

3.4. DISCLOSURES ON REMUNERATION OF CORPORATE OFFICERS IN RESPECT OF 2022

Report on remuneration prepared in accordance with Article L. 22-10-9 of the French Commercial Code

This section contains the reports required by the French Commercial Code and the tables recommended in:

- the AFEP/MEDEF Corporate Governance Code as revised on 20 December 2022, application of which is overseen by the High Committee on Corporate Governance;

For information purposes, the sub-section entitled "Disclosures on stock options and performance shares", which is historically included in the "Disclosures on remuneration of Corporate Officers" section of our Universal Registration Document, was moved to section 7.5 for the sake of overall consistency.

- the AMF (French Financial Markets Authority) Recommendation of 22 December 2008, updated on 1 December 2022 as part of its annual report on corporate governance and the remuneration of Corporate Officers for listed companies.

3.4.1. Summary of the remuneration of Corporate Officers in respect of the 2022 financial year

The following information is required by Articles L. 22-10-8 and L. 22-10-34, paragraph 2, of the French Commercial Code. The Board of Directors has continuously factored in changes in the AFEP/MEDEF Code concerning executive remuneration as well as implementation guidance to the AFEP/MEDEF Code, as published by the High Committee on Corporate Governance.

On 14 April 2022, the Board of Directors renewed Gilles Pélisson's term of office as Chairman and Chief Executive Officer. Following the resignation of Gilles Pélisson from his position as Chief Executive Officer, on 27 October 2022, the Board of Directors appointed Rodolphe Belmer as Chief Executive Officer, with Gilles Pélisson retaining his position as Chairman of the Board of Directors.

Acknowledgement of the final vote of the General Meeting

The 2022 remuneration principles and criteria decided by the Board of Directors on 10 February 2022 were approved by the General Meeting of 14 April 2022 with 78.649% of votes in favour (7th resolution).

Moreover, this General Meeting approved the information provided in Article L. 22-10-9 of the French Commercial Code on the remuneration components paid or granted for the financial year ended 31 December 2021 to Corporate Officers with 93.032% of votes in favour (6th resolution), in addition to approving the 2022 remuneration policy for Directors with 99.931% of votes in favour (8th resolution).

3.4.1.1. Remuneration for Gilles Pélisson

No specific remuneration was awarded to Gilles Pélisson as Chairman of the Board of Directors for the period between 27 October and 31 December 2022.

The below remuneration components were awarded in 2022 to Gilles Pélisson as Chairman and Chief Executive Officer for the period between 1 January and 27 October 2022.

Summary of remuneration, stock options and shares awarded to Gilles Pélisson

Gilles Pélisson – Chairman and Chief Executive Officer until 27 October 2022 (in €)	2022 (01/01/2022 to 27/10/2022)	2021
Remuneration payable for the financial year	1,846,150	2,323,000
Value of stock options awarded during the financial year (see below)	58,580	121,909
TOTAL	1,904,730	2,444,909
Change	-22%	+7%

Remuneration for Gilles Pélisson

Gilles Pélisson – Chairman and Chief Executive Officer until 27 October 2022 (in €)	2022 (01/01/2022 to 27/10/2022)		2021	
	Gross amounts due before taxes	Gross amounts paid before taxes	Gross amounts due before taxes	Gross amounts paid before taxes
Fixed remuneration	756,774	756,774	920,000	920,000
Change	-	-	-	-
Annual variable remuneration	1,089,376	1,403,000	1,403,000	874,000
Change	-	-	-	-
% variable/fixed ⁽¹⁾	144%	-	152.5%	-
Cap	170%	-	170%	-
Other remuneration ⁽²⁾	-	-	-	230,000
Remuneration for serving as a Director (formerly Directors' fees)	21,000	20,384	20,384	18,500
Benefits in kind	31,698	10,467	10,467	6,220
TOTAL	1,898,848	2,353,851	2,353,851	2,048,720

(1) By reference to his annual fixed remuneration of €920,000.

