becoming a journalist. In addition, the television films *La dernière partie* and *À tes côtés* addressed the themes of the end of life and highlighted the role of caregivers.

In digital, *Doctissimo* regularly devotes topics to disability, and in the summer of 2021 it highlighted Paralympic athletes, including the experience of Théo Curin, a disabled swimmer who swam across Lake Titicaca, and an insight into how sport is practiced by disabled people, by Dr. Frederic Rusakiewicz.

On the occasion of the European Disability Employment Week, the TF1 group took part in the national awareness day hashtag *#DuoDay2021* for the fourth consecutive year, by welcoming people with disabilities at prime audience times on its channels to present the lottery draw and the weather forecast together with the usual presenters.

The Drama Department also provides financial support for:

- the **Cité des scénaristes'** companionship project to facilitate the integration of young screenwriters who do not all benefit from the networks and financial resources enabling them to access these professions. In 2021, the Cité des scénaristes created and launched its first action with a professional immersion course alternating with a six-month educational course, under the responsibility of a scriptwriter-companion and coached by a scriptwriter-coordinator, giving the right to remuneration and offering complementary aspects with existing training courses;
- the actions of the **FEMIS** and specifically its training offer in series, as an active company in this field. This also helps guarantee the perfect adequacy of the training offered with the professionalisation needs of the sector;
- the **Conservatoire Européen d'Écriture Audiovisuelle (CEEA)**, whose mission is to train and professionalise fiction scriptwriters.

##### The Imagine fiction writing competition

As part of its intrapreneurship program, the TF1 group has decided to support the launch of Imagine, a short fiction competition aimed at identifying new talent (directors, scriptwriters, actors and actresses).

##### 4.2.3.2.2. Content accessibility **CONTENTS**

As a leading family-oriented channel, TF1 must ensure that its programmes are accessible to everyone, particularly people with impaired hearing or vision.

##### Subtitling

Since September 2010, all TF1 programmes have been subtitled as stipulated by law. For news programmes, a special system has been introduced to deliver quick service combined with excellent quality when transcribing news item commentaries or what the journalist is saying in the studio. The system operates using a team of 3 people and voice recognition software. On 12 December 2011, TF1 signed the CSA's Charter on Subtitling Quality. The Group's channels all go beyond their subtitling obligations.

##### Audio description

Visual disabilities are taken into account by offering programmes in audio description, a technique that allows people to "see" a film thanks to an appropriate audio description of the action and the environment developed by the AVH (Association Valentin Haüy). On 24 March 2021, the TF1 group further marked its commitment to the inclusion of visually impaired people by offering for the first time an audio-description system in partnership with the French Football Federation for the Ukraine-France match.

##### Digital content

With regard to the accessibility of digital content, the Group's programmes broadcast with subtitles or audio description are offered in replay on the MYTF1 website. In addition, the implementation of the "FACIL'iti" solution on the MYTF1 and LCI.fr websites allows Internet users to read the adapted web pages according to the pathology they have previously entered on the "FACIL'iti" website.

(1) TF1 scope excluding Newen and former Unify.

**4.2.3.2.3. Employment of people with disabilities** INTERNAL

Since 2007, the TF1 group<sup>(1)</sup> has pledged to integrate people with disabilities into the company, by creating the disability mission and monitoring the following indicators.

**INDICATOR: NO. OF PEOPLE WITH DISABILITIES IN THE COMPANY**

(Scope: France)	% coverage/ headcount	2021	2020	2019
No. of employees with disabilities at 31/12 (all types of contracts)	85	101	90	90
Disable employees recruited during the year (fixed-term, indefinite contracts)	85	25	14	8

In 2019, Gilles Pélisson signed a manifesto initiated by Sophie Cluzel, Secretary of State for the Disabled, and the "Salon du Handicap" (Les Echos-Le Parisien group) to ensure better inclusion of people with disabilities in companies. The signing of this charter by around one hundred company executives gives rise to regular inter-company discussions to promote the exchange of best practices and feedback.

**Disability agreement and internal actions**

In 2020, the TF1 group signed its fifth disability agreement, thereby pursuing the roll-out of a pro-active policy in terms of recruitment and retention, awareness-raising and training, and collaboration with the disabled sector.

**This agreement includes a plan to hire 24 people with disabilities on open-ended or fixed-term contracts, with a minimum of 6 open-ended contracts, as well as recruiting 12 interns over 3 years.**

It is based on the following actions:

- **Recruitment**, by setting up sourcing contracts with specific recruitment firms and a dedicated employee within the recruitment team. The Group made a strong commitment during the 2021 work-study jobdating, with a specific mobilisation of the entire HR Department, future tutors and partners such as Cap Emploi, Avisea and Aktisea. This mobilisation enabled the recruitment of 13 work-study students and 2 interns for the September/October 2021 school year. The various partnerships were also continued, in particular with the GEM school (Master Data dedicated to autistic people with Asperger's syndrome) through a sponsorship, and, for the second year in a row, with the Act'Pro Jaris association, a training centre offering educational support for education and socio-professional integration for people with disabilities, in the fields of media, culture and communication. Through the internal variation of Duoday, the editorial offices of LCI and TF1, in partnership with the Act'Pro association, welcomed 3 disabled trainees into their teams for a week, to allow them to share in the daily life of the teams behind the scenes of programme preparation (shooting, editing, etc.). Days of job presentations, CV workshops and immersion were organised and enabled two Act'Pro Jaris trainees to continue in the Group's teams for a six-month internship.

- **Retention**, involving support for employees by adapting workstations and making equipment available, improving the accessibility of premises, and training front line HR managers on retention. The job retention unit and the Career Committee provide this support and ensure that disabled workers are not discriminated against, with at least one interview scheduled every two years. In addition, the TF1 group has introduced financing of full-rate pension contributions for part-time employees on disability.
- **Awareness-raising and communication** to encourage employees and managers to change their view of disability, in particular through training and awareness-raising for new elected representatives, new managers and tutors of disabled trainees. New training sessions have been launched for managers supervising disabled employees, with individual coaching if necessary, to support them. In addition, for the first year and as part of the Starting B operation, the TF1 group is supporting top-level sportsman Yvan Wouandji (blind football player), to promote and share the Group's values on inclusion. For the 25th European Week for the Employment of People with Disabilities in 2021, the TF1 group implemented through various actions: the "Let's shake up prejudices" campaign to make employees aware of the prejudices surrounding disability, an inspiring one-hour speech by Yvan Wouandji, a round table discussion on "Disabling illnesses, everyone concerned" and the distribution of an awareness and information brochure on the TF1 group's various disability schemes.
- **Subcontracting to the sheltered and adapted** sector by using specialised companies (active in assistance through work or adapted companies) through the drafting of social clauses to include these companies in calls for tenders and thereby promote co-contracting with the adapted sector.
- Extension of the measure consisting of granting parents of children with disabilities or dependent relatives with disabilities 5 additional days off that can be divided into half-days.

Digital activities (former Unify scope), with committed media promoting the inclusion of all, apply the same treatment internally to their employees.

Newen aims to launch an awareness campaign in 2022 on recognition of the disabled worker status.

(1) TF1 scope excluding Newen and former Unify.



### 4.2.3.3. Fight against LGBT+ discrimination

#### 4.2.3.3.1. Relaying LGBT+ causes in contents **CONTENTS**

##### Fiction

In 2017, the TF1 channel was the first French channel to broadcast on television, in prime time, a series entitled *Louis(e)* featuring a transgender heroine.

In 2021, TF1 proposed another prime time film produced by Newen *Il est elle*, gender dysphoria.

The daily series produced by Newen and/or broadcast by TF1 *Plus Belle la vie* and *Demain nous appartient* address the themes of same-sex marriage, same-sex adoption and transidentity.

The Newen group is also produced the film *L'étincelle: une histoire des luttes LGBT+*, released in 2019.

##### Unscripted shows

The flagship entertainment programme *Danse avec les stars* welcomed a couple of same-sex dancers for the first time in 2021.

##### Spot TV

In 2021, TF1 ran another campaign by the French Refuge Foundation, which helps young people who are discriminated against because of their sexual orientation or gender identity.

##### Digital

###### *aufeminin*

*aufeminin* participates in the evolution of society on themes such as non-binarity and transidentity, via interviews.

The Family section created in 2021 on the *aufeminin* website is aimed at all families whether single-parent or same-sex, and addresses social issues such as medically-assisted procreation, gestational surrogacy, and gender-neutral education, through testimonies, analyses, practical advice and expert opinions.

In addition, new original video formats were broadcast on the site and on the brand's social networks on male *coming out* under the Humans brand.

###### *Fraïches*

The social media "Fraïches" addresses the topics of conversion therapy, homophobia and transidentity.

###### **Adverts to fight against LGBT+ discrimination**

For Pride Month in 2021, the TF1 group supported the initiative of the French Ministry for Gender Equality, Diversity and Equal Opportunities by producing and running on the Group's social

networks an advert delivering a positive message to promote a more inclusive society, and starring LGBT+ people and celebrities with their supporters including the group's presenters/journalists such as Christophe Beaugrand and candidates seen in programmes broadcast by the TF1 group among others.

##### **Showcase The Voice**

In addition, to mark the International Day against Homophobia and Transphobia on 17 May, MYTF1, ITV and Santé Publique France organised a concert broadcast on The Voice's Instagram and Facebook accounts. This showcase, hosted by Nikos Aliagas and placed under the sign of openness and sharing, highlighted 11 talents from last season.

#### 4.2.3.3.2. Fight against LGBT+ discrimination within the company **INTERNAL**

##### **The TF1 group is a signatory of the "L'autre cercle" Charter**

Since 2015, the TF1 group has been a signatory of the Charter "L'autre cercle", the reference association for LGBT+ inclusion at work in France. Within this framework, one annual role model within the TF1 group has been designated by "L'autre cercle" for the past three years as an LGBT+ ally or leader. The designation of a role model is widely communicated within the company.

Employees throughout the TF1 group will be asked again in 2022 to respond to the 3rd LGBT+ Barometer "L'autre cercle - Ifop" to measure the situation of LGBT+ people at work in France. The aim of this consultation is to identify areas of progress to promote an inclusive work environment for LGBT+ people.

##### **Childcare leave**

In 2020, before the law changed, the TF1 group revised its childcare leave policy so that the parent with primary responsibility for the child (including a child born through MAP or surrogacy) benefits from the same advantages as parents entitled to maternity/adoption leave, and also increased the second parent's leave (formerly paternity leave) to 4 weeks from 11 days. This allows any biological or adoptive parent, whether of the same or different sex as their spouse, as well as single parent families, to benefit.

##### **Saint Valentine's Days rate**

Lastly, TF1 group employees are invited to take part in the St. Valentine's Day race organised by Front Runners, an LGBT friendly running association in the Paris region, which aims to raise public awareness of all forms of discrimination, particularly those related to sexual orientation.

#### 4.2.4. Internal social policy and human rights **INTERNAL**

The topics of gender equality, inclusion and diversity are addressed in Section 4.2 "Key social and societal issues".

In 2021, the health crisis again impacted the working methods of all TF1 group teams, and the measures put in place in 2020 were continued to preserve the health and safety of employees on site, while ensuring ties with all employees and the well-being of all were maintained. Particular attention was paid to training and

awareness-raising on the subject of moral and sexual harassment, and in particular the prevention of ordinary sexism in the company.

Furthermore, after two years of negotiations, the trade unions concluded a Collective Agreement applying to all employees (production, technical and administrative staff) working for companies broadcasting television programmes.

