



GROUPE



SUSTAINABLE DEVELOPMENT
AND CORPORATE RESPONSIBILITY
REPORT

EXTRACT FROM 2021 UNIVERSAL REGISTRATION DOCUMENT



2021

MÉTROPOLÉ TÉLÉVISION

7

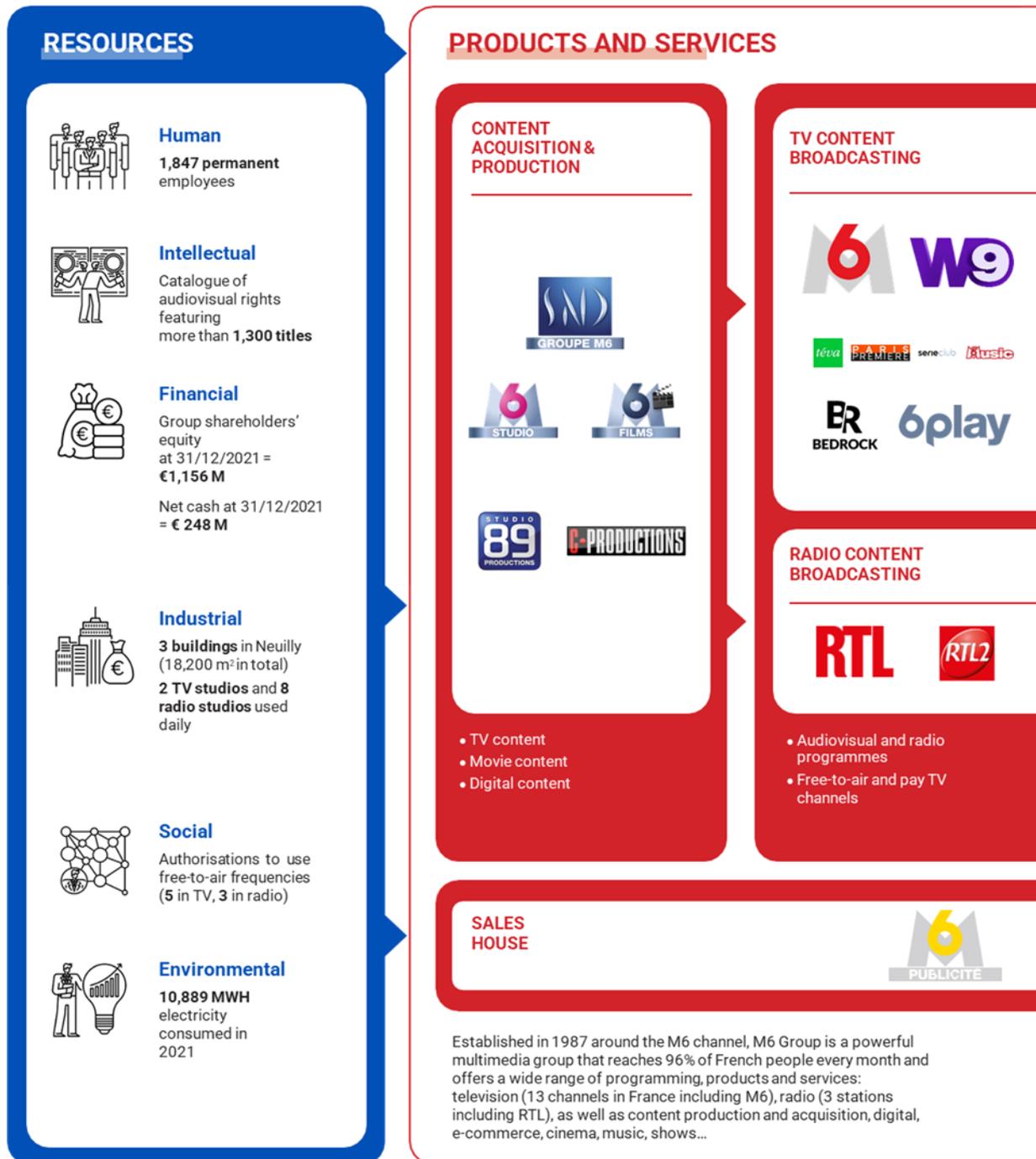
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7.1 A COMMITTED GROUP

7.1.1 CSR at M6 Group

7.1.1.1 M6 GROUP BUSINESS MODEL



RESOURCES



Human

1,847 permanent employees



Intellectual

Catalogue of audiovisual rights featuring more than 1,300 titles



Financial

Group shareholders' equity at 31/12/2021 = €1,156 M

Net cash at 31/12/2021 = € 248 M



Industrial

3 buildings in Neuilly (18,200 m² in total)

