

PRESS RELEASE

Boulogne, 2 October 2019

THE TF1 GROUP RANKS FIRST MEDIA GROUP IN THE WORLD TOP 100 COMPANIES FOR GENDER EQUALITY

- **TF1 is the highest-ranked media group worldwide**
- **TF1 has increased its score to 64%**
- **TF1 has moved up the rankings for French companies to 3rd place**
- **TF1 is in the world TOP 100, in 24th position**



For the second consecutive year, the TF1 group has been recognised as one of the best companies worldwide for gender equality, taking 24th place in the 2019 rankings (*source Equileap¹*).

First media group, 3rd French company, and 24th worldwide, the TF1 Group obtains a score of 64%, up from 2018².

Scores are awarded by reference to nineteen criteria including the percentage of women in executive roles, the size of the gender pay gap and outsourcing policies.

Committed to equality in the workplace and mindful of the need to reflect the diversity of society as a whole, the TF1 group has for many years operated a proactive policy that defends the role of women within the Group and on its TV channels.

Promoting gender equality through recruitment policy

Gender equality is a cornerstone of the TF1 group's diversity policy. Now regarded as a genuine driver of performance, gender equality is a core value that we apply when hiring new people and at every stage in their career.

¹ Equileap is an independent organisation that aims to accelerate progress towards gender equality in the workplace. It publishes global rankings of companies annually.

² Versus 61% in 2018.

Through a range of concrete initiatives, we are a leading force for change on the key issue of gender equality in the workplace:

- Our Fifty Fifty network, which now has 200 members (over 20% of them men), organises awareness raising events, disseminates information and stimulates debate on gender equality issues.
- Since 2012, 60 of our employees have followed our *Leadership au féminin* course and the three cross-mentorship programmes set up to support women in developing their careers.
- The TF1 group signed up to the Parenting Charter on 4 April 2016, and has implemented practical steps to promote work-life balance.
- TF1 was the first French media group to be accredited with the “Diversity” label in 2010, and renewed its accreditation in 2017.

Fairer representation of women in the media

We strive to ensure that women are fairly represented on our TV channels, and our initiatives in this field have a track record in promoting women as expert commentators within the media.

In 2016 we launched *Expertes à la Une*, an action plan designed to increase the contribution made by female experts within our news output. Since then, over a hundred women have benefited from media training, and over 120 of our newsroom employees have attended training and awareness workshops on this issue.

We have also been working with Vox Femina for the last three years to support the *Femmes en Vue* competition, offering the prize-winning female experts personalised media training on our premises.

We feel an obligation to be a mirror for our changing society: if we want to speak to everyone, we must look like everyone. We are proud of what we have achieved in promoting gender equality, and are committed via TF1 Initiatives to continue defending diversity in all its forms.

About the TF1 group

We are the leading private-sector television broadcaster in France, with five free-to-air channels (TF1, TMC, TFX, TF1 Séries Films and LCI) and four pay-TV theme channels (TV Breizh, Histoire, Ushuaïa and Serieclub, the last of which is 50% owned). We are adding a highly effective digital dimension to our channels on MYTF1, and video-on-demand offers via MYTF1VOD and TFOU MAX.

We are also present in the production and distribution of content, mainly via Newen, through which we aim to accelerate international expansion of our production and distribution activities.

We have extended our digital footprint, in particular through the acquisition of the aufeminin group in April 2018. This led to the creation of our Unify digital division, built around well-known brands such as Marmiton, MyLittleParis and Doctissimo, all of which support strong, engaged communities. This has enhanced our offer and our ability to deploy federating, complementary special-interest themes to reach all audiences, especially women and millennials.

The TF1 group has created a large range of businesses in key entertainment and leisure fields, with TF1 Entertainment (board games, music and live show production, licences and publishing), and the film industry with TF1 Films Production and TF1 Studio.

About TF1 Initiatives

Why not bring about change? We are France’s leading media group. That gives us responsibilities, and also a big wish list: solidarity, diversity, a sustainable society. We have always tried to make a difference. With TF1 Initiatives, we are working together to change things. Find out about and share the positive vibe around TF1 Initiatives using the hashtag #ONDESPOSITIVES or via the @TF1INITIATIVES Twitter feed.

TF1 GROUP

VP COMMUNICATION AND BRANDS – Maylis CARCABAL - mcarcabal@tf1.fr - +33 (0)1 41 41 49 23

CORPORATE COMMUNICATION – Coline PECHERE - cpechere@tf1.fr - +33 (0)1 41 41 34 88

CSR COMMUNICATION – Sophie DANIS – sdanis@tf1.fr – +33 (0)1 41 41 17 28

@GroupeTF1