##### 4.2.4.1. Employees

###### Indicators: open-ended and fixed-term contracts

###### INDICATOR: GROUP OPEN-ENDED AND FIXED-TERM HEADCOUNT

At 31/12 (Scope: World, OP, FT)	% coverage/ headcount	2021	2020	2019
Clerical, administration, technical and supervisory staff	100	1,061	896	944
Managerial	100	2,318	2,253	2,173
Journalists	100	581	548	569
<b>TOTAL</b>	<b>100</b>	<b>3,960</b>	<b>3,697</b>	<b>3,686</b>

###### INDICATOR: GROUP OE AND FT WORKFORCE BY REGION

At 31/12 (Scope: World, OP, FT)	% coverage/ headcount	2021	2020	2019
<b>France</b>	<b>85.4</b>	<b>3,382</b>	<b>3,297</b>	<b>3,301</b>
<b>International</b>	<b>14.6</b>	<b>578</b>	<b>400</b>	<b>385</b>
Europe (excluding France)	12.4	493	300	317
World (excluding Europe)	2.2	85	100	68
<b>TOTAL</b>	<b>100</b>	<b>3,960</b>	<b>3,697</b>	<b>3,686</b>

###### INDICATOR: AGE PYRAMID AND LENGTH OF SERVICE

At 31/12 (Scope: World, OP, FT)	% coverage/ headcount	2021	2020	2019
< 25 years	100	402	337	341
25-54 years	100	3,150	2,977	2,985
55 and over	100	408	383	360
Average age (France)	85	39.05	39.48	39.42
Average length of service at TF1 group (France)	85	9.58	10.07	9.65

###### INDICATOR: TYPE OF EMPLOYMENT CONTRACT

At 31/12 (Scope: World, OP, FT)	% coverage/ headcount	2021	2020	2019
Number of employees on OE contracts	100	3,290	3,206	3,207
Number of employees on FT contracts (including apprenticeship, work-study, professionalisation contracts)	100	670	491	479
<i>o/w number of employees with a professional development contract</i>	100	59	121	189
<i>o/w number of employees with an apprenticeship contract</i>	100	272	162	79

INDICATOR: FULL-TIME EQU. (FTE) OVER 12 MONTHS OF TEMPORARY EMPLOYEES (EXCL. FREELANCERS)

January-December (Scope: World total temporary staff end of month/total temporary staff end of month + workforce on OE contracts at end-of-year N)	% coverage/ headcount	2021	2020	2019
Percentage of FTE workers	100	24%	24%	26%

**TF1 group policy on the use of temporary employment**

The use of temporary employment is inherent to the production business, particularly a TF1 Production (percentage of temporary employment in 2021: 59%), Play Two (temporary employment in 2021: 28%) and Newen (temporary employment in 2021: 57%). The use of temporary employment is standard practice in this sector, where activity is inherently unpredictable. At Newen, identifying temporary workers to become interns is made on a case by case basis, with 8 undertaken in 2021.

**Status of temporary staff in TF1 group**

In order to provide temporary staff with high-quality social security cover, the STP (a 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) 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 incentive and profit-sharing schemes. The latter benefit from the Bouygues group's leveraged savings plans.

**Indicators: hiring and departures**

INDICATOR: HIRINGS

January-December (OE, FT)	% coverage/ headcount	2021	2020	2019
Number of hires on open-ended contracts, fixed-term, apprenticeship and professional training contracts	100	1,147	874	961
<i>o/w open-ended recruitment, France</i>	72.4	365	286	355

INDICATORS: DEPARTURES BY REASON

January-December (Scope: France, OE)	% coverage/ headcount	2021	2020	2019
Number of resignations	72.4	164	128	136
Number of compulsory retirements	72.4	2	0	0
Number of compulsory retirements	72.4	3	2	6
Number of redundancies	72.4	76	76	69
Number of mutually agreed terminations of contract	72.4	67	90	84

INDICATOR: INSTABILITY RATE

January-December (Scope: France, OE) (total open-ended contract resignations + redundancies + total agreed contractual terminations)/average workforce open-ended contracts	% coverage/ headcount	2021	2020	2019
Instability rate	72.4	10.67%	10.02%	9.99%

#### 4.2.4.2. Working conditions and quality of life at work

##### 4.2.4.2.1. Communication with employees

The Internal Communication Division, which reports to the Human Relations Department, exists to support the Group's development and give clear and consistent meaning. It ensures that exchanges and the involvement of employees are animated and structured, while preserving the pride of belonging. It contributes to engaging and empowering employees in their contribution to the Group's collective success.

Through editorial and visual content or face-to-face meetings using the appropriate communication channel, all employees are informed of the TF1 group's day-to-day life and keep in touch with the company.

While the COVID-19 crisis highlighted the essential role of Internal Communication within the Group in 2020, the easing of health measures during 2021 and the gradual return of employees to the office has given way to a hybrid and innovative mode of communication.

It was accompanied by the technical, functional and graphic development of four internal communication channels: mobile app, internal channel, digital panels in meeting rooms, manager newsletters, all signed with the Employer Brand and in the colours of the Group charter. Thanks to these tools, internal communication functions in a coherent and complementary manner.

Its field of competence allows it to deal with any subject concerning the following scopes: Corporate, communication from management and the Chairman, Human Relations, CSR and the Foundation.

The communication approach to the Group's 2,800 permanent employees (TF1 and Newen) is based mainly on daily editorial highlights (news and life of the Group and its subsidiaries, ethics, strategic issues, HR, general affairs, HR organisation, project information, company networks, etc.) and redistributing press articles or press releases – in exchange with the Communication and Brands division.

The organisation of management meetings (Group Management Committee four times a year) and moments of sharing with senior managers (through Q&A, on site or via our collaborative tools), as well as field operations at the time of the launch of a flagship programme or an annual highlight, for example, are also part of the internal communication contact points.

At the same time, the new mobile app, which went into production in October 2020, offers all the services required for corporate life on the move. Since October 2020, it has also made available to employees the corporate videos and the Talents business, as well as the numerous Group podcasts (news, advertising, programmes).

Thanks to the 50 monitors spread across our sites in Boulogne, the internal channel gives pride of place to videos and "snacking" content: trailers, audiences, stock exchange, fixed panels dedicated to HR information, etc.; we also feature the faces of new arrivals, dynamic photo slideshows, etc.

In 2021, two key themes were launched (and will continue in 2022):

- Support for local managers in continuing to lead and strengthen the team; through a dedicated newsletter to inform them of HR highlights in particular and support them in organising hybrid work (on-site/remote); and through the

provision of a "team booklet" summarising all the actions available to employees and managers to reinforce the collective dynamic and the cohesion of their teams;

- The proposed merger between TF1 and M6; in the context of a possible merger with the M6 group, the Internal Communication Division encourages exchanges in a Q&A game with the Chairman, the General Secretary and the entire Executive Management team, the setting up of a news feed selecting the most relevant and didactic press articles, and the sharing of major issues at each Management Committee meeting with the top management.

In 2022, the Internal Communication Division will also upgrade its Intranet, a real communication hub for employees, with nearly one million page views per year, in order to improve its ergonomics and bring it into line with the new corporate charter, as well as to share it with employees of the former Unify, who will soon be working alongside us in Boulogne.

##### 4.2.4.2.2. Work organisation

Agreements on the organisation and reduction of working time (ARTT agreements) have been concluded in all Group companies since 2000 (switch to the 35-hour working week). They govern the different categories of personnel according to their status (agreements concerning permanent personnel – production, technical and administrative personnel, journalists – and non-permanent personnel).

Under these 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 216 days), benefit from 12 or 13 days of RTT per year. The ARTT agreements negotiated thus allow all these 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, who inform their Human Relations Division of any anomalies.

The workload is monitored at least once a year, usually during the annual performance review between the manager and the employee. On the basis of this interview, line managers propose, if necessary, an action plan to remedy any imbalance. Employees may also request the intervention of a Human Resources Manager in the event of any conflicting workload appraisal or when the corrective measures do not seem appropriate.

Lastly, the agreement governing the Time Savings Account limits the number of days to 60 to encourage the taking of holidays and thus contribute to the work/life balance. An improved work/life balance is sought, whilst maintaining social ties with the company.

The amendment to the Group agreement<sup>(1)</sup> on teleworking negotiated in spring 2021 extended the number of teleworking days, with three days a week on site now mandatory for all eligible employee categories A per capita budget of €180 to provide additional equipment for teleworkers (second screen, ergonomic chair, etc.) was negotiated with the unions for the TF1 group at end-2020 and renewed with a few improvements in early January 2022.

(1) TF1 group excluding Newen and former Unify.

#### 4.2.4.2.3. Quality of life at work

The TF1 group endeavours to support its employees' work/life balance. The Employee Relations Department co-ordinates services to support the personal and family-related concerns of its employees. A new Quality-of-Life-at-Work Agreement was signed for the TF1 group not including the digital activities (former Unify) and Newen in June 2019, the main commitments of which include living together in harmony, support for parenthood, the right to disconnect and the prevention of psychosocial risks. In 2021, Newen negotiated its first Quality-of-Life-at-Work Agreement and a new agreement applicable to the *aufeminin* Economic and Social Unity on workplace equality and the Quality-of-Life-at-Work was signed, concerning in particular the harmonisation of exceptional leave, home-office mobility and the recruitment of people with disabilities.

#### Measuring quality of life at work

The biennial survey on quality of life at work was rolled out in spring 2020 with 42.5% of employees responding; it revealed a good quality of life within the TF1 group<sup>(1)</sup> with 80% of respondents saying they were only slightly or not at all concerned by stress within the Group. Satisfaction with the organisation and working conditions (low arduousness, quality of working environment, satisfaction with teleworking, etc.) contributes as much to the Group's performance as it does to the well-being of employees. A new work-like quality barometer is to be rolled out by the TF1 group in early 2022.

Monitoring and prevention of absenteeism remains a priority for the TF1 group, in particular for groups identified as being over-represented. Committees to monitor sick leave met regularly and were able to implement action plans allowing several distanced employees to return to work after long periods of absence.

#### Parenthood support

Several commitments to support parenthood for TF1 group employees were made; these include the reservation of 30 cradles in the BABILOU network, occasional and emergency care for all children under the age of 3, the provision of the YOOPIES-WORKLIFE platform with the Colas Group, and the creation of a paid period of 6 weeks leave to prepare for the arrival of an adopted child in the home.

In 2020, the TF1 group decided to extend the paid leave of the second parent to 4 weeks and to allow the parent with the primary care of the child, including children born by assisted reproduction or surrogacy, to be able to benefit from 16 weeks of paid leave. This applies to all biological or adoptive parents, of the same or different sex as their partner, and to a single parent family. This agreement also made it possible to reconfirm what already exists: full time or part-time teleworking for mothers-to-be from the 4<sup>th</sup> month of pregnancy, financial support for children under 3 years of age, breastfeeding leave for 4 weeks, days off for sick children.

#### Help for caregivers

For family caregivers, special leave is granted to support a hospitalised parent or partner, while a service has been set up to provide information on help for caregivers in the context of dependency of elderly people, particularly to support the entry into an institution for the elderly. 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%.

#### Housing assistance

The TF1 group<sup>(2)</sup> makes financial contributions to the social housing agency "Action Logement", which has been the umbrella organisation for the sector since 1 January 2017. Under this system, eligible TF1 group employees can benefit from various types of support: housing loans, "Loca-Pass", "MobiliPass", "Pass-Assistance", home improvement loans, the "Mobili-Jeune" scheme or advice for a housing project.

#### Social worker

A social worker is 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 in administrative procedures, advising them and putting them in touch with the relevant administrative bodies.

#### Healthcare Expenses

The manager of the healthcare insurance scheme sends a representative to the company each week to advise employees on procedures in connection with medical issues or to help them obtain a reimbursement under their supplementary health insurance schemes. In 2018, the My Prévention app was set up to assist TF1 employees in the areas of family support (parenthood, child care, school support, family solidarity, separation, loss of a loved one, etc.), employment and retirement (job searches, careers, transition to retirement, etc.), health and social care (health cover, access to care, disability, loss of independence, etc.); budgeting (budget management, housing, transport, administration, etc.). The platform is an information, listening, advice and guidance service for all social issues.

#### Other measures to improve quality of life at work

Lots of other services have been introduced by the TF1 group<sup>(2)</sup> to make employees' lives easier and ensure their well-being at work. Employees can also find on-site all of the quality-of-life services that have been set up at the TF1 group, among the following:

- on-site access at set times to an osteopath, optician, social worker, healthcare coordinator, concierge and hairdresser;
- provision of electric bicycles and vehicles and a car-sharing platform for employees;
- provision of the BeCyclez platform to purchase electrically-assisted bicycles at discounted rates for TF1 employees;
- 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 enabling employees to have a choice among 3 options to finance their home-work journeys as described in the section 4.1.3.1.2 "Mobility";
- gym and sports association;
- Navigo Pass recharging terminal, automatic ticket machine, public transport tickets, stamps, etc.