2 TV studios and 8 radio studios used daily



Social

Authorisations to use free-to-air frequencies (5 in TV, 3 in radio)



Environmental

10,889 MWh electricity consumed in 2021

PRODUCTS AND SERVICES

CONTENT ACQUISITION & PRODUCTION



- TV content
- Movie content
- Digital content

TV CONTENT BROADCASTING



RADIO CONTENT BROADCASTING



- Audiovisual and radio programmes
- Free-to-air and pay TV channels

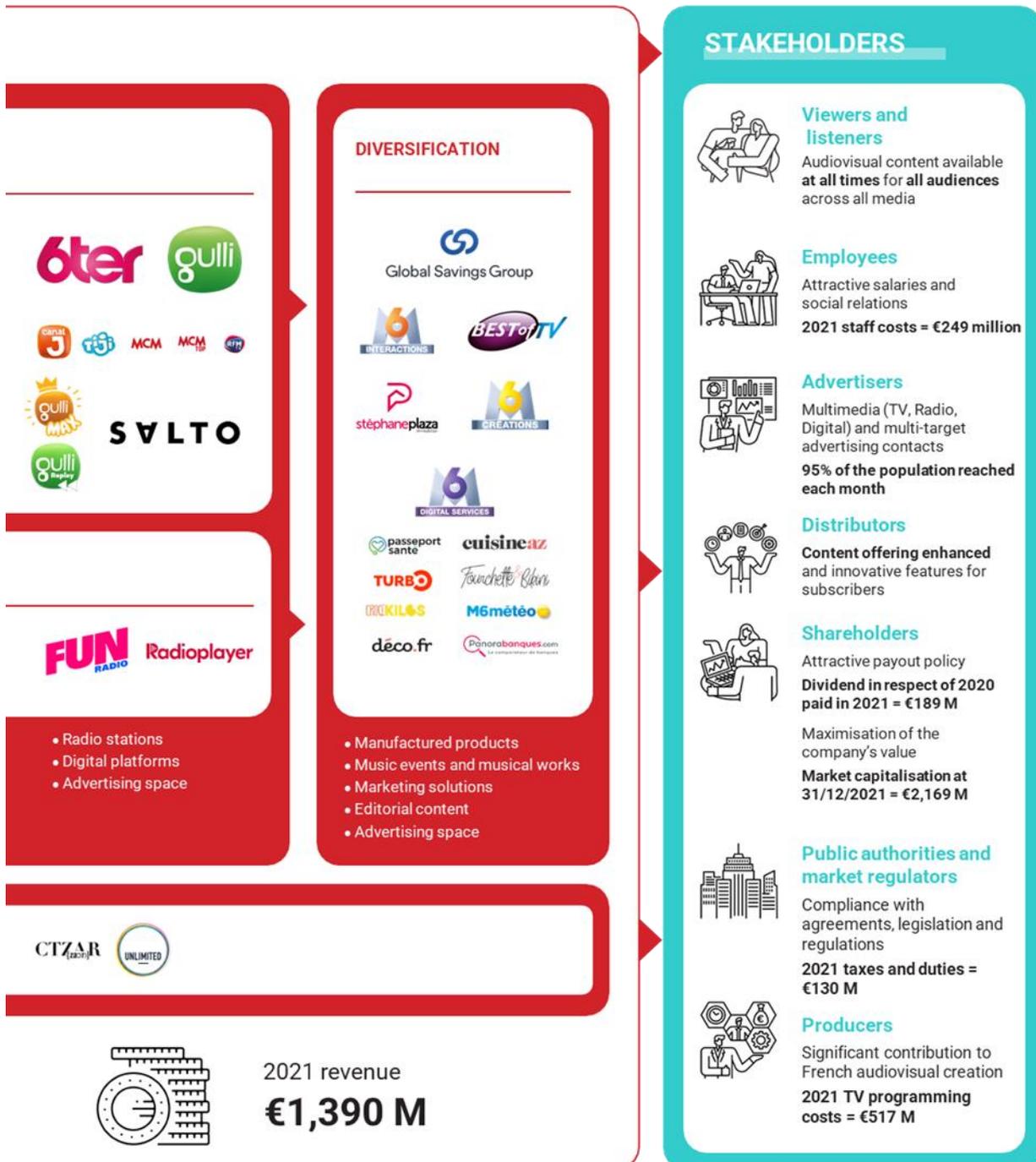
SALES HOUSE



Established in 1987 around the M6 channel, M6 Group is a powerful multimedia group that reaches 96% of French people every month and offers a wide range of programming, products and services: television (13 channels in France including M6), radio (3 stations including RTL), as well as content production and acquisition, digital, e-commerce, cinema, music, shows...