(2) Includes the exceptional remuneration awarded to Gilles Pélisson for his handling of the COVID-19 crisis in respect of 2020.

For the period between 1 January and 27 October 2022, total gross remuneration for Gilles Pélisson as Chairman and Chief Executive Officer amounted to €1,898,848, excluding the Bouygues SA remuneration referred to in the below paragraph (Other remuneration received by Gilles Pélisson in 2022).

For the same period, the variable remuneration of Gilles Pélisson amounted to €1,089,376. The quantitative and qualitative criteria were partially reached. Its payment is conditional on approval of the seventh resolution submitted to the Combined General Meeting of 14 April 2023 (ex post vote approval of remuneration components and benefits in kind paid or granted to Gilles Pélisson in respect of the 2022 financial year for his term of office as Chairman and Chief Executive Officer until 27 October 2022).

Fixed remuneration

The Executive Officer's fixed remuneration is reviewed annually by the TF1 Board of Directors, in accordance with Article L. 22-10-17 of the French Commercial Code, after taking advice from the Selection and Remuneration Committee. Fixed remuneration is determined in line with the general interests of the Company, and takes into account the following factors:

- the level and difficulty of the Executive Officer's responsibilities;
- his experience in the post;
- his length of service with the Group;
- practices followed by the Group or by companies conducting comparable businesses.

For 2022, Gilles Pélisson's fixed remuneration was set at €756,774, calculated on a pro-rata basis, equating to €920,000 on an annual basis.

Annual variable remuneration

General policy on annual variable remuneration

The Board of Directors determines the criteria governing variable remuneration, in line with the AFEP/MEDEF recommendations. In consultation with the Selection and Remuneration Committee, the Board ensures that the variable remuneration of the Executive Officer is consistent with the Company's performance goals, such that it is consistent with corporate interests and the medium/long-term business strategy. The variable component is an integral part of the Executive Officer's remuneration.

General description of the method used to determine the Executive Officer's annual variable remuneration

An objective is defined for each criterion.

These objectives are precisely defined, referring to the Company's three-year business plan. They are not disclosed for confidentiality reasons.

When the objective is attained, a bonus corresponding to a percentage of the fixed remuneration is granted. If all six objectives are attained, the total of the six bonuses is equal to the 170% cap applicable to the variable remuneration of the Executive Officer.

Annual variable remuneration for 2022 is based on the result calculated according to three pre-defined "thresholds" for each of the corresponding criteria. The result of each bonus is adjusted on a straight-line basis (see weighting applied to each criterion using the three limits below). As a result, if just one objective is not attained, it is impossible to award the maximum variable remuneration (170%).

No deferred annual variable remuneration is awarded to the Executive Officer.

The six criteria used to determine the variable portion

On the advice of the Selection and Remuneration Committee, since 2010, the Board has attached greater weight to qualitative criteria in the case of the Executive Officer, on the grounds that their performance must be measured by more than just financial results.

In consultation with the Selection and Remuneration Committee, the Board ensures that the annual variable remuneration of the Chairman and Chief Executive Officer is consistent with the Company's performance goals, such that it is consistent with corporate interests and the medium/long-term business strategy. It may not exceed 170% of fixed remuneration, *i.e.*, it is capped at €1,564,000. Annual variable remuneration would be determined by applying six criteria, five of which refer to the first year of a three-year business plan. This makes it possible for the Executive Officer to receive six variable components: P1, P2, P3, P4, P5 and P6.