(1) TF1 scope excluding Newen and former Unify.

(2) TF1 group excluding Newen and former Unify.

### 4.2.4.3. Remuneration

#### 4.2.4.3.1. Remuneration and benefits function

The TF1 group Remuneration & Benefits function<sup>(1)</sup> supports the Human Relations Department on all remuneration issues, in its individual and collective aspects.

In line with its Code of Ethics, the Group ensures above all that each employee receives a decent salary in France and abroad. As such, the TF1 group's top salary levels are well above the legal and conventional minimums. The average and median salaries within the TF1 group by socio-professional category are also significantly higher than the legal and collective bargaining minimums and the average national indicators observed.

The Group also ensures that it applies a competitive and fair remuneration package. The analysis of this system is carried out through the prism of a global remuneration approach, integrating fixed and variable, annual and long-term remuneration elements as well as collective remuneration elements and all social benefits.

Every year, TF1<sup>(2)</sup> group consults wage studies to ensure that its remuneration systems remain competitive. TF1 uses the "General Industry", "Media" and "Executive" surveys conducted by the international specialist, Willis Towers Watson (WTW).

These benchmarks enable TF1 group to compare its wage policy with best market practices and to respond to the challenges of attracting and retaining employees in a highly competitive

environment and a dynamic labour market in its businesses. Apart from tracking the market positioning of all its employees, these benchmarks have also enabled the TF1 group to introduce payroll management tools (salary bands, hiring matrices, diversity targeting, etc.).

#### 4.2.4.3.2. Equal pay

Gender equality, particularly in terms of pay, is a key TF1 group HR policy.

The latest internal study undertaken on the TF1 scope and based on the methodology used to connect the remuneration surveys of the international specialist firm Willis Towers Watson (WTW), show a difference of 0.2% between women and men in favour of women, implying virtually perfect equality of pay in the scope considered. The study makes a relevant comparison of the remuneration gaps according to the business line, the level of responsibility and seniority, expertise and/or the managerial dimension.

Gender equity is a key issue for the Group, whose objective is to promote a policy of inclusion up to the most strategic functions and the highest positions of responsibility. Examples of concrete measures are detailed in 4.2.2.2.2 "Actions implemented to increase the number of women in management".

#### 4.2.4.3.3. Equal pay and mandatory annual negotiation (NAO)

##### Gross remuneration

##### INDICATOR: AVERAGE GROSS ANNUAL REMUNERATION BY PROFESSIONAL CATEGORY

Scope: France OE excluding suspended contracts (in €)	% coverage/ headcount	2021	2020	2019
Supervisory staff	71.8	40,851	40,840	39,294
Managerial	71.8	69,134	69,368	67,354
Journalists	71.8	71,613	75,368	73,856
All categories	71.8	66,033	66,339	64,463

In view of the prevailing health crisis and its impact on the Group's earnings in 2020, the 2021 mandatory annual negotiation (NAO) resulted in a 0.7% wage increase for TF1 group employees, targeted to the benefit of employees with less than 5 years length of service and/or whose remuneration was less than €50,000 gross p.a.

The digital company activities (former Unify scope) conduct an annual review of all salaries to guarantee that remuneration is fair and reflects individual performance.

Similarly, Newen conducts 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. Great importance is attached to one-off, end-of-year bonuses recognising exceptional performance or a higher contextual workload.

(1) TF1 group excluding Newen and former Unify.

(2) TF1 group excluding Newen and former Unify.



#### Variable remuneration

The variable remuneration policy primarily meets the aim to reward individual performance. The remuneration paid to the main TF1 group managers from the Head of Department level (C5) upwards – therefore includes a variable component assessed annually during performance reviews, and depending on the delivery of:

- group collective targets;
- individual quantitative targets;
- individual qualitative targets.

Since 2020, the remuneration of certain young talents and key profiles, which are particularly sought after in the market, has been accompanied by target-based variable remuneration, starting at Group Manager level (C3).

To highlight the TF1 group's commitment to an ambitious and pro-active CSR approach, all members of the Executive Committee were also set at least one goal relating to the main CSR projects in 2021, to which 5% of their variable remuneration was indexed. The Group aims to step up this approach in 2022 with the addition of a CSR criteria for all members of the Management Committee (COMEX, CODG, COMGT) lifted to 10% of the variable remuneration.

A new system to determine variable remuneration for sales staff at TF1 Pub was also rolled out in the third quarter of 2021 and is now steered at the Group level for harmonisation and fairness purposes.

#### 4.2.4.3.4. 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	2021	2020	2019
Membership rate for the Group Employee Savings Plan (PEG) (%) (World)	100	65.96%	71.4%	74.3%
Membership rate for the Retirement Savings Plan (PERCO) (%) (France)	85	12.21%	20.4%	19.4%

The TF1 group employee savings plan (PEG) was created on 15 December 1992. It was designed to receive voluntary contributions from employees of member companies, which are then topped up by the company, as well as any sums arising from statutory employee profit-sharing.

In addition, and to help employees save for their retirement, employees of TF1 group member companies have access to a collective retirement savings plan (PERCOL), which also benefits from company top-ups, and to the mandatory retirement savings plan (PEROB), set up by the Bouygues group, subject to conditions.

#### 4.2.4.3.5. 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	2021	2020	2019
Average gross amount paid per employee under profit-sharing scheme (€)	85	1,165	1,559	1,256
Average gross amount paid per employee under the incentive scheme (€)	85	3,921	1,734	2,457

TF1 group employees are also implicated in the Group's earnings and in value creation through the incentive and profit-sharing schemes.

In August 2020, the TF1 group<sup>(1)</sup> signed a new incentive agreement covering 2020-2021-2022. The new agreement is designed to reward the commitment of employees and their investment in delivering the company's underlying targets (Group consolidated revenue and current operating profit), in addition to the various employee savings schemes in force at the Group.

In April 2021, the cumulative amount (€17.5m) of profit-sharing and incentives for 2020 paid to 3,311 beneficiaries represented an average of 1.5 months of additional salary for an employee present across the entire year.

In 2021, on the recommendations of the Selection and Remuneration Committee and following approval by the Board of Directors, the TF1 group allocated a bonus share plan to members of the COMEX and CODG, as well as a stock-option plan to the Management Committee (COMGT).

A Newen bonus share plan was also granted to the main managers and key talents of the Newen group.

(1) TF1 group excluding Newen and former Unify.

#### 4.2.4.4. Talent recruitment and employer brand

##### 4.2.4.4.1. Attracting and recruiting the talents of tomorrow

Attracting and recruiting from among the best profiles on the market and retaining them with a view to developing their career path is the major challenge for the TF1 group.

The TF1 group is very active on social media with publications aimed at promoting its businesses through the various professional and affinity networks (LinkedIn, Jobteaser, Welcome To The Jungle, Instagram etc).

At the same time, an employer image campaign was launched in 2020 in the digital activities (former Unify scope) by overhauling “candidate” communications via a common base on the “Welcome to the Jungle” platform, as well as strengthening the recruitment unit, now composed of 3 profiles, and harmonising internship allowances to ensure attractiveness.

To reinforce its presence with students, the Talent Development Department rolled out at Campus strategy based on four pillars:

- virtual and physical forums;
- interventions by TF1 Campus ambassadors (Group employees) at target school courses (around 100 employees for around 50 events a year);
- studio visits (JT, LCI etc.);
- the creation of specific partnerships with the ESSEC Media and Digital Chair.

The Group is also continuing its recruitment strategy for work-study trainees through an annual talent-dating process uniting candidates from many schools. In 2021, like the previous year, TF1 group organised its Talent Dating online and brought together more than 2,000 candidates. In December 2021, the Group also welcomed 22 work-experience pupils as part of the “Mon Stage chez TF1” operation, for a week’s discovery of the audiovisual businesses.

Newen renewed its partnership with the GRETA and regional schools, especially in the South-East of France, to favour geographical diversity and help young people learn about audiovisual businesses.

To strengthen the appeal of the challenging Digital and IT businesses, the recruitment team has stepped up its presence on specialised forums and *job boards* (notably lesjeudis.com). Specialised firms have been called on to speed up recruitment for specific and technical positions. In addition, the Recruitment Department pays particular attention to the women profiles selected for these positions in order to promote gender diversity within the Technology Department. To this end, it participates in events dedicated to women engineers.

In November 2021, the recruitment team for the Publishers division in digital activities (former Unify) joined that of the TF1 group, thereby promoting the sharing of good practices and common actions in recruitment for these understaffed professions.

Tools to manage the pool of former work-study students and interns, which optimises the recruitment of junior profiles, have been modernised and automated. Since September 2021, the evaluation process for work-study students and interns at the end of their contract has been harmonised and implemented in these tools, thereby providing the recruitment team an updated and shared database to identify relevant profiles.

**In 2021, for the first time ever, the TF1 group came out No. 1 in the 10th edition of the annual barometer of the favourite companies of students and young graduates (Le Figaro Étudiant, in partnership with the Epoka/Harris Interactive barometer), from French Grandes Ecoles in the Media category. The barometer aims to measure the expectations of nearly 14,000 young people relative to the job industry by selecting their references from 179 companies.**

This distinction recognises the collective work achieved by the HR and Employer Image teams to develop the Group’s attractiveness with future talents.

#### INDICATOR: NUMBER OF WORK-STUDY, APPRENTICES AND PUPILS WITH A PROFESSIONALISATION CONTRACT WELCOMED DURING THE YEAR

(Scope: France)	% coverage/ headcount	2021	2020	2019
Interns under agreements with schools	85	394	343	425
Apprentices	85	253	133	69
Students on vocational training contracts	85	66	99	172

##### 4.2.4.4.2. Employee induction

So that everyone remembers their first day at the Group, new employee integration is an important stage for the Human Resources department and team managers.

Each new employee is thus fully integrated through an onboarding process. From the signing of their contract to on-site integration, the future employee is assisted by their future HR representative and future manager, who is tasked with organising their reception, providing them a Welcome Pack, introducing them to the various teams through their integration journey and sending out a welcome note.

Throughout their first weeks, the new recruit is followed closely by their two representatives as well as their “buddy”, chosen among the Group’s employees to assist in all non-formal aspects.

In a hybrid work context between onsite and teleworking, particular attention is paid to integrating new employees, who are invited to maximise their time onsite in the first few weeks.

A specific procedure to integrate work-study trainees aims to strengthen the community of potential young workers. Integration sessions are organised during their first months, adding to weekly lunches to exchange and share, as well as *Afterworks* gatherings to expand their network.

In 2020, the digital businesses (former Unify scope) set up a new employee onboarding process as well as training initiatives to meet its challenges and employee expectations (mainly management training).



#### 4.2.4.5. Skill development and internal mobility

##### 4.2.4.5.1. Assessment process and target setting

###### INDICATOR: PERCENTAGE OF EMPLOYEES WHO HAD AN ANNUAL APPRAISAL

(Scope: France, OE)	% coverage/ headcount	2021	2020	2019
% of employees who had an annual appraisal	72.4	94.8%	94.7%	85.8%

The assessment and setting of targets for TF1 group employees<sup>(1)</sup> is based on the following three approaches:

##### Performance appraisal

The performance appraisal focuses on the review of the past year and setting new targets for coming months. The appraisal enables the employee to participate in the assessment and target setting process alongside their manager and if necessary, to define a skill development action plan during the career review.

##### Career interview

In addition to the annual performance appraisal, each employee has a career interview every two years at least to focus on career development, training and mobility. This consists of a specific discussion between the employee and the manager on the employee's development plan and medium-term career expectations and training needs.

The employee can therefore express their desires concerning the levers they would like to activate to develop their skills: training, skill assessment, career workshops, meeting a career mobility coach, participation in communities etc.

The career interview is also an opportunity for employees to express their personal commitment to an "extra-curricular" role: mentoring, campus ambassador, etc. They are also informed of the French CPF (personal training account), VAE (voluntary service) and CEP (career counselling) schemes.

##### Six-year assessment

In addition, every 6 years, the employee receives a summary of his or her career path, known as a "six-year assessment", which reviews their professional career path and appraisals, and training they have received over the past 6 years.