M6 Group's Business Model (within the meaning of Decree n° 2017-1265 of 9 August 2017 enacted to implement Order n° 2017-1180 of 19 July 2017 relating to the publication of non-financial information by certain major companies and certain groups of companies) presents an overview of the components of this value chain, and sources of revenue and growth for the Group.

It includes both financial and non-financial performance, and is intended to provide an understanding of M6's medium- to long-term strategy and overall performance. The Group's strategy is detailed in Sections 1.3 and 1.4 of this document. Key non-financial figures are presented in the Integrated Report.



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To present its business model, the Group has taken the integrated reporting analysis framework of the International Integrated Reporting Council (IIRC) as its reference:

- In accordance with the options offered by the reporting reference framework adopted, M6 presents the resources used in 3 forms:
 - Human and intellectual resources. Employees hold a privileged position within the value chain. Training and skills development are therefore essential resources for M6, which also relies on the expertise of teams and the intellectual property of formats and brands, as well as an extensive catalogue of audiovisual rights.
 - Financial and industrial resources, which are the capital invested by shareholders as well as the profits generated over the years and reinvested in the development of M6 Group. M6 Group also uses buildings, studios, warehouses, facilities, etc. to create value.
 - Corporate, social and environmental resources, which are simultaneously the natural resources utilised (electricity, paper, etc.) as well as M6 Group's commitments to society, the relationships between the Group's brands, viewers, listeners, etc.
- For each of the Group's business cycles (which are grouped into 4 segments of financial information), there are corresponding values created by M6 (audiovisual content, channels, etc.) that form the basis of financial and non-financial performance.

7.1.1.2 CSR CHALLENGES

Faced with various corporate, social and environmental challenges, M6 Group has been pursuing an active CSR policy for many years and clearly states its commitments to all its partners: it has developed a CSR policy structured around four priorities, directly related to its activities:

- Respect for the public and responsibility towards society: since the Group's activity is primarily intangible and cultural, the societal impact is the unifying thread of its commitment. Through its programmes, the Group actually enters into peoples' homes and therefore respect for viewers must be at the heart of what it does.
- Talent management: the Group firmly believes that its employees are the cornerstone of its success. It is for this reason that the Human Resources Department places employee selection and subsequent loyalty building at the heart of its concerns, and endeavours to promote employee development in all aspects of their professional life.
- Non-discrimination: taking diversity into account is a key concern for the Group, both in relation to audiovisual content and the audience it addresses. This is reflected notably by a cross-organisational and acknowledged commitment to promote equality and better representation of women and minorities in the media.

- Lastly, the Group's stakeholders are the source of the funds made available to the Company, and benefit from the value created: authors and creators, viewers and listeners, internet users and audiences, as well as employees and suppliers, rights holders and advertisers, customers and investors, consumers and shareholders, etc. These M6 Group stakeholders are numerous and can be classified according to the types below:
 - Employees, the company's leading "talents",
 - Viewers and listeners, for whom the channels and programmes are intended,
 - Producers, who supply the Group, particularly with audiovisual content,
 - Public authorities, primarily the French State and the ARCOM (*Autorité de régulation de la communication audiovisuelle et numérique* - since the merger of Hadopi and the CSA),
 - Shareholders, whose invested capital allows M6 Group to operate, who vote in General Meetings and receive dividends,
 - Distributors who include our channels and services in their distribution packages
 - Advertisers who benefit from the commercial breaks made available to them.

- The environment: the Group is mindful that preserving natural resources and combatting climate change are key challenges for the 21st century, The Group is therefore involved in protecting the environment by monitoring its own consumption and taking action both in relation to recycling and raising public awareness regarding climate change.

Conversely, due to the very nature of its activity, combatting food waste, promoting animal welfare, and making responsible, equitable and sustainable food choices do not represent priority areas for the Group's CSR policy. Nevertheless, mindful of their importance, it takes action in this regard and regularly deals with these issues in the news programming on its channels.