- P1: Actual free cash flow of TF1 for the financial year/Objective;⁽¹⁾
- P2: Actual net cash position/net debt of the P2 group for the financial year/Objective;
- P3: Actual current operating margin of the P3 group for the financial year/Objective;
- P4: Actual consolidated net profit (CNP)⁽²⁾ of TF1 for the financial year/Objective;
- P5: ROCE (return on capital employed) rate of Newen Division for the financial year/Objective;
- P6: Three extra-financial criteria:
 - Compliance (communicating and raising awareness on compliance, involvement in compliance programmes): weighted 10%;
 - Social and environmental responsibility (comprising i) a health and safety criterion linked to a decrease in the frequency of work-related accidents, ii) an environmental criterion, in line with the Group's CO₂ emissions reduction target to be verified by the SBTi (Science Based Targets initiative), as well as internal training and raising awareness on environmental transition issues, and iii) a women representation in management criterion): weighted 15%;
 - Managerial performance (policies against harassment, employee engagement, communication and social relations, of which remote working agreements and crisis management): weighted 15%.

The method for determining the annual variable remuneration of the Executive Officer is based on six separate criteria - P1, P2, P3, P4, P5 and P6 - defined above. The variable remuneration for 2022 is based on the result calculated according to three pre-defined "thresholds" for each of the criteria.

P1, P2, P3, P4 and P5

The variable portion awarded (P1, P2, P3, P4 and P5) reflects the actual performance achieved during the financial year. It is expressed as a percentage of fixed remuneration (% FR⁽³⁾). Three thresholds were set for each criterion:

- A "lower" threshold that determines the threshold for triggering the bonus;
- An "intermediate" threshold, corresponding to the expected results in 2022;
- An "upper" threshold for overperformance in excess of the financial goals of the intermediate threshold.

Each variable portion (P1, P2, P3, P4 and P5) is calculated as follows:

1. If the lower threshold is met:
 - P1 = 10 to 20% of FR;
 - P2 = 10 to 20% of FR;
 - P3 = 15 to 30% of FR;
 - P4 = 10 to 20% of FR;
 - P5 = 7.5 to 15% of FR.
2. If the intermediate threshold is met:
 - P1 = 20% of FR;
 - P2 = 20% of FR;
 - P3 = 30% of FR;
 - P4 = 20% of FR;
 - P5 = 15% of FR.
3. If the upper threshold is met:
 - P1 = 20 to 30% of FR;
 - P2 = 20 to 25% of FR;
 - P3 = 30 to 35% of FR;
 - P4 = 20 to 25% of FR;
 - P5 = 15% of FR.

Between these thresholds, the weight of each bonus is adjusted on a straight-line basis. If the lower threshold is not met, P=0.

P6

For this bonus, the Board of Directors assesses the attainment of the indicator, without exceeding the 40% cap of fixed remuneration (FR).

Overall cap

The overall cap for variable remuneration is 170% of fixed remuneration.

The variable remuneration awarded to Gilles Pélisson for 2022 was €1,089,376 or 144% of his fixed remuneration.

The variable remuneration paid to the Executive Officer (Gilles Pélisson) in previous years was:

- 2020: 95% of his fixed remuneration;
- 2021: 152.5% of his fixed remuneration.

Conditions for payment

In accordance with Article L. 22-10-34 of the French Commercial Code, payment of the variable remuneration due in respect of the 2022 financial year is subject to approval by the Annual General Meeting called in 2023 to approve the 2022 financial statements. It is to be paid upon approval of the payment by the General Meeting.

There is no further deferral period.

Long-term remuneration

Because the Executive Officer holds an employment contract with Bouygues SA, he may be awarded long-term remuneration in the form of a deferred and conditional allocation of Bouygues shares, the three main components of which, in terms of performance conditions, are: Bouygues ROCE, Bouygues and TF1 TSR (Total Share Return), and CSR conditions (climate and gender balance).

In respect of the 2022 financial year, Gilles Pélisson was awarded 20,000 Bouygues performance shares, which remain conditional upon achievement of the abovementioned performance criteria.

(1) Free cash flow before changes in operating working capital relating to operating activities and to non-current assets used in operations. This indicator is adjusted to eliminate exceptional items.

(2) This indicator is adjusted to eliminate exceptional items.

(3) FR = fixed remuneration.