In addition, annual performance appraisals have become widespread within the Newen Group, aiming to identify needs and requests in terms of development, which makes it possible to improve the

ability to listen and study intra-group mobility requests. There are also career interviews during which employees can find out about available training and New has implemented the 9 Box assessment with managers in France.

For the digital activities (former Unify scope), the standardisation of annual appraisals and career interviews was implemented from January 2020.

At Play Two, annual career interviews have also been set up to better support employees in their career.

##### 4.2.4.5.2. Management of jobs and career paths (GEPP)

The GEPP agreement signed in 2021 between Management and the trade union organisations aims to:

- anticipate as far as possible impacts on the businesses and their developments;
- promote the Group's future needs in terms of skills and training;
- development employee employability;
- expand the choice of options for employees to approach their career end.

As such, actions to promote mobility are all the more important in that they accompany the goals of this GEPP agreement.

The Group Career & Mobility coach offers employees the possibility of benefiting from personalised advice concerning their career development to help them with their reconversion, project creation or mobility goals.

Among the many schemes existing and described in the Livret GEPP career path guide provided to all employees, so-called PEPS workshops (Programme d'Évolution Professionnelle Sur-mesure - or the tailored career development programme) offer employees help with their mobility projects by taking part (free registration) in sessions ranging from rewriting CVs to preparing mobility workshops. In 2021, more than 320 employees benefited from the PEPS scheme, whether in personalised interviews or workshops.

(1) TF1 group excluding Newen and former Unify.

#### 4.2.4.5.3. Promoting employee mobility within the Group

##### INDICATOR: INTERNAL MOBILITY AS A PROPORTION OF TOTAL RECRUITMENT

(Scope: France OE) (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)	% coverage/ headcount	2021	2020	2019
Internal mobility as a proportion of total recruitment (%)	72.4	38.14%	29.73%	33.02%

In 2021, despite the hybrid work context for employees between onsite and remote working, the Human Resources Division remained fully mobilised.

Indeed, mobility is an enrichment and employability vector for all employees. The HR teams combined with specifically developed tools encourage the publication of offers, promote the diversity of the Group's opportunities and provide support for employees in their mobility process. Several mechanisms have been created over many years and were maintained in 2021 despite the hybrid work context:

- the Mobility Committing bringing together HR directors and representatives of the various entities is held monthly to examine recruitment needs, individual mobility requests and potential gateways. The committee is held at the same time as a monthly exchange between the HR and Mobility directors, in order to maintain close relations;
- the quarterly Mobility Committee held by the Bouygues Group Career and Mobility executives to step up inter-business mobility opportunities among the Bouygues Group entities;
- regular communication on the Intranet concerning employee mobility experiences and the various positions available at TF1 and Bouygues, contributing to employee and manager awareness;
- the "Vis ma vie" (Live my life) scheme offering the possibility for employees that have applied for mobility to spend 3 days of immersion to discover the daily life of the business that they would like to enter. In 2021, more than 30 employees benefited from this scheme.

In 2021, the Human Relations Division along with team managers, implemented 170 position changes within the Group, including mobility between Newen, the former Unify and Bouygues.

#### 4.2.4.5.5. Training

##### Recurring training offer

##### INDICATOR: CONTINUING EDUCATION

(Scope: France, OE, FT)	% coverage/ headcount	2021	2020	2019
Number of open-ended and fixed-term employees having received training	85	1,555	1,199	1,849
% of open-ended and fixed-term employees having received training	85	45.98%	36.70%	59.63%
% of payroll spent on training	85	na	na	na
Total training hours, all training systems	85	36,428	24,929	38,525
<i>of which number of internal training hours</i>	85	1,218	623	4,794
Average training hours per OE, FT	85	23.43	20.79	20.84

#### 4.2.4.5.4. Talent retention

The TF1 group pays particular attention to retaining its talents. The Talent Development Department integrated in the Human Relations & CSR Department works especially on creating and implementing retention programmes.

In 2021, the TF1 group launched a new programme aimed at young employees with strong development potential. This "Comete's" programme, in partnership with the Centrale-Supélec school and ESSEC, aims to support employees in their professional development, enable them to participate in cross-functional projects, develop their network and thus involve them in the Group's strategy.

Over the year, the Talent Development Department also worked on creating the second season of the "One's" programme. This programme, aimed at more experienced and high-potential employees, is designed to develop their cross-functional skills.

Other Talent communities also enable employees to become involved by themselves, alongside the Group. The Collectif 3.0, TF1 Campus Ambassadors and leadership programmes for managers are all opportunities for employees to get involved in the Group and make their skills available for cross-functional initiatives.

The Newen group's mobility teams work in collaboration with those of the TF1 group, and in particular participate in monthly and quarterly mobility committees.

The recruitment and mobility teams of the digital activities (former Unify) joined the TF1 group's recruitment teams at the end of 2021, and are fully integrated into the TF1 group's systems.

INDICATOR: TRAINING OF NON-PERMANENT STAFF

(Scope: France)	2021	2020	2019
Non-permanent employees who received training	49	72	48

TF1 group<sup>(1)</sup> training plan for 2021 was structured around six strategic priorities:

- Business skills: constantly supporting employees in terms of internal and external changes in their business (regulations, new challenges, new tools, etc.). For example, a training course was implemented for the journalistic teams on the theme of fact-checking, in anticipation of the French election year; the advertising sales teams continued courses on the programmatic theme, and a training programme on the Adobe Premiere tool was organised for all the News Factory editors.
- New working methods and personal development: training employees in innovative working methods adapted to the context of market and organisational transformation, and developing their soft skills. In particular, an agility training course was offered to all teams managing projects in agile mode, and training programmes related to change management, project management and design thinking were deployed. In terms of personal development, the emphasis in 2021 was on training in storytelling, public speaking and negotiation.
- The PEPS (Programme d'Évolution Professionnelle Sur-mesure) offer: anticipating structural changes in professions, promoting career development and facilitating mobility. It includes: an offer for everyone, with workshops on career themes, a pilot for managers to enable them to acquire the tools to design the future skills of their teams and to promote their employability, and specific programmes to support changes in professions.
- Management and performance: supporting changes in the managerial posture to engage teams and reach targets in a context of volatility, uncertainty, complexity and ambiguity (VUCA). The form and content of the Manager up courses, intended for new managers, have been adapted to take account of the health situation. In the first half of 2021, distance learning workshops on the themes of communication and commitment were also offered to managers to support the gradual return to the office, new teleworking rhythms and the specificities of hybrid management. The Leadership Connect course was also deployed to local managers in autumn 2021, as soon as face-to-face training resumed.
- Talent programmes: developing the potential of the Group's talents, beyond their job. In 2021, the "Comete's" programme was launched, aimed at the TF1 group's young talent, including employees of Newen and the digital activities (former Unify). This programme is run jointly by Centrale-Supélec and ESSEC. In addition, support for the intrapreneurship programme was redesigned and entrusted to the Boson Project, while the Campus Ambassadors were trained in public speaking to help promote the employer image to students.

- Societal commitment and obligations: strengthening the Group's CSR commitments (inclusion, diversity, climate, etc.) and meeting our legal obligations (health, safety, etc.). In 2021, the training plan supported especially: actions in favour of gender diversity with the large-scale deployment of a new training programme "Gender diversity and stereotypes – creating a respectful and inclusive work environment"; the disability action plan, with support for managers and tutors of disabled employees, but also for recruitment teams in inclusion; the Group's commitment to CSR with the start of a large-scale "Climate Path" programme for all teams in the ad sales house; actions in favour of the quality of life at work with awareness-raising for managers on psychosocial risks, or the health and safety of employees, with the proposal of safety workshops on bicycles; and the Group's obligations in terms of anti-corruption, with the deployment of an e-learning programme for all employees and a specific additional physical attendance module for sensitive populations.

At Newen, specific training in business skills has been deployed (sales, creativity, diversity), as well as training related to health and safety. In addition, a management training pilot was set up at Blue Spirit for permanent and temporary managers, including the themes of inclusive management in recruitment, the fight against sexist behaviour and violence in the workplace. A training course on "Combatting sexual and moral harassment and sexist behaviour" was deployed for the production teams of Demain Nous Appartient and Ici Tout Commence, in partnership with an association fighting violence against women.

**Online training offer**

In 2021, TF1 University expanded its e-learning training system, giving all employees access to modules on management, digital culture, health and safety and soft skills.

The remote Masterclass format launched in April 2020 during the first lockdown period, "1 H Avec", has taken root. This weekly interactive digital live event, open to all, features inspiring internal and external experts on subjects concerning the group's ecosystem, working methods and the changes in society. Over the course of the year, employees were able to participate in talks on topics as diverse as: "Everything you always wanted to know about advertising", "The place of women in Koh-Lanta", "Negotiating like Simone Veil", "Positive psychology: your ally in an uncertain world", "Earth Day". In addition to these inspiring talks, a second weekly "1 H Avec" event was initiated in the first half of 2021, to learn online in a short and interactive format: building an elevator pitch, feedback: what – when – how, graphic facilitation, slide design.

(1) TF1 group excluding Newen and former Unify.

#### 4.2.4.6. Human rights

##### 4.2.4.6.1. Social dialogue

###### Ensuring ongoing and constructive dialogue with social partners

In consultation with its trade unions, the TF1 group continued the policy of health protection for employees introduced in 2020 while organising the return to onsite working and the new work organisation methods.

In 2021, based on the experience of teleworking in the previous months, an amendment to the teleworking agreement signed in 2019 was concluded with the unions. This amendment allows eligible employees to telework up to two days a week (compared to one day previously) and defines an equipment budget of up to €180.

With health restrictions still in place, and after surveying employees and managers about the telework experiment, the Group decided to apply the agreement in a phased manner to follow developments in the health situation. Thus, employees returned to the office for 2 days a week from June 2021, then 3 days in July 2021, before full implementation of the agreement in September.

At Newen, which does not benefit from TF1's telework agreement, a survey of the agreements signed in the companies was carried out and an exchange with social partners initiated with the aim of harmonising practices for 2022.

At the same time, and after more than 2 years of discussions with trade unions, a Group agreement on the GEPP (management of jobs and career paths) was concluded. This agreement provides for the creation of a mapping of businesses (understaffed/emerging, undergoing transformation, sensitive) and the deployment of innovative tools to support the career development of employees (matching CPF contributions, internal and external professional retraining path, mobility leave), to strengthen their employability and to support the end of their careers (reorganisation of working hours via the CET, gradual retirement, part-time work reorganised at 80%, paid at 90%, acquisition of quarterly points etc.).

In 2021, the Bouygues group announced its intention to acquire the shares held by RTL Group in the capital of M6. As part of this industrial project aimed at merging the two audiovisual groups TF1 and M6, TF1's Works Council was consulted and issued a favourable opinion. Once the authorisation procedure launched with the French Competition Authority (ADLC) has been completed in October 2022, and assuming that the latter approves the merger, TF1's trade unions will be consulted again to discuss

the terms and conditions for implementing the merger and its consequences in terms of employment, organisation and social status.

To provide the best possible framework for this dialogue with the trade unions and employee representatives during this historic merger project, a method agreement was concluded in June 2021.

###### Review of agreements signed

Dialogue with the trade unions was constant throughout 2021, whether to supervise the gradual resumption of office activity as the health situation improved, or to improve the TF1 group's social policy.

As of 31 December 2021, the following agreements had been applied and concluded with trade unions:

- a framework profit-sharing agreement for the TF1 group and its quantification rider No. 1 covering the 2020 financial year, which included, for the first time, CSR objectives (reduction of electricity consumption and reduction of plastic waste collected for recycling);
- amendments to the telework agreement concerning the rhythm of telework days;
- Group agreement on the GEPP (management of jobs and career paths);
- TF1 group agreement on the one-off creation of an exceptional carry-over of 5 days of leave to be taken before the end of August to take into account the effects of the health crisis, which may have led employees not to have taken all their leave, thus avoiding them losing it.

In 2021, the Newen group negotiated its first Quality of Life at Work agreement. In addition, a Quality of Life at Work agreement was signed in 2021 for some of the companies in the digital activities (former Unify): *aufeminin*, *Marmiton*, Unify Advertising and Unify Studio.