During the meeting of 18 November 2019, the members of the Executive Board formally established the list of key CSR challenges for M6 Group. Closely related to its performance, and creators of long-term value, they represent the cornerstone of its CSR policy. The twelve challenges have been ranked by order of importance and include the M6 Group Corporate Foundation, which symbolises its social purpose.

This list of priorities is not set in stone and will evolve over time. The Engagement Department conducted a materiality exercise in 2021 to update the Group's main CSR challenges and establish its CSR strategy from the 2022 financial year onwards. The results of this materiality study are detailed below.

7.1.1.3 RISK DESCRIPTION

The analysis of these challenges, and the resultant opportunities and risks, enables their financial, corporate and environmental impacts on M6 Group to be anticipated, and practical operational responses to be made.

The main points raised by this analysis have been incorporated into the process to develop the risk matrix, as detailed in Paragraph 2.2 of this Universal Registration Document. The risks associated with the key challenges detailed above are therefore restated in the description of the risk factors (in Section 2), as explained in the correlation table below.

2021 CSR challenges	Associated risks	Sections
1. Meeting ethical and contractual obligations	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.1.3
2. Promoting greater access to programmes	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.2.3
3. Representing diversity in programmes	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.2.2
	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.2.2
4. Guaranteeing editorial independence and respect for ethics in news programmes	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.1.3
	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.1.3
5. Supporting and protecting young people in the media	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.2.3
	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.2.3
6. Getting involved in a major social cause	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.2.1
7. Developing balanced and transparent relations with stakeholders	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.1.2
	<i>Risk of an increase in programme costs</i>	2.1.1.2 / 7.1.2
	<i>Risk related to legislative and/or regulatory changes</i>	2.1.3.2 / 7.1.2
8. Retaining talent	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.3.1 - 7.3.4 - 7.3.5
	<i>Risk of an increase in programme costs</i>	2.1.1.2 / 7.3.1 - 7.3.4 - 7.3.5
9. Developing employee skillsets	<i>Risk of an increase in programme costs</i>	2.1.1.2 / 7.3.3
10. Promoting diversity and gender parity within the Company	<i>Risk related to broadcasting licences</i>	2.1.3.1 / 7.3.2
11. Controlling and reducing energy consumption	<i>Risk related to sensitivity to the economic climate</i>	2.1.1.3 / 7.4.1
12. Raising public awareness of environmental issues	<i>Risk related to a decline in audience ratings</i>	2.1.1.1 / 7.2.4

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7.1.1.4 KEY MEASURES AND PRIORITY INDICATORS

For each of the challenges, M6 Group has identified a priority lever, “the key action”, and has linked it to a priority indicator to monitor the implementation of its action plan:

2021 CSR CHALLENGES	KEY ACTIONS	PRIORITY INDICATORS
1. MEETING ETHICAL AND CONTRACTUAL OBLIGATIONS	Verifying compliance of programmes with ethical and contractual obligations	Number of confirmed formal notices from the CSA over the year just ended
2. PROMOTING GREATER ACCESS TO PROGRAMMES	Subtitling programmes and making them available in audio description	Accessibility rate of the M6 channel's programmes to deaf and hard-of-hearing people
3. REPRESENTING DIVERSITY IN PROGRAMMES	Ensuring gender parity in programmes	Proportion of female presenters on the free-to-air channels' in-house produced news programmes
4. ENSURING EDITORIAL INDEPENDENCE AND RESPECT FOR ETHICS IN NEWS PROGRAMMES	Ensuring journalists comply with their Code of Conduct	Number of confirmed warnings and formal notices from the CSA for the year just ended concerning professional standards
5. SUPPORTING AND PROTECTING YOUNG PEOPLE IN THE MEDIA	Implementing a fit-for-purpose rating system	Number of confirmed warnings and formal notices from the CSA for the year just ended concerning the signalling code
6. GETTING INVOLVED IN A MAJOR SOCIAL CAUSE	Developing the M6 Corporate Foundation which is committed to helping and improving the quality of life of inmates	Budget of the Foundation
7. DEVELOPING BALANCED AND TRANSPARENT RELATIONS WITH STAKEHOLDERS	Developing a dedicated viewer relations department	Number of subscribers on social media
2021 CSR CHALLENGES	KEY ACTIONS	PRIORITY INDICATORS
8. RETAINING TALENT	Developing employee loyalty (personalised follow-up of employees, pleasant working atmosphere and environment, attractive remuneration, team-building events, etc.)	Turnover rate
9. DEVELOPING EMPLOYEE SKILLSETS	Providing training to employees	% of permanent employees who received training during the period
10. REPRESENTING DIVERSITY AND GENDER PARITY WITHIN THE COMPANY	Committed to helping people with a disability	Number of workers with disabilities
2021 CSR CHALLENGES	KEY ACTIONS	PRIORITY INDICATORS
11. CONTROLLING AND REDUCING ENERGY CONSUMPTION	Limiting electricity consumption	Change in electricity consumption
12. RAISING PUBLIC AWARENESS OF ENVIRONMENTAL CHALLENGES	Broadcasting reports on current ecological issues	Number of items broadcast on the television news devoted to the environment