Disclosures on remuneration of Corporate Officers in respect of 2022

Exceptional remuneration

In exceptional circumstances, the Board of Directors reserves the right, after taking advice from the Selection and Remuneration Committee, to award an exceptional bonus, in accordance with Article L. 22-10-8 of the French Commercial Code.

Gilles Pélisson was not awarded any exceptional remuneration in respect of the 2022 financial year.

Benefits in kind

Benefits in kind consist of the use of a company car. A predetermined number of hours of tax advisory services is also allocated as well as employer funding of part of the contributions to a supplementary pension scheme. In 2022, benefits in kind amounted to €31,698.

Other remuneration received by Gilles Pélisson in 2022

In addition to the remuneration listed in the above tables, Gilles Pélisson received fixed remuneration under his employment contract with Bouygues SA amounting to €163,226 (for the period between 27 October and 31 December 2022).

Executive pay ratios and changes in performance

The executive pay ratio disclosures provided below comply with paragraphs 6 & 7 of Article L. 22-10-9 of the French Commercial Code.

In line with the recommendations of the 2022 report on corporate governance and executive remuneration issued by the AMF (French Financial Markets Authority) on 1 December 2022, the executive pay ratios presented below are based on an historical scope in addition to an expanded scope considered representative of the Company (representing 99.5% of the Group's headcount) including Broadcasting activities for the Media division, remaining activities for the former Unify division (excluding Magnetism) and TF1's STS subsidiary. All of the remuneration components for the Executive Officer were taken into account to calculate the ratio.

Pay ratio between the remuneration of Gilles Pélisson and average/median employee remuneration for the historical scope of TF1

	2018	2019	2020	2021	2022
Ratio to average remuneration paid to employees	32	32	28	28	28
Ratio to median remuneration paid to employees	39	40	35	34	36

B) Table comparing the remuneration of Gilles Pélisson relative to the performance of TF1 SA and to average employee remuneration for the historical scope of TF1

	Change 2018/2017	Change 2019/2018	Change 2020/2019	Change 2021/2020	Change 2022/2021
Annual remuneration paid to the Executive Officer	+72.6%	+2.6%	-14.7%	-2.4%	+21.0%
Company performance: current operating profit	+5.4%	+28.3%	-25.5%	+80.5%	-7.9%
Company performance: consolidated net profit	-6.2%	+21.0%	-64.3%	+307.4%	-21.8%
Average remuneration paid to employees	+6.9%	+2.2%	-2.2%	-1.9%	+9.9%
Pay ratio with average remuneration paid	32 (+61.5%)	32 (+0.4%)	28 (-12.7%)	28 (=)	28 (=)

Pay ratio between the remuneration of Gilles Pélisson and average/median employee remuneration for the scope considered representative of TF1

	2018	2019	2020	2021	2022
Ratio to average remuneration paid to employees	32	32	28	28	31
Ratio to median remuneration paid to employees	39	40	35	34	38

D) Table comparing the remuneration of Gilles Pélisson relative to the performance of TF1 SA and to average employee remuneration for the scope considered representative of TF1

	Change 2018/2017	Change 2019/2018	Change 2020/2019	Change 2021/2020	Change 2022/2021
Annual remuneration paid to the Executive Officer	+72.6%	+2.6%	-14.7%	-2.4%	+21.0%
Company performance: current operating profit	+5.4%	+28.3%	-25.5%	+80.5%	-7.9%
Company performance: consolidated net profit	-6.2%	+21.0%	-64.3%	+307.4%	-21.8%
Average remuneration paid to employees	+6.9%	+2.2%	-2.2%	-1.9%	+10.7%
Pay ratio with average remuneration paid	32 (+61.5%)	32 (+0.4%)	28 (-12.7%)	28 (=)	31 (+10.7%)