At TF1, and for the first time, an employee director representing employee shareholders was appointed following the election in January 2021 of the employee members representing unit holders on the Supervisory Board of the FCPE TF1 Actions. The TF1 group also actively participated for more than two years, through the Syndicat des Télévisions Privées, in negotiations for the National Collective Agreement for the Television Broadcasting Sector, which was concluded in July 2021 and came into force on 1 January 2022.

##### 4.2.4.6.2. Employee health and safety

###### Monitoring of health and safety indicators

###### INDICATOR: ABSENTEEISM

January-December (Scope: France, OE)	% coverage/ headcount	2021	2020	2019
Absenteeism rate	72.4	2.66%	2.82%	2.40%
Total days absent	72.4	27,734	29,700	25,214
Days absent for sickness	72.4	25,920	28,862	24,212
Days absent for occupational accidents	72.4	1,023	371	620
Days absent for travel-related accidents	72.4	791	467	382
Days absent for occupation illness	72.4	14	0	0

Since 2018, the TF1 group has been accompanied by a new broker advising on social protection with the aim of significantly improving the accounts and controlling the risk of work stoppage. In this context, the group has committed to an action plan with quality of life at work as a lever, monitoring absenteeism and the

inventory of cases opened with the insurer, and measures for maintaining and returning to work after long stoppages.

The increase in the number of days of absence due to accidents at work or commuting accidents is due to a return to work on site.

**INDICATOR: WORK-RELATED ACCIDENTS**

(Scope: World, all contracts apart from temporary contracts)	% coverage/ headcount	2021	2020	2019
Number of work-related accidents with time off	100	20	11	19
Number of fatal work-related accidents (work-related/commuting)	100	0	0	0
Employees trained in health and safety	100	410	208	840
Frequency rate of work-related accidents	100	3.25	1.94	3.39
Severity rate of work-related accidents	100	0.17	0.07	0.12
Number of occupational illnesses	100	2	3	5

**Actions for health and safety in the workplace**

The procedure for dealing with violence in the workplace and cases of harassment was updated with trade unions during 2021 and attached to the Internal Procedures of TF1 group companies. As Newen Group employees have not been trained yet, training and awareness sessions have been organised for production, technical and head office teams concerning harassment, sexist behaviour and violence at work.

Also, under the impetus of the Labour Relations Department and with the assistance of health and safety prevention officers and work unit heads, the model of the TF1 SA Single Occupational Risk Assessment Document (DUERP) was completely revised, with the members of the TF1 Health, Safety and Working Conditions Committee (CSSCT), in order to make it a tool that is better understood and used by all stakeholders: top management, work unit heads, managers and employees.

This document, which is updated and enhanced each year, has been deployed in all TF1 group companies. In 2021, measures relating to teleworking and hyperbaric risk were strengthened in view of the increase in the frequency of these two issues.

**Prevention of psychosocial risks**

In terms of psychosocial risks (PSR), the following were put in place for TF1 group<sup>(1)</sup> employees when the Quality-of-Life-at-Work agreement was signed:

- training open to all employees to help them improve their management of stress and their emotions (self-coaching);
- training on the prevention of PSR for managers, together with the distribution of a brochure given to all employees by their managers; In particular, and despite a work organisation divided between onsite and remote learning, six additional sessions were held between June and September 2021, with the aim of raising awareness of local managers to the prevention of PSRs and the detection of weak signals, and training them to listen actively to employees and to internal procedures;
- a crisis line with the firm PSYA, open 24/7, provides access to a psychologist for employees who are experiencing professional or personal difficulties or an addiction problem;

- a new set of specifications for the “Quality-of-Life-at-Work Observatory” tool, which measures the effectiveness of the quality of life at work measures introduced in order to identify areas for improvement and assess psychosocial risks. The observatory was deployed under these new conditions in spring 2020, and will be deployed again in early 2022;
- continuation of the telephone consultation service which has been in operation for two years now.

**Health and safety risk prevention**

The Medical Department has run flu vaccination campaigns for many years. It also offers booster vaccinations and first aid kits to staff travelling on outside broadcasting assignments. Employees regularly attend medical check-ups arranged by TF1’s Medical Department. A telephone counselling service was set up, free of charge, in 2018. Accessible 24/7, it means that a professional can be consulted if a GP is not available.

The Group’s management, the Health, Safety and Working Conditions Committee and the occupational health team regularly issued recommendations on driving whilst on professional assignment, the use of AVIWEST transmission equipment or the security protocols to follow during outside broadcasts in high-risk areas. All these players work together to 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 and corrective measures are implemented where necessary.

Lastly, 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 September 2020, appointments can also be made at home. The DAGS has also bolstered site security procedures in view of the continuing threats in France, particularly towards the media. The tightened security procedures have resulted in increased security personnel at access points and the installation of special security perimeters, as well as a new entry control system.

(1) TF1 group excluding Newen and former Unify.



Systems are already in place at Newen, especially at 17 June, TELEFRANCE and Newen Distribution:

- "Médecin Direct", a remote medical consultation service accessible 24/7, on the web or via the free app, which offers three communication channels: video, written message, or telephone. "Médecin Direct" fits in perfectly with the existing healthcare arrangements and complements community-based medicine;
- [deuxiemeavis.fr](https://deuxiemeavis.fr), a medical assessment service that gives patients suffering from serious, rare or disabling illnesses to obtain a second medical opinion within 7 days. On the basis of a medical questionnaire and medical examinations transmitted online, expert doctors give a personalised opinion to help patients make more informed decisions;
- Support offered by the Group to all employees who would like it since the end of the lockdown via a life coach and behaviourist who remains active.

#### **Management of the health crisis**

Following on from the precautionary measures taken in 2020 to protect employee health, the TF1 group remained mobilised in 2021: daily supply of masks, distribution of hand sanitiser throughout the company, cleaning, disinfection and "aeration" procedures for specific buildings, regulation of staff flows and associated signage in the head offices buildings in Boulogne-Billancourt, site attendance gauges, teleworking encouraged for all eligible activities, PCR tests offered by the TF1 medical practice and a partner laboratory. Most of these measures are far superior to those stipulated by the national health protocol for companies.

In 2021, the Group also offered access to the COVID-19 vaccination for all its volunteer employees as soon as the government campaign was launched. Astrazeneca and Moderna vaccines were administered at the occupational health department, priority slots were reserved at the Saint-Quentin-en-Yvelines vaccinodrome, and leave of absence during working hours was granted for the vaccination. The vaccination campaign resumed for the third booster dose at TF1's headquarters with the creation of a vaccinodrome. Between 10 December and early January 2022, 1,113 TF1 group employees were vaccinated (permanent and fixed-term staff, work-study, interns, temporary or freelance workers, from Colas, Bouygues Télécom, Bouygues Immobilier and TF1's main service providers present on site).

From September 2021 onwards, employees affected by the obligation to present a health pass or a complete vaccination schedule worked smoothly with management.

The Newen Group's production companies also continued the actions started the previous year, drawing up a white paper on the re-start of filming after the lockdowns. Regular communications accompanied the deployment of COVID officers to each shoot and the updating of the DUERP with a specific focus on these sensitive locations.

#### **Fight against violence in the workplace and harassment**

The procedure for dealing with workplace violence and harassment was updated with trade unions during 2021.

Since 2014, the TF1 group has had an external and anonymous hotline, "Allodiscrim". Its objective is to inform and advise employees on the steps to take if they feel they are being discriminated against or treated unequally within the company.

At Newen, training and awareness sessions were organised for production, technical and head office teams concerning acts of harassment, sexism and violence at work. In 2019, the "Allodiscrim" hotline was also opened to all the Group's employees, whether permanent or temporary.

#### **Contributors to the health and safety approach**

The Medical Department is responsible for the day-to-day medical care of employees and for the prevention of occupational hazards. The occupational health physician, assisted by three nurses, designs and implements collective and individual measures. Occupational health physicians raise awareness of lifestyle issues among the workforce and alert HR if and when they identify psychosocial risks.

From 1 January 2020, TF1 group, including Newen and Unify as subsidiaries located in Paris and its inner suburbs, will be served by the Centre Médical de la Publicité et des Communications (CMPC). In addition to having a very good understanding of the media industry, the CMPC is confident that it will be able to:

- support the Group to reform mandatory health services;
- roll out a multidisciplinary team (ergonomist, occupational psychologist, addiction specialist, etc.) that can be mobilised rapidly;
- support the Group to introduce occupational risk prevention programmes.

In July 2021, the CMPC and the Centre Médical de la Bourse (CMB - SSI exclusive to entertainment workers) merged to create THALIE SANTÉ and thus form a structure dedicated to companies and organisations in the cultural sector (entertainment, press, publishing, advertising, inter-professional sector). An occupational physician is dedicated to the Group, thus allowing for more effective local support.

If they need to, employees can also contact the on-site social worker whose role is to assess the situation and assist employees in their actions by liaising with specialised organisations.

TF1 group considers the dialogue on health and safety at work to be of the utmost importance. This takes place both through agreements signed with the trade unions on employee health and safety, 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.



### Health and safety related training

Regular health and safety training is organised to keep employees' skills current and to inform them of regulatory changes. Particular attention is paid to health training, in particular, "self-coaching" workshops with My Osteopathic training courses, designed and facilitated by an osteopath, tailored to the work situations encountered by our employees (outside broadcasting staff, make-up artists etc.). Safety training is offered to the employees concerned: local security personnel, first aid, electrical accreditations, safe driving courses, etc.

Training modules on "awareness of urban areas and crowd movements" have been tailor-made for outside broadcasting staff. Training is also delivered to TF1 employees who are obliged to travel and work in "risk" countries and warning apps are installed on their smartphones so that they can report in case of serious events occurring on the ground. In addition, a memo was sent to remind employees using their vehicles for work (journalists in particular) of the precautionary measures to be taken and the need for strict compliance with the highway code. Furthermore, in 2021, all employees interested were provided awareness training for respecting the highway code for cyclists.

## 4.2.5. Solidarity

### 4.2.5.1. Sponsorship activities **INTERNAL** **CONTENTS** **EXTERNAL**

On its channels and on digital, the TF1 group offers wide visibility to major causes and the associations that support them. Support is adapted to needs and takes many different forms:

- free broadcasting of donation and/or awareness-raising adverts on TV and radio;
- editorial relays in the news and/or on the Group's websites and social networks;
- invitation of representatives of associations on the programmes;
- appeals for donations on programmes, on digital and social networks;
- special programmes dedicated to a cause or association (12 Coups de midi, Le Grand concours);
- production of short programmes, fundraising spots, awareness-raising spots;
- relay of cases by Group presenters/journalists;
- payout of game winnings (Game of talent, District Z, Good Singers, Marble mania).

On the channels and digital, the TF1 group focuses its efforts on associations in connection with:

- medical research: Fondation recherche médicale, Fondation Arc, Sidaction;
- support for patients/disabled people and their families: Fondation des hôpitaux, Ela, ARSEP, Petits Princes, Princesse Margot;
- the fight against precariousness: Les Restos du cœur, the Abbé Pierre foundation, Action contre la faim;
- Violence against women: the women's foundation, La maison des femmes de St-Denis...;
- child protection: Action Enfance e-enfance;

### 4.2.4.6.3. 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 June 2021, asking participants about their perception of key human rights issues based on the Bouygues Group Compliance Plan.

Given the limited workforce abroad, employee representation is not an issue for the TF1 group.

In contrast, employees who travel and work in so-called "high-risk" countries are trained accordingly (see Section 4.3.2.2 "Employee health and safety").

The TF1 group also took out a repatriation insurance policy with AXA aimed at supporting employees sent on missions abroad.

- major disasters: Alliance Urgences, Croix-Rouge;
- ecological transition: Stop energy exclusion, Surfrider.

The channels widely relay institutional messages, particularly those related to the health crisis. In 2021, institutional messages represented 72% of the total amount of free space granted.

Off air, support for the Bouygues, TF1 and Newen corporate foundations and sponsorship actions are focus primarily on the professional integration of young people.

In 2021, the TF1 group supported a total of more than a hundred associations, foundations or organisations, thus offering visibility to as many people as possible to serve a variety of causes that meet the most pressing needs.