The actions taken in 2021 are detailed within this chapter. A cross-reference table available at the end of this chapter provides a link between the text and figures published in this document and the information listed in Article R. 225-105-1 of the French Commercial Code.

7.1.1.5 CSR GOVERNANCE

Fit-for-purpose governance structure

M6 Group corporate governance principles are governed by all the standards and laws applicable in France. Since 2000, Métropole Télévision has been a limited liability company with an Executive Board and a Supervisory Board, which offers a clear separation between Group operational management and the supervision of that management (see Section 3. Corporate Governance of this document).

In addition, the organisation of corporate governance is repeated in the Articles of Association, in accordance with French legislation and the agreement concluded by M6 Group with the CSA.

As such, within the framework of the provisions of Article 39 of the Law of 30 September 1986, no natural person or legal entity, acting alone or in concert, may directly or indirectly hold more than 49% of the share capital or voting rights of a company holding a broadcasting licence for a national terrestrial free-to-air television service.

Engagement Department

Since its creation, M6 Group has always accepted the responsibility and societal role incumbent upon it as a media company, through the initiatives of its channels, within its organisation or through its foundation. In order to embody, oversee and better coordinate its CSR policy, in late 2020 M6 Group announced the creation of an Engagement Department.

Its purpose is to develop an overall CSR strategy that addresses the economic and social challenges of M6 Group. It will support the various operational departments to guide them in the implementation of this CSR strategy.

The CSR strategy is rolled out across four elements:

CSR Committee on the Supervisory Board

At its meeting of 16 February 2021, M6 Group's Supervisory Board decided to create a CSR Committee, comprised of Sophie de Bourgues (member representing employees), Marie Cheval (independent member), Elmar Heggen (Board Chairman) and Mouna Sepehri (independent member).

The Committee's duties are as follows:

- To examine the commitments and positioning of the Company's policy in terms of corporate, environmental and social responsibility, their coherence with the expectations of stakeholders, to monitor the policy's roll-out and more broadly to ensure that matters that come under CSR are taken into consideration in the Company's strategy and its implementation,
- To examine draft reports by the Company relating to governance and CSR, and broadly speaking to ensure the establishment of all information required by applicable legislation in this regard,

Lastly, within M6 Group, there is an internal control mechanism aimed at ensuring:

- compliance with laws and regulations,
- application of the instructions and guidelines set by the General Management or the Executive Board,
- the proper functioning of the Company's internal procedures, especially those contributing to the protection of its assets,
- the reliability of financial information,
- and generally, contribute to control and efficiency of operations and the efficient use of resources.

By helping to prevent and control the risks of not achieving the objectives that the Company has set itself, the internal control mechanism plays a key role in the management and coordination of its different activities.

This mechanism is detailed in the section dedicated to risks in this Universal Registration Document (chapter 2.1).

- Social mission, notably by continuing to develop the M6 Foundation and the disability mission, and also by taking action to address social issues that are related to the Group's "core business";
- Corporate mission, by supporting the action taken within the Group relating to, in particular, diversity, inclusion and disability, as well as quality of life at work for employees;
- Environmental mission, by overseeing all the measures that contribute to a sustainable and more environmentally friendly economy (energy savings, recycling, production of programmes, staff relocation, etc.);
- Economic mission, by strengthening links with all its partners in order to align shared practices with sustainable development principles.