Comments

- 2017/2016: Gilles Pélisson served as Chairman & Chief Executive Officer for the entire financial year. In 2016, he waived 50% of his variable remuneration, which as calculated based on the specified criteria, would have been €1,062,232.
- 2018/2017: Gilles Pélisson served as Chairman & Chief Executive Officer for the entire financial year.
- 2019/2018: Gilles Pélisson served as Chairman & Chief Executive Officer for the entire financial year.
- 2020/2019: Gilles Pélisson served as Chairman & Chief Executive Officer for the entire financial year.
- 2021/2020: Gilles Pélisson served as Chairman & Chief Executive Officer for the entire financial year.
- 2022/2021: Gilles Pélisson served as Chairman & Chief Executive Officer until 27 October 2022. Rodolphe Belmer succeeded Gilles Pélisson as Chief Executive Officer, with Gilles Pélisson remaining Chairman. In this section, we decided to present ratios on an individual rather than a role basis, with an additional ratio for Gilles Pélisson as Chairman providing limited visibility, particularly given the short period of time which is therefore insufficiently representative.
- The TF1 group 2022 financial statements include non-current items (notably the proposed merger with M6 and the liquidation of SALTO) that could explain the significant changes in net profit attributable to the Group.

Supplementary pension

Contingent-rights collective pension scheme governed by Article L. 137-11 of the French Social Security Code ("Code de la Sécurité Sociale") (rights for periods of employment prior to 1 January 2020).

Gilles Pélisson was eligible for this scheme.

In accordance with French Law No. 2019-486 of 22 May 2019 (France's Pacte Law) and French Order No. 2019-697 of 3 July 2019, this scheme was closed to new members from 4 July 2019 onwards, and the rights of existing members were frozen at 31 December 2019. Due to the closure of the scheme and the freezing of scheme members' rights, Gilles Pélisson cannot accumulate any further rights under this pension scheme from 1 January 2020 onwards.

Vested-rights pension scheme governed by Article L. 137-11-2 of the French Social Security Code (rights for periods of employment subsequent to 1 January 2020)

In application of Article 5 of French Order No. 2019-697 of 3 July 2019, Bouygues transferred the contingent rights under this scheme, governed by Article L. 137-11 of the French Social Security Code to a vested-rights scheme governed by Article L. 137-11-2 of the French Social Security Code, the characteristics of which are described in this document in the section on the Remuneration policy for the Chief Executive Officer. This means that the pension benefits accumulated under the old scheme will, as a result of the transfer, no longer be contingent on the beneficiary still being with the Bouygues group when he takes retirement.

Gilles Pélisson is eligible for this new pension scheme.

The vesting of pension rights under this scheme is subject to performance conditions.

- The performance conditions for 2022 were:
 - Financial year 2022: Objective = that the average of the TF1 group's consolidated net profit figures for the 2022 financial year and for the 2021 and 2020 financial years ("Average CNP") is no more than 10% below the average of the consolidated net profit figures specified in the 2022 business plan and in the business plans for the 2021 and 2020 financial years.
 - The objective set is 50% based on TF1 targets and 50% on Group targets.
- Terms for determining the vesting of pension rights based on performance and by objective:
 - If average CNP is equal to the Objective or is greater than the Objective:
 - Annual pension rights = 0.46% of the reference salary;
 - if the average CNP is more than 10% below the Objective: annual pension rights = 0.
- Between these lower and upper limits, the pension rights allocated by objective are adjusted on a straight-line basis from 0 to 0.46% of the reference salary.

The amount of annuities paid under the pension schemes covered by Articles L. 137-11 (contingent-rights scheme) and L. 137-11-2 (vested-rights scheme) of the French Social Security Code in force within the Company is limited to eight times the annual social security ceiling (€329,088 in 2022).

Because the criteria were partially met for 2022, the rights awarded were 0.87% of the reference salary.

Under this scheme, the estimated amount of annuity for 2022 was €20,094, and the total amount of annuities earned at 31 December 2022 was €134,275.