The channels also relay operations linked to deceased candidates who have left their mark on the programmes. During the broadcast of the finals of Koh Lanta in 2020 and 2021, the #PourBertrandKamal fund created by the Arc Foundation and dedicated to research into pancreatic cancer was highlighted following the death of the candidate.

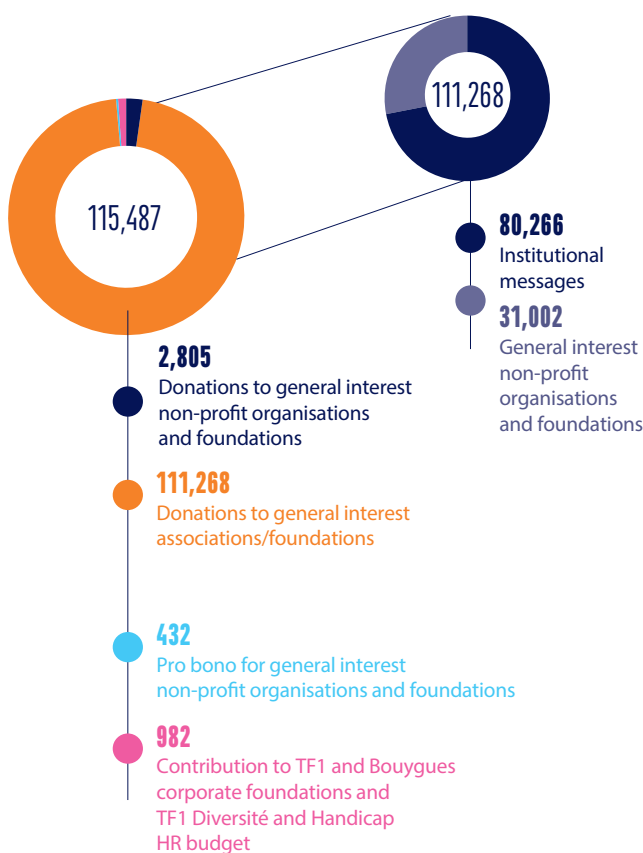
In 2021, on the occasion of the special broadcasts dedicated to the 20th anniversary of Star Academy, appeals for donations were made for the benefit of the Gregory Lemarchal association, which, since 2007, has financed major research programmes for cystic fibrosis, helped patients and their families to improve their lives, informed the general public and raised awareness about organ donation.

Employees are informed of the major humanitarian operations supported by the group and are involved as much as possible (solidarity races, collection for the Pièces Jaunes operation, distribution of Sidaction ribbons, etc.).

**INDICATOR: TOTAL SUPPORT FOR SOLIDARITY ACTIONS**

<i>(thousands of euros)</i>	2021	2020	2019
Number of organisations having received donations	110	125	152
Donations to general interest associations/foundations	111,268	135,812	42,143
Donations to general interest associations and foundations	2,805	2,875	3,221
Pro bono for organisations and foundations	432	211	228
Contribution to TF1 and Bouygues corporate foundations and TF1 Diversité and Handicap HR budget	982	1,045	1,156
<b>TOTAL SUPPORT FOR SOLIDARITY ACTIONS (THOUSANDS OF EUROS)</b>	<b>115,487</b>	<b>139,943</b>	<b>46,748</b>

The TF1 group maintains a high level of support via its free space on channels especially in view of the continuing high number of institutional messages related to the health crisis.



**INDICATOR: BREAKDOWN OF VALUATION OF FREE SPACE IN 2021**

Institutional messages	80,266
General interest associations and foundations	31,002
<b>TOTAL</b>	<b>111,268</b>

#### 4.2.5.2. Solidarity advertising **EXTERNAL CONTENTS**

##### Goodeed

In 2020, TF1 Pub was the first multi-media advertising agency to work alongside Goodeed, and market the solidarity advertising format on digital and terrestrial, enabling brands to act alongside Internet users and to donate part of their budget to charities.

By the end of 2021, a year after the launch of the solidarity advertising format with Goodeed, 32 campaigns had been broadcast on TF1 or MYTF1, raising €325,000 for 27 associations active in various fields such as the environment, inclusion, education or poverty. On the strength of this success, TF1 Pub and Goodeed have deployed new TV, digital and social media offers, including Unify Advertising's inventory and the TF1 group's DTT channels.

##### WhatRocks

Unify Advertising and TF1 Pub are signatories to the "solidarity advertising pact" launched by the WhatRocks Foundation. By making all of its media brands available, Unify Advertising and TF1 Pub are helping to highlight new ways of financing major social and environmental causes.

A year after signing the WhatRocks™ Pact for solidarity advertising, the digital businesses (ex-Unify) confirmed their commitment to responsible advertising by joining the label's Founding Member Programme, on the occasion of its launch in France in September 2021. The initiative created by WhatRocks™ allows Internet users, by viewing a digital ad, to accumulate a virtual currency convertible into donations to the association of their choice. For its arrival in France, WhatRocks™ is partnering with the label's member publishers to distribute one billion Rocks™ to its users for free.

##### Vinted

In partnership with Vinted, TF1 initiated the "Month of the Second Hand": for the first time and throughout the month of October 2021, the outfits worn by the actresses and actors in the daily series *Ici Tout Commence* and *Demain Nous Appartient* were put on sale on the Vinted platform. Profits from sales of the outfits were donated to the association La Cravate Solidaire, which supports people on social integration programmes and fights against discrimination in job interviews, particularly those related to appearance.

#### 4.2.6. Learning about media **CONTENTS EXTERNAL**

Convinced of its role to play as a media group that produces, publishes and broadcasts content and information, the TF1 group has set up a number of initiatives to help educate all audiences about the media and information production.

##### Education for all publics

On LCI.fr, the section *La médiatrice vous répond*<sup>(1)</sup> is where Christelle Chiroux, TF1 and LCI's news ombudsman, answers viewers' questions. In addition, she regularly produces articles entitled *C'est quoi ton job?* and interviews with TF1 group news staff, such as the head of the 8-10pm news slot at LCI. In 2021, the news ombudswoman also launched the *Info & Vous* podcast, highlighting what goes on behind the scenes in the LCI and TF1 newsrooms.

In 2021, TF1 also inaugurated *Les rencontres de l'info*, an event aimed at the public, based on a partnership with the Centre de Liaison de l'Enseignement et des Médias d'Information (CLEMI). The first event took place on 20 October 2021 in the TF1 auditorium and gave the public the opportunity to meet and discuss with three major reporters and an image reporter. The launch of this event, which is intended to be held monthly in 2022, illustrates TF1's desire to further strengthen its proximity to viewers and to be transparent about news production in order to improve understanding of professions in this field. The partnership established with CLEMI, which invites many high school students to the event, helps reach out to young audiences and give them the opportunity to exchange directly with the TF1 group's editorial staff.

The editorial offices maintain close links with CLEMI and the Seine-Saint-Denis General Council and in 2021 organised more than 130 interventions by journalists in secondary schools on social issues such as freedom of expression, notably as part of the Agora programme or during the "Press and Media Week in Schools" (SPME). The latter, organised by CLEMI for 4 million pupils, aims to help school children, from kindergarten to high school, to understand the media system, to shape their critical judgement and to develop their taste for news.

In addition, and with a view to increasing young people's awareness of current affairs and strengthening their links with the news, but also with a view to educating them and making the editorial professions more transparent, the TF1 group joined forces with the *TikTok* social network for a special operation entitled "TF1 group news week" in January 2021. The programme for this operation included a *Masterclass* with a behind-the-scenes look at the news and weather, a live show presented by Christophe Beaugrand, and a #ThisNewsQui challenge to try to get the TikTok community to react to current events. This "news week" was a great success, with 40 million views and over 2,000 contributions.

To help educate children and teenagers, LCI broadcasts a weekly news magazine called *L'info à suivre*, which presents information in an accessible and educational way.

Through the "Mon Stage at TF1" operation, the Group welcomes interns from the fourth year of secondary school, selected by competition through a one-minute video, enabling them to discover all the jobs of a media group over one week. A new "Audiovisual Morning" operation will be organised in February 2022 in the form of remote interviews, this time open to all secondary school pupils and students.

The "Experts à la Une" initiative (detailed in section 4.2.2.1. "Representation of women in content") is also part of this approach, through the pairings created between women experts and journalists, thus enabling women experts to better understand the workings and needs of the editorial offices. The Group plans to renew this operation in 2022.

The fight against fake news and raising public awareness of its importance is addressed in section 4.3.1.1 "Independence of the Group's editorial teams, pluralism, ethics and ethics in information and in programmes".

(1) <https://www.lci.fr/actualite/la-mediatrice-vous-repond-12838/>

## 4.3. ETHICS

### 4.3.1. Ethics in contents **CONTENTS**

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

As part of its own production of news and other programmes, programme purchases and advertising, the TF1 group has a special responsibility due to its status as a leading channel. The Group ensures compliance with its public commitments in terms of ethics and professional conduct of the content produced and broadcast (independence of information, protection of vulnerable audiences, respect for privacy, presumption of innocence, etc.), which are a pre-condition of its licence-to-operate, if the regulator were to rule on major non-compliance. Compliance is subject to rigorous controls:

- by the General Secretary or the News or Broadcasting Divisions, not just with regard to compliance with the commitments given by the channel (terms and conditions and agreements signed with the CSA, Journalists' Code of Ethics, etc.), but also on programme standards and the protection of younger viewers:
  - the TF1 News Division has responsibility for ensuring that ethical principles and journalistic standards are applied in the editorial offices,
  - the main unions representing journalists in France have adopted a Charter of Professional Ethics, available on the website of the Syndicat National des Journalistes (SNJ), the professional body for journalists in France,
  - a Code of Conduct specific to journalists present at TF1 was signed on 28 January 2019, and then sent to all of the company'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;
- by setting up an Honesty, Independence and Pluralism of Information Committee (in accordance with the law of 14 November 2016); Since 2017, this committee, composed of independent figures, has been tasked with contributing to compliance with the principles of honesty, independence and pluralism of news and programmes within TF1 channels. This committee met twice in 2021;
- by the editorial staff of TF1, which is extremely attentive to the quality of image sources and prohibits the use of amateur videos when their origin is not strictly verified. When they use these amateur documents, which can be cropped and edited, they insert the wording "amateur document" and specify, if possible, the date on which the images were shot;
- by ensuring advance viewing of certain programmes (by a child psychologist and an *ad hoc* committee), and ensuring that accurate rating information is provided for programmes;
- by submitting advertising to the ARPP in advance (advertising);
- by introducing controls on the channel's websites and community spaces (moderation system, safe surfing);
- by providing in-house training for news professionals, including press law training in 2021.

See section 2.2. "Compliance of content with ethical and professional standards".

#### Fight against fake news

Developing and promoting its expertise is one of the priorities of the TF1 group's News Division. It legitimises its societal role. Since 2020, the fact-checking of content on the channels of TF1, LCI and the Group's digital news media have been brought together under the banner of "The Verifiers".

Thanks to social media, everyone, with knowledge or belief, hyper-specialist or neophyte, can now spread a message. The more likely it is to generate emotion, and in particular anxiety, the larger its audience and footprint. For the TF1 group journalists in charge of fighting against fake news, this involves helping them question rumours and allegations, and distinguish between facts and their interpretation, between true and false.

This verification is based on techniques and tools: monitoring social media, finding the date of the first publication of an image, its context and thus verifying that it has not been misappropriated, retrieving messages that have been erased, interviewing sources recognised for their expertise, etc.

In partnership with the CFPJ (the French professional training centre for journalists), the TF1 group has trained digital editorial journalists and documentalists. In 2021, this training was extended to journalists from the LCI channel and to contacts in each TF1 editorial Department, Economy, Politics, General News, Society and International Discussions.

It is up to these 70 fact-checking experts to enrich the digital section "The Verifiers", the daily items in the LCI news sections and the formats of the TF1 newscast, "Fake news", *Factual* and "True False", or invent new formats. These fact-checking experts complement the daily work of TF1's 700 news staff, including 350 journalists. This digital offering was expanded in April 2021 with the launch of a monthly programme on the Twitch platform. Entitled FCdebunk, this programme is dedicated to the fight against fake news, and for its first issue, two journalists focused on the phenomenon of deep fakes.