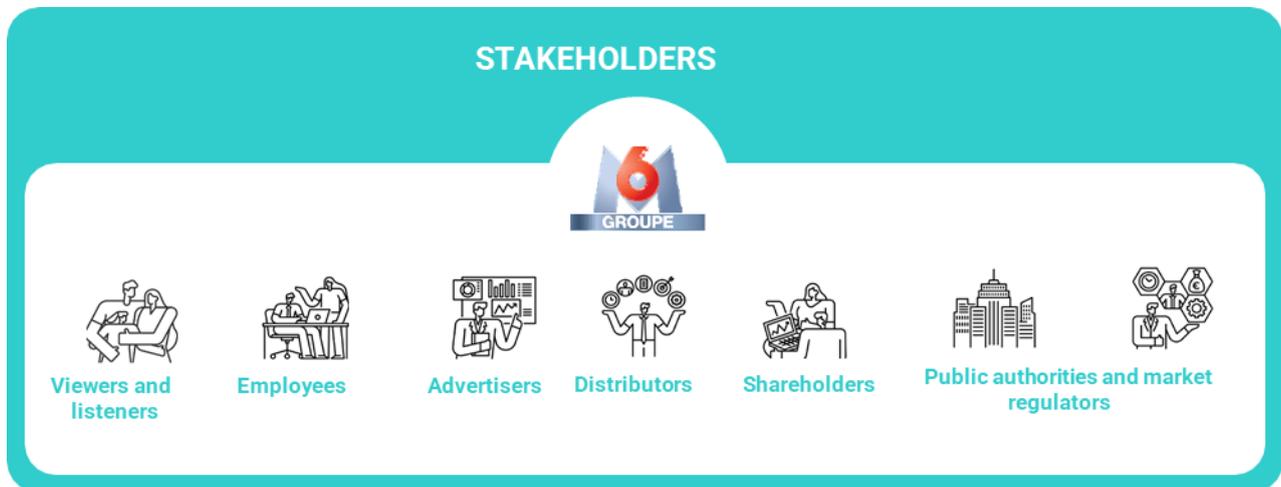
- To ensure the introduction of regular contact with shareholders on issues of corporate governance and CSR and to determine the procedure thereof, while ensuring the principles of shareholder equality and collective responsibility amongst the Board are not undermined,
- To identify and discuss emerging trends in the field of governance and CSR, and to ensure that the Company is best prepared for these trends in relation to challenges specific to its activity and objectives.

The Committee met once in 2021. Its work included:

- The Group's key CSR initiatives in 2021;
- Consultation with the Group's stakeholders to identify its strategic CSR challenges;
- The Group's CSR action plan for 2022;
- European green taxonomy and the new transparency requirements.

7.1.2 Stakeholders at the heart of the new CSR roadmap

7.1.2.1 MAPPING OF STAKEHOLDERS



Viewers and listeners

In order to reply to viewer queries, M6 Group has a dedicated service.

In 2021, this website, “etvous.m6.fr”, dedicated to viewers, recorded 0.5 million unique visitors (vs. 1.3 million in 2020) and 1.1 million pages viewed.

8,598 viewer queries were processed in 2021 (vs. 6,335 in 2020).

Today, the primary challenge for a media group is to encourage innovation in order to adapt to technological developments and changes in viewing habits and the use of its services. These developments have led the Group to widen the distribution and availability of its content over the past few years, necessitating investment in both networks and digitalisation as well as ascertaining the existence and development of a viable business model for these new uses.

Advertisers

Relations with advertisers and sales houses are governed by the Law of 29 January 1993, which came into force on 31 March, the so-called “Loi Sapin”, which guarantees a completely transparent advertising market.

Producers

Relations with programme producers are set out by multi-year contracts involving significant volumes as regards US studios (films, series), that ensure the smooth exchange of content. In addition, M6 Group plays a major role in creating French and European audiovisual and cinematic works, by dedicating a significant part of its advertising revenue to numerous co-productions and by reserving part of its investments for independent producers.

More generally, M6 Group is pursuing a policy that aims to develop sustainable and balanced relations with its suppliers and sub-contractors: for all of its purchases, M6 follows an approach that aims to take into account not only economic factors but also social, corporate and environmental factors. The Legal Department works to ensure that suppliers comply with all provisions relating to intellectual property, press and publicity rights, that they pay due attention to ethical aspects and are committed to meeting safety and security requirements.

This policy is used by the purchasing divisions of the various entities and subsidiaries of the Group.

By way of illustration, the Group’s Production and Legal Departments have introduced into pre-purchasing contracts for animated programmes a clause requiring the supplier to comply with International Labour Organisation conventions, in particular those relating to forced labour and child labour. Should the contractor fail to comply with any of these provisions whatsoever, M6 will be entitled to request the automatic termination of the contract.

Similarly, as part of its major purchasing of services or products, SND, the Group subsidiary responsible for the distribution of audiovisual rights, is very mindful of the environmental and corporate commitments undertaken by its suppliers. The measures taken by each provider such as the recycling of waste, use of CAT (centres providing sheltered employment), equal pay for men and women, compliance with competition rules, etc. are also transmitted to SND and taken into account in the choice of suppliers during tendering.