Supplementary share-based pension

In addition to, and on the basis of vesting principles identical to those of the supplementary pension governed by Article L. 137-11-2 of the French Social Security Code, a supplementary share-based pension scheme is envisaged, based on a pension entitlement greater than eight times the annual social security ceiling and capped at fourteen times the annual social security ceiling.

This scheme applies to the member of the vested-rights scheme governed by Article L. 137-11-2 of the French Social Security Code, providing it has reached the cap set by the Board of Directors of Bouygues (eight times the annual social security ceiling) for defined benefit pension plans applicable within the Group.

Gilles Pélisson is not eligible for this scheme since his vested rights to date do not reach the required cap.

3.4.1.2. Remuneration for Rodolphe Belmer

On 27 October 2022, acting on a recommendation from the Selection and Remuneration Committee, the Board of Directors decided to apply the same principles and rules for determining remuneration to Rodolphe Belmer – in his Chief Executive Officer role – as those adopted for Gilles Pélisson, which were approved by the General Meeting of 14 April 2022 in its 7th resolution.

Summary of remuneration, stock options and shares awarded to Rodolphe Belmer

Rodolphe Belmer – Chief Executive Officer since 27 October 2022 (in €)	2022 (27/10/2022 to 31/12/2022)
Remuneration payable for the financial year	441,519
Value of stock options awarded during the financial year (see below)	0
TOTAL	441,519
Change	-

Remuneration for Rodolphe Belmer

Rodolphe Belmer – Chief Executive Officer since 27 October 2022 (in €)	2022	
	Gross amounts due before taxes	Gross amounts paid before taxes
Fixed remuneration	212,307	212,307
Change	-	-
Annual variable remuneration	229,212	-
Change	-	-
% variable/fixed ⁽¹⁾	25%	-
Cap	170%	-
Other remuneration	-	-
Remuneration for serving as a Director (formerly Directors' fees)	-	-
Benefits in kind	8,652	-
TOTAL	450,171	-

(1) By reference to his annual fixed remuneration of €920,000.

Rodolphe Belmer is not eligible for the supplementary pension scheme for the period between 27 October and 31 December 2022. Furthermore, Rodolphe Belmer was not a Director during this period and did not receive any remuneration in this capacity.

Benefits in kind

Benefits in kind consist of the use of a company car. A predetermined number of hours of tax advisory services is also allocated as well as employer funding of part of the contributions to a supplementary pension scheme.

In 2022, these benefits in kind amounted to €8,652.

Executive pay ratios and changes in performance

The executive pay ratio disclosures provided below comply with paragraphs 6 & 7 of Article L. 22-10-9 of the French Commercial Code.

In line with the recommendations of the 2022 report on corporate governance and executive remuneration issued by the AMF (French Financial Markets Authority) on 1 December 2022, the

executive pay ratios presented below are based on an historical scope in addition to an expanded scope considered representative of the Company (representing 99.5% of the Group's headcount) including Broadcasting activities for the Media division, remaining activities for the former Unify division (excluding Magnetism) and TF1's STS subsidiary. All of the remuneration components for the Executive Officer were taken into account to calculate the ratio.

Pay ratio between the remuneration of Rodolphe Belmer and average/median employee remuneration for the historical scope of TF1

	2022
Ratio to average remuneration paid to employees	10
Ratio to median remuneration paid to employees	13

Pay ratio between the remuneration of Rodolphe Belmer and average/median employee remuneration for the scope considered representative of TF1

	2022
Ratio to average remuneration paid to employees	11
Ratio to median remuneration paid to employees	13

Comments

- 2022/2021: Rodolphe Belmer succeeded Gilles Pélisson as Chief Executive Officer, effective from 27 October 2022.

3.4.1.3. Remuneration for Directors

The total gross amount of such remuneration before taxes was €348,788, as indicated in the tables below.

The total gross amount of such remuneration before taxes was €348,788, as indicated in the tables below.