Furthermore, through the content that the TF1 group broadcasts, the subject of disinformation is addressed, as in the documentary series *C'est un complot!* broadcast on Histoire TV in 2021, which aimed to respond to conspiracy theories on the ground in order to rectify the historical truth. In addition, LCI has broadcast numerous reports raising awareness about disinformation, including *Comment nous avons piégé les complotistes (How we tricked the conspiracists)*.

#### 4.3.1.2. Ethics in advertising content

The Programming & Broadcasting Division of TF1 Pub, the Group's airtime sales house, views all adverts prior to broadcast, sometimes with input from Legal Affairs.

Even if the ARPP has cleared an advert, TF1 Pub may reject it or impose specific broadcast conditions on the advertiser, in cases where it regards an advert as inappropriate for the editorial line of the media on which it is to be shown, particularly as regards the family audience of TF1.

In this case, a letter is sent to the advertiser or communication agency that designed the message. A solution is sought to adapt the message or its broadcast schedule to the editorial line of the medium. If no solution is found, the message is not broadcast. This situation is provided for in TF1 Pub's general conditions of sale.

The websites of the TF1 group's channels (MYTF1) and LCI.fr as well as several websites (aufeminin.com, doctissimo.fr and marmiton.org) are also 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 the website environments in which the brands appear to meet the new requirements of advertisers and users.

#### 4.3.1.3. 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 the CSA of its composition but remains solely responsible for rating decisions. The signage provides practical information about age appropriateness for each of the five categories (general, -10, -12, -16, -18). The TF1 channel does not broadcast any -18 rated programmes. The Viewing Committee set up by TF1, which rules on the rating information to be put in place, brings together the heads of Broadcasting, programming, programme compliance, acquisitions and youth programming.

##### A psychologist for children's programmes (TFOU)

Since the creation of the youth slot, the artistic teams and/or a psychologist for children have screened all the youth series purchased and worked in close collaboration for the series co-produced by the channel. When she deems the images unsuitable for children, the psychologist suggests cuts or sometimes qualifies episodes as not being broadcastable. These recommendations are always 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 the Secretary of State for Children and Families, which reports to the Ministry of Solidarity and Health. The TF1 group's General Secretariat is taking part in the discussions which are intended to enrich the [jeprotegemonenfant.gouv.fr](http://jeprotegemonenfant.gouv.fr) website with sections aimed at parents and highlighting tools for limiting screen time and inappropriate content.

### 4.3.2. Ethics and compliance in business relations, responsible purchasing and dialogue with stakeholders

**INTERNAL** **EXTERNAL**

#### 4.3.2.1. Ethics and compliance in business relations

Through its Code of Ethics, updated in 2019, and compliance programmes detailing the Group's policy in terms of anti-corruption, conflict of interest management, compliance with competition law, stock exchange law and international sanctions, the TF1 group informs all of its employees of the best practices to ensure compliance with its ethics policy in its business relations.

In 2021, the TF1 group also continued to roll out *e-learning* training on the fight against corruption and influence peddling to all employees. Through letters of visible commitment the Group's managers have also pledged to respect the ethical and corruption prevention principles set out in the above-mentioned internal documents.

In 2022, the Group intends to continue to raise awareness of managers and those most exposed to the risks of corruption and influence peddling in order to ensure that these issues are dealt with, particularly at the highest level of the organisation.

#### 4.3.2.2. Responsible purchasing

In this chapter, only the business relationships and purchases of the historic TF1 group are taken into account (excluding Newen and the digital activities (former Unify).

##### Types of purchases

Rights purchasing, which accounted for €826 million over the period, or 61% of the Group's total purchases (59% in 2020), was done through the Purchasing EIG. Since the main risk for this type of purchase is compliance (failure to comply with the agreement signed with the CSA, for example, on quotas of French-speaking programmes or on the aspects of ethical or professional integrity

set out in section 2.1.2.2.1 "Risks and how they are managed"), it is monitored by Broadcasting, the Legal Affairs Department and Internal Audit.

The Central Purchasing Division (excluding programmes) is largely responsible for implementing the responsible purchasing approach, as described below. It accounts for €321.6 million, or 24% of total purchases (26% in 2020).

The remaining expenditure is made up of TF1 Games merchandise or purchases made directly by entities not covered by the Central Purchasing Division.



### Responsible Purchasing Approach of the Central Purchasing Division

To extend TF1's CSR approach to also cover the Group's service providers and suppliers, in 2008 TF1 initiated a Responsible Purchasing approach excluding the purchasing of rights.

TF1 group is a signatory of the Responsible Supplier Relations Charter. This consists of 10 commitments aimed at building balanced and sustainable relationships between the major companies that are signatories of the charter and their suppliers. By signing this charter, TF1 is demonstrating its desire to apply the best practices described and to establish a climate of mutual trust with its suppliers.

The Supplier Relations and Responsible Purchasing Label, which aims to recognise organisations that have demonstrated sustainable and balanced relationships with their suppliers, was first awarded to TF1 in 2014 by the Label Attribution Committee (French Ministry of the Economy, Finances and Recovery associated with the French National Purchasing Council), then renewed on 29 March 2018 for a period of three years, subject to the successful completion of the two reviews.

This label, associated by the ISO 20400 standard, recognises the continuous improvement initiative to which TF1 and the Purchasing Division have long been committed. The implementation of these commitments concerns all buyers and more broadly involves other Departments that contribute to building an efficient and sustainable purchasing ecosystem.

#### Main initiatives

Through its Responsible Purchasing policy, the TF1 Purchasing Division adopts a multi-pronged approach in accordance with Bouygues group's CSR approach. This mainly includes promoting sustainable relations with its suppliers, applying CSR criteria to purchases, making greater use of the sheltered sector, tackling corruption and offering professional training for its buyers.

With a view to perpetuating balanced and sustainable relationships, implementing this commitment and guaranteeing the independence of its suppliers, Arnaud Bosom, Executive Vice President, Human Relations and CSR, was appointed as an internal mediator in November 2017. The mediator's role is to seek to settle, out of court, any potential disputes that may be referred to it, as part of a pro-active understanding of the supplier's situation and in the mutual interest of stakeholders. The mediator can be contacted directly at: mediateur@tf1.fr.

A rudimentary risk map, focusing on critical issues for the 57 families of the ex-rights purchasing nomenclature, was introduced in 2015 in accordance with ISO 26000 and 31000. The potential risks (environment, employment law, health and safety) were summarised and a list drawn up of the measures in place. These were accompanied by an action plan.

Together these formed the comprehensive "parent company vigilance" action plan launched by Bouygues in 2017. In 2022, the TF1 group intends to improve and reinforce the actions already deployed depending on any new risks that will be identified and will adopt new action plans, if necessary.

#### Promoting balanced and sustainable relations

The commitment of the TF1 group Purchasing Division towards sustainable and balanced relations with its suppliers and partners remains a major objective.

TF1 prefers to have framework contracts with its suppliers, whilst establishing multi-annual contracts for services or supplies requiring significant investment and implementation. For several

years, the TF1 group has had a balanced contractual framework compliant with the legislation and regularly reviews its General Terms and Conditions of Purchase.

Between now and 2023, TF1 has pledged to halve the percentage of invoices paid late by redoubling the efforts of its Executive Committee to implement related action plans such as stepping up digitalisation of the order and settlement process; ongoing dematerialisation of invoices; and strengthening the exchange and support actions carried out by operating staff. So far, 70% of suppliers have opted for dematerialised invoicing.

Lastly, TF1 has drawn up an Invoicing Charter (available on the corporate site under Commitments > Responsible Purchasing > Supplier Regulations). Its objective is to share best practices and facilitate administrative exchanges with the Group's supplier partners.

#### Supplier assessment with ecovadis and the CSR questionnaire

Since 2008, one aspect of the Responsible Purchasing approach has been based on the CSR assessments of suppliers. These assessments, carried out by EcoVadis, are focused on 4 components: the environment, social aspects, business ethics and purchasing policy. The assessments lead to a report that provides a score for each component, an overall rating, the weak points, strengths and opportunities of the company assessed as well as a benchmark and 360-degree information.

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 commits its suppliers to a continuous improvement process by encouraging those identified as being at risk to implement a corrective action plan (overall score ≤ 35/100).

By the end of September 2021, 180 suppliers had been subject to an EcoVadis assessment over the previous three years. Of the companies assessed, 30% employ between 100 and 999 people; 9% employ between 26 and 99 people, 7% less than 25 people and 55% more than 1,000 people.

The average score for the panel of suppliers contacted and assessed was 59.13/100 (overall EcoVadis average of 47.6/100), with 75% 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. Thanks to a rapid and effective analysis, this questionnaire allows us to better understand the supplier and identify their CSR issues.

#### Buyer training and involvement

To date, 70% of Central Purchasing Division buyers have been trained in Responsible Purchasing and CSR since 2015.

Moreover, 25% of the collective variable remuneration of the Purchasing Director and buyers from the Central Purchasing Division, depends on their Responsible Purchasing actions: inclusion of CSR criteria in purchasing decisions, deployment of CSR assessments (EcoVadis or CSR questionnaire), contribution to the management plan, and monitoring economic dependency.

#### Use of the sheltered/adapted sector

The Group's 2020-2022 collective agreement for the integration and retention of employees with disabilities in the Group's work includes provisions relating to purchases and the use of structures in the sheltered and adapted sector. The Central Purchasing Division commits to a minimum of €800k in revenue over the term of the agreement.



### Integration of social responsibility criteria and clauses in calls for tender

An "ethics and compliance" clause referencing the Group's Code of Ethics is included in contracts and the General Terms and Conditions of Purchase, recalling that respect for a socially responsible approach and ethical business conduct in compliance with applicable laws and regulations (and in particular the principles of the UN Global Compact, respect for human rights, international labour standards, the environment and the fight against corruption) as well as adopting responsible purchasing practices are fundamental principles of the TF1 group.

The contractor thus commits to respecting the principles set forth in the Compact, the Responsible Supplier Relations Charter and the "Supplier and/or Subcontractor CSR Charter" on the TF1 group website, under "Commitments" (<https://groupe-tf1.fr/fr/commitments-csr/our-csr-policy>) and makes sure its subcontractors do the same. The contractor is informed that not respecting these principles will result in contract termination and/or would cause serious damage to the image of the TF1 group.

For more than 10 years, TF1 has been committed to an active policy to promote the integration of people with disabilities into the economy. The signing of the manifesto for the inclusion of people with disabilities in the economy at the end of 2019

accelerated the action plan of the Central Purchasing Division (excluding programmes): inclusion in all calls for tenders of social criteria relating to inclusion and disability, and when the type of purchase is appropriate, a social clause may also be implemented and require the candidate to comply with a social commitment as a criterion of eligibility.

### Responsible actions outside the Central Purchasing Division

#### Rights purchasing

Ethical issues related to rights purchasing (including potential corruption among rights holders and broadcasters) are rare, because rights are granted by means of calls for tender which follow a strict procedure (publication of tender specifications, submission of secure bids, opening of bids in the presence of a commission, etc.). TF1 is careful to include compliance clauses in its bids, a policy which is usually reflected in – or inspired by – rights purchasing agreements.

Regarding TF1's internal process, the bid prices are set by an Executive Management Select Committee, or for major rights (such as the FIFA or Rugby World Cup) by an *ad hoc* committee set up by the Board of Directors. The Legal Affairs Department is routinely involved in the preparation of bids.

### Summary of actions for departments involved in the process

	Central Purchasing Division	Rights Purchasing Division
Publication of the Responsible Purchasing policy	Yes	-
Buyer training in Responsible Purchasing	Yes	Yes
CSR criteria included in calls for tender	Yes	Yes
EcoVadis assessment	Yes	No
CSR questionnaire sent out during tenders	Yes	No
Integration in the CSR risk map	Yes	Yes

### INDICATOR: RESPONSIBLE PURCHASING

	From 01/10/2020 to 30/09/2021	From 01/10/2019 to 30/09/2020	From 01/10/2018 to 30/09/2019
Total business scope (€m)	CPD 321.6	CPD 315.2	1,376.7
Expenses addressed by CSR criteria (€m)*	CPD 321.6	CPD 315.2	1,367.7
Share of expenses addressed/addressable expenses (X %)	100%	100%	100%
Number of suppliers assessed by EcoVadis or in the process of assessment	180	163	147
Revenue covered by an Écovadis assessment or in the process of being assessed (in €m)	226.14	199	125
Revenue with the sheltered/adapted sector (€K)	875.7	658	285.8
% of CPD buyers trained in responsible purchasing	70**	80**	70**

\* Expenditure covered by a responsible purchasing approach or purchasing procedures integrating CSR criteria (e.g., contracts incorporating a CSR/SD clause).