Lastly, on DTT, M6 Group's channels are aired thanks to a network of 1,626 broadcast sites, whose operation is guaranteed by various broadcasters, following invitation to tender.

Shareholders

M6 Group places strong emphasis on financial communication in order to deliver exact, precise and fair information to all shareholders, in accordance with applicable French standards and regulations.

Seeking to be attentive to the financial community and its shareholders in this matter, the Group set up information formats for individual and institutional shareholders, via a website dedicated to finances in both French and English: ([www.groupem6.fr/rubrique Finance](http://www.groupem6.fr/rubrique_Finance)).

Shareholders may contact the Company using the dedicated e-mail address: actionnaires@m6.fr.

The information policy regarding shareholders and the financial community is detailed in Section 4.4 of this document.

Shareholders are particularly invited each year to attend or be represented at the Group's General Meeting. Outside the exceptional circumstances related to the pandemic, they are also regularly invited to visit sets and control rooms, and to watch filming of television news programmes.

In addition, M6 Group regularly responds to questionnaires from non-financial rating agencies and maintains direct relations with socially responsible investors (SRIs) who can therefore underpin their assessments on the basis of in-depth discussions held in full transparency.

During procedures to award these sites, and given the high levels of electrical power required for the operation of the network, M6 Group encourages broadcasters to give priority to solutions offering the best energy efficiency.

In 2021 and for the 9th consecutive year, M6 shares were selected in the composition of the Gaïa index comprising the 70 securities posting the best 2020 performances. This index, established by Ethifinance, is dedicated to French mid caps and focuses on non-financial data.

This index measures the depth of involvement of the companies assessed in challenges related to sustainable development, corporate responsibility, governance and relationships with external stakeholders. The rating is calculated according to 170 criteria of which 34 in particular cover the environment, 43 corporate aspects, 58 governance and 23 external stakeholders.

Considered to be a benchmark database in the world of SRI (Socially Responsible Investments), the Gaïa Research index enables management and analysts to discover the most responsible companies and to integrate non-financial concerns into their analysis processes and investment decisions.

M6's score (out of 100) increased significantly in 2021, from 73 for the 2019 data to 78 for the 2020 data.



Public authorities and market regulators

Responsibility for M6 Group's institutional relations rests with the Corporate Affairs Department where a dedicated team is in constant dialogue with the various stakeholders and regulators. The Group maintains statutory links with all relevant regulatory bodies and government institutions.

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7.1.2.2 CONSULTATION WITH STAKEHOLDERS

As part of a process of joint preparation of its social and environmental commitment policy, M6 Group carried out a consultation with its stakeholders in 2021 to identify its priority CSR challenges. This is a structuring exercise and an essential step in building a policy consistent with the Group's operations and the expectations of third parties with whom it interacts.

Conducted in collaboration with a consultancy firm specialising in CSR strategy and change management, the stakeholder consultation took place in two main phases: a contextual analysis phase to identify CSR challenges relevant to the media and audiovisual sector, followed by quantitative studies and interviews with the Group's internal and external stakeholders.

Contextual analysis and identification of CSR challenges

Based on a review of industry benchmarks (GRI Media, sustainable accounting standards boards, guidelines on "CSR in the media industry" produced by ORSE and the CSR Media Forum, BC-9001), a benchmark of the Group's direct competitors and an in-depth analysis of sectoral trends, 24 CSR challenges were identified.

Divided into 4 core subjects (governance, corporate, social and environmental), these challenges reflect the key sectoral CSR topics, both in terms of the programmes broadcast, the relationship between a media outlet and its stakeholders or its role as an employer and the general conduct of operations.

Identification and consultation of internal and external stakeholders

Following the identification of CSR challenges specific to the media industry, internal and external stakeholders of M6 Group were selected to participate in the consultation. In addition to employees and a panel of the public, as many external stakeholders as internal stakeholders (mainly members of the governing bodies) expressed their views between April and July 2021 on:

- their perception of the engagement of the media industry in general, and M6 group in particular
- their perception of the relevance of these CSR challenges for M6 Group. To this end, they carried out a CSR rating exercise to determine, on a scale of 1 to 4:
 - the importance of each challenge for M6 Group, i.e. their impact on the sustainability of operations
 - M6 Group's performance in relation to each challenge

The results of rating challenges were used to feed the materiality matrix of M6 Group (see materiality matrix).