The remuneration components for Directors are consistent with the 2022 remuneration policy for the Company's Corporate Officers, as approved by the Board of Directors acting on a recommendation from the Selection and Remuneration Committee, and as voted by the Annual General Meeting of 14 April 2022 (8th resolution, passed with 99.93% of votes in favour).

Remuneration received by the Directors in respect of the 2022 financial year (in €)

Directors	Directorship	Gross amounts before tax due for 2022 ⁽¹⁾	Gross amounts before tax due for 2021
Gilles Péliçon	Chairman	21,000	20,384
Marie Pic-Pâris Allavena	Director	21,000 21,023	40,304
Charlotte Bouygues	Permanent representative of SCDM, Director	21,000	17,119
Olivier Bouygues	Director	21,000	20,384
Laurence Danon Arnaud	Director	16,495 3,907	20,384 14,475
Pascaline de Dreuzy	Director		4,202 5,505
Catherine Dussart	Director	21,000 17,000	20,384 17,565
Farida Fekih ⁽²⁾	Employee Representative Director	19,205 1,502	
Pascal Grangé	Permanent representative of Bouygues, Director	21,000 12,000	20,384 12,000
Sophie Leveaux ⁽³⁾	Employee Representative Director	21,000 7,000	20,384 7,545
Marie-Aude Morel ⁽⁴⁾	Employee Shareholder Representative Director	21,000 7,000	15,750 5,250
Olivier Roussat	Director	21,000 7,000	20,384 7,545
Sabrina Zerbib ⁽³⁾	Director	5,984 5,498	20,384 7,545
Orla Noonan	Director	19,205 16,969	
TOTAL		348,788	317,877

(1) Remuneration paid by TF1 for attendance of Board of Directors. The first line shows the remuneration paid for meetings of the Board of Directors while the second line displays the remuneration paid for participation in one or more Committees.

(2) Remuneration paid to the French Democratic Confederation of Labour (CFDT) trade union in which she is elected.

(3) Remuneration paid to the French Confederation of Christian Workers (CFTC) trade union in which she is elected.

(4) Remuneration paid to the French General Confederation of Labor - Workers' Force (FO) trade union in which she is elected.

No remuneration other than that referred to in the above table was paid to the Directors in respect of their corporate office.

The Employee Representative Directors, Farida Fekih (whose appointment was recorded by the General Meeting of 14 April 2022), Sophie Leveaux (whose appointment was recorded by the General Meeting of 14 April 2022), Sabrina Zerbib (whose term of office expired on 14 April 2022), and the Employee Shareholder Representative Director, Marie-Aude Morel (appointed by the General Meeting of 15 April 2021), did not receive any exceptional remuneration in respect of their corporate office in the TF1 group.

3.4.2. Other disclosures regarding the Executive Officer's remuneration

Other disclosures regarding the Executive Officer's remuneration

	Employment contract		Supplementary pension scheme		Indemnities or benefits due or liable to become due on cessation or change of office		Non-competition indemnity	
	Yes	No	Yes	No	Yes	No	Yes	No
Gilles Péliссon, Chairman and Chief Executive Officer until 27 October 2022, then Chairman of the Board of Directors	X ⁽¹⁾		X ⁽²⁾			X ⁽³⁾		X
Rodolphe Belmer, Chief Executive Officer, effective from 27 October 2022	X ⁽¹⁾			X		X ⁽³⁾		X

(1) Gilles Péliссon, and now Rodolphe Belmer, have an employment contract with Bouygues SA, and not with TF1 SA.

(2) See "Supplementary Pension" above.

(3) Termination benefits: A termination benefit may be paid in respect of salaried positions within the Group, excluding any period of service as a Corporate Officer, in accordance with the French Labour Code and the national collective bargaining agreement applied by the Company in question. Any such benefit would be re-invoiced to TF1 on a pro rata basis for the number of years of service as an employee or Corporate Officer of the TF1 group.