\*\* 2 Central Purchasing Division buyers joined the service in 2020 and 2021 and had not yet been trained at the end of 2021.

### 4.3.2.3. Dialogue with stakeholders

TF1 maintains regular dialogue with all of its stakeholders.

This was intensified in 2021 in terms of CSR, in particular with the regulatory authorities such as the CSA, newly named ARCOM since 1 January 2022, within the framework of the ongoing discussions on the media climate contract, which includes other media groups and which follows the citizen's convention for the climate and the Climate and Resilience law voted in August 2021. The objective of the media climate contract is to enable the regulator to measure the efforts of media groups in favour of the ecological transition, particularly with regard to the content they broadcast, responsible advertising and reducing the carbon impact resulting from their activities.

The TF1 group already reports to the CSA 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 the CSA.

2021 was clearly marked by the new materiality analysis conducted by the TF1 group, which was aimed at defining its major CSR issues and involved consultation with a panel of citizens (more than 700 people), nearly 1,000 TF1 group employees including intermittent 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), NGOs (Manifesto for an ecological awakening, The Shift project, On est prêt, Make. org), institutions (ADEME, CNCPH) which was held in person in October.

As an observer, Arnaud Bosom, Executive Vice President in charge of HR and CSR, also attended a committee of external stakeholders organised by the Bouygues Group on the duty of care, in particular the perception of the key human rights, health and safety and environmental issues facing the Bouygues Group and its suppliers and subcontractors. The panel was made up of representatives from RH sans frontières, Manifeste pour un réveil écologique, Sustaineo, Force Ouvrière, UN Global Compact, Sustainalytics, FIEC.

As part of the work carried out by TF1 Pub in 2021, the advertising network called on its external stakeholders to define its CSR roadmap and, in particular, to build its new advertising offers designed to promote responsible consumption and to strengthen the education of the general public on environmental labels and criteria. This consultation brought together media agencies,

advertisers and professional unions and associations, as well as ADEME. TF1 Pub is also actively involved in inter-professional dialogue, in particular with the Syndicat des Régies Internet (SRI), the Syndicat National de la Publicité Télévisée (SNPTV), the Union des Entreprises de Conseil et d'Achat Media (UDECAM), the Union Des Marques (UDM) and the États Généraux de la Communication (communication forum), to work on harmonised methods for measuring the carbon impact of advertising and to identify levers of action for reducing it, taking into account the entire value chain.

TF1 also maintains regular dialogue with its audiences through:

#### The service responsible for relations with viewers

TF1 & Vous, the TF1 group's viewer relations site, is a website entirely dedicated to audiences, bringing together a community of 100,000 people. The site meets the expectations and needs of viewers including a dynamic FAQ<sup>(1)</sup> section, whose purpose is to enable the public to find all the answers to their questions thanks to an easy-to-use contact form.

To go further, TF1 created the "TF1 group Ambassadors Club"<sup>(2)</sup>, a club that allows 20 viewers to have access to the backstage of the Group's channels as well as to those who produce their programmes, and to generate interactions.

#### News ombudsman

Through the viewer service and on the LCI website, the editorial mediator receives opinions, requests for explanations and any complaints from the public about information broadcast on the TF1 and LCI channels. The mediator explains how the news is broadcast and according to what rules, and also advises the editorial team when many people express similar reactions on a given issue.

In addition to the existing exchanges, in 2021 the news ombudsman created *Les Rencontres de l'info*, a meeting for the public, based on a partnership with CLEMI. The first event took place on 20 October 2021 in the TF1 auditorium and gave the public the opportunity to meet and discuss with three major reporters and an image reporter. The launch of this event, which is set to become a monthly feature in 2022, illustrates TF1's desire to further strengthen its proximity to viewers and to be transparent about the production of information.

The ombudsman also writes articles and has a podcast enabling all publics to go backstage at the LCI and TF1 editorial offices (see section 4.2.6 "Learning about media").

(1) <https://tf1-et-vous.tf1.fr/>

(2) <https://tf1-et-vous.tf1.fr/devenez-ambassadeur>

### 4.3.3. Data protection and cybersecurity **INTERNAL** **EXTERNAL**

#### 4.3.3.1. GDPR

TF1 appointed a Data Protection Officer for TF1 and Newen (TF1 DPO) in May 2018, who has, since March 2019, been leading a network of 54 operational and legal data officers from each of TF1 and Newen's Departments or subsidiaries, in charge of supporting the organisational and technological changes made necessary by GDPR compliance.

A DPO reporting to the Legal Department of the digital activities (former Unify) was also appointed for these entities/companies (excluding Gammed for which a specific DPO was appointed).

TF1 has also adopted a general GDPR policy, comprising internal rules and business sheets that each TF1 employee must comply with in terms of personal data protection.

TF1 and its subsidiaries have addressed the issue of responsibility by developing procedures on the management of individual rights and personal data breaches, as well as a set of frameworks on issues like retention periods, the security checklist and the privacy by design checklist.

To help staff access the necessary documentation, the corporate Intranet has dedicated GDPR pages that include the internal rules, business-specific factsheets, procedures, frameworks and checklists. Finally, a data privacy tool has been deployed to enable:

- the automation of the updating of processing registers;
- management of requests to exercise rights received by TF1 Departments.

See Section 2.1.2.3.2. "Data protection risks"

#### 4.3.3.2. Cyber-security

Following cyber-attacks on radio stations in 2019, the TF1 group stepped up the implementation of a number of information system security upgrades.

The Group is assisted by a specialist audit and consultancy firm as part of a Cyber-Security Assurance Program, aimed at delivering an external opinion on the effectiveness of the action plan to combat the risk of cyberattacks affecting the Group's strategic operations. This external support also means that TF1's cyber-security trajectory and roadmap can be continuously adjusted in response to emerging cyber-threats and includes a biannual assessment of the maturity of the Group's cybersecurity approach.

Action plans have also been implemented to enhance protection of the TF1 group's transmission infrastructures, alongside procedures to detect and react to security incidents with the adoption of a NIST reference system in particular. Lastly, a disaster recovery plan is currently being rolled out.

These actions are shared with Newen to guide the subsidiary in its own cyber-security procedures.

In 2022, the TF1 group aims to completely update its cybersecurity policy.

See 2.1.1.1. "Cyber-security".

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

*This is a free translation into English of the original report issued in the French language 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 31 December 2021

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 (hereafter "entity"), we present our report on the consolidated non-financial statement established for the year ended on the 31/12/2021 (hereafter referred to as the "Statement"), that the entity chose to establish and 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 (*Code de commerce*).

### The Entity's responsibility

As part of this voluntary approach, it is the responsibility of the entity to establish for preparing the Statement in compliance with the 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.

The Statement has been prepared in accordance with the procedures of the entity (hereinafter the "Criteria"), the significant elements of which are presented in the Statement and available on request at the headquarters of the entity.

### Independence and quality control

Our independence is defined by the code of ethics of our profession. In addition, we have implemented a quality control system, including documented policies and procedures to ensure compliance with legal and regulatory requirements, ethical requirements and professional standards.

### Responsibility of the independent third-party

It is our role, in response to the request of the entity, based on our work, to express 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 information provided in accordance with article R. 225 105 I, 3 and II of the French commercial code, i.e., the results of the policies, including key performance indicators, and the actions related the main risks (hereinafter the "Information").

It is also our responsibility to express, at the request of the entity and outside the scope of accreditation, a reasonable assurance conclusion on whether the information selected by the entity and identified by an \* in Appendix 1 (hereafter the "Selected Information") has been prepared, in all material respects, in accordance with the Criteria.

However, it is not our role to give an opinion on the compliance with other applicable legal and regulatory provisions, in particular regarding the French duty of care law and anti-corruption and tax avoidance legislation nor on the compliance of products and services with the applicable regulations.

## 1. Limited assurance report on the consolidated non-financial statement presented in the management report

### Nature and scope of the work

The work described below was performed in accordance with the provisions of articles A. 225-1 et seq. of the French commercial code, as well as with the professional standards of the National Company of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagements as well as the international ISAE 3000 standard<sup>(1)</sup>:

- we obtained an understanding of the activities of the entity 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 article L. 225-102-1 III of the French commercial code regarding social and environmental matters, as well as human rights, anticorruption and tax avoidance legislation;
- we verified that the Statement provides the information required under article R. 225-105 of the French commercial code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French commercial code;
- we verified that the Statement presents the business model and a description of the main risks associated with the activity of the entity, including if relevant and proportionate, the risks generated through its business relationships, products or services, as well as its policies, actions and results thereof, including key performance indicators associated to the main risks;

(1) ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information.

- we consulted documentary sources and conducted interviews to:
  - assess the process used to identify and validate the main risks as well as the consistency of results, including the key performance indicators identified regarding to the main risks and the policies presented, and
  - corroborate the qualitative information (actions and results) that we considered to be the most important presented in Appendix 1. Concerning the risk of ethics of contents and compliance of programs, our work was carried out on the consolidating entity, for the others risks, our work was carried out on the consolidating entity and subsidiary Newen;
- we verified that the Statement covers the consolidated scope, i.e. all the entities include in the scope of consolidation in accordance with article L. 233-16 of the French commercial code within the limitations 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 evolutions;
  - detailed tests, using sampling techniques, consisting of checking the correct application of the definitions and procedures and reconciling the data with the supporting documents. This work was carried out on the consolidating entity and the subsidiary Newen and covers between 78% and 100% of the consolidated data;
- we assessed the overall consistency of the Statement based on our knowledge of the entity.

We believe that the work carried out, based on our professional judgement, allows us to express a limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

## Means and resources

Our verification work mobilised the skills of five people and took place between October 2021 and February 2022 for a total duration of intervention of about five weeks.

We conducted seven interviews with the persons responsible for the preparation of the Statement including in particular the Human Resources and Corporate Social Responsibility departments.

## Conclusion

Based on our work, we have not identified any significant misstatement that causes us not to believe that the non-financial performance statement complies with the applicable regulatory provisions and that the Information, taken together, is fairly presented, in compliance with the Criteria.

## 2. Reasonable assurance report on the selected information

### Nature and scope of the work

For the information selected by the entity identified by an \* 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, particularly with regard to the scope of the tests. The sample selected thus represents between 78% and 100% of the selected information. We believe that this work allows us to express reasonable assurance on the selected information.

## Conclusion

In our opinion, the information selected by the entity has been prepared, in all material respects, in accordance with the Criteria.

Paris La Défense, 10 February 2022

Independent third party  
*French original signed by:*  
 EY & Associés

Eric Mugnier Partner,  
 Sustainable Development

## Appendix 1: the most important information

### SOCIAL INFORMATION

<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Total workforce as of 12/31/2021	
The proportion of women in the workforce	
Share of women among managers	
The proportion of women in the COMGT*(the Executive Committee)	
The proportion of talented women in the COMGT* (the Executive Committee)	Promotion of gender equality and inclusion
The number of disabled workers in the company	Quality of life at work / social relations
The frequency rate of work-related accidents among employees (excluding intermittent workers)	Internal mobility policy
The absenteeism rate	Training policy
The number of fatal accidents involving employees	
The proportion of internal mobility in recruitment	
The proportion of employees trained and the volume of training hours	

### ENVIRONMENTAL INFORMATION

<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
Carbon footprint	Climate roadmap (level of deployment of the decarbonization policy)
Electricity consumption	Content with added environmental value
Percentage of company vehicles powered by "hybrid/electric" motors	Responsible advertising

### SOCIETAL INFORMATION

<i>Quantitative Information (including key performance indicators)</i>	<i>Qualitative Information (actions or results)</i>
The number of CSA interventions	Compliance of news programs with ethical and deontological commitments, in particular with commitments made to the CSA
	Content with societal added value
	The "Experts à la Une" program and the representation of women in the news