The stakeholders identified were interviewed as follows:

Internally:

- an online survey of all M6 Group employees
- qualitative interviews with management bodies (Executive Committee, Management Committee and Executive Board)

A focus group made up of a dozen employees was also established to reflect on how the challenges identified as priorities should be addressed.

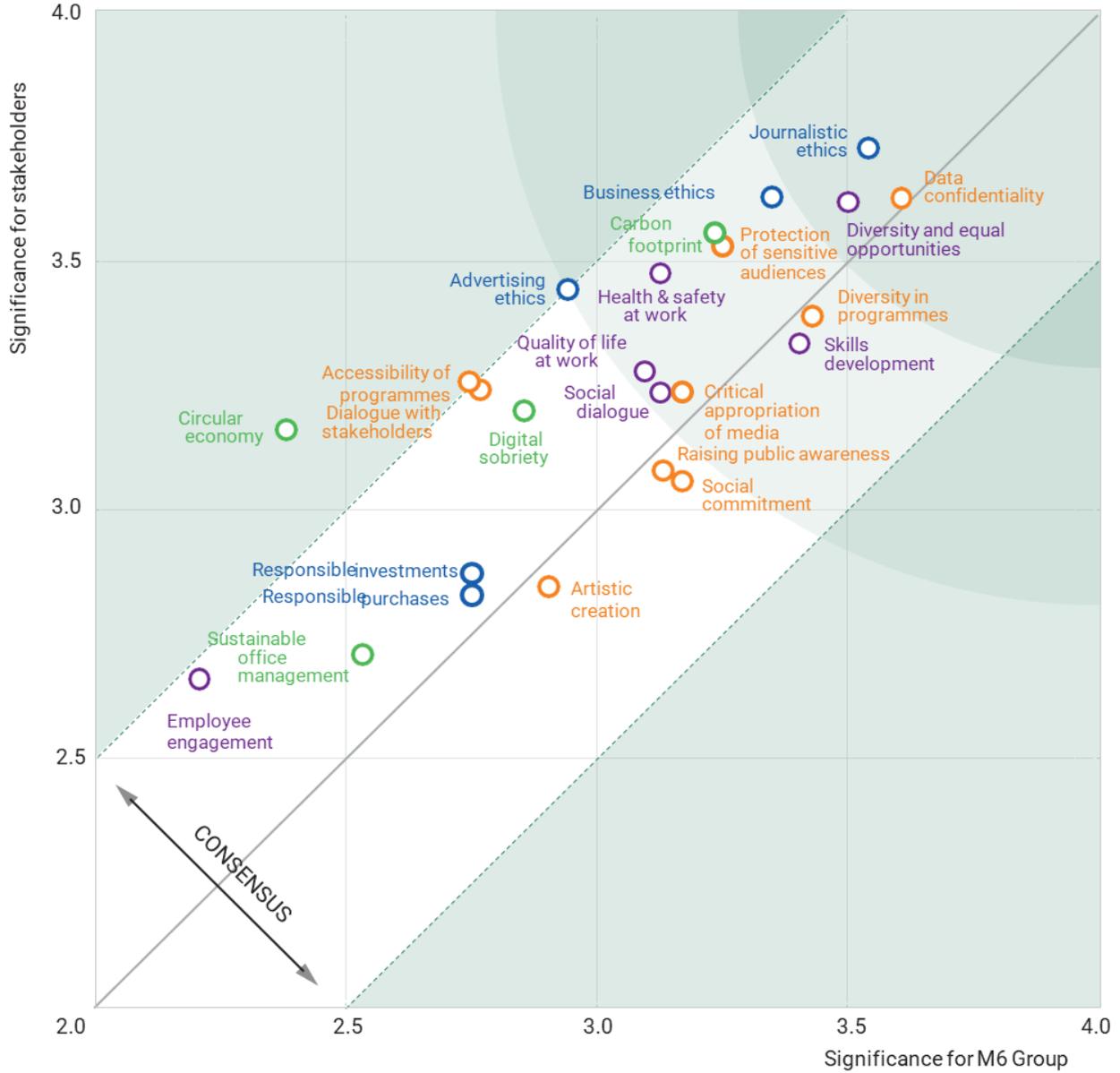
Externally:

- qualitative interviews with business partners (shareholders, investors and directors, advertisers, distributors, producers), institutional partners (public authorities and market regulators) and social media influencers (representatives of civil society with an informed opinion of a media group's activity)
- a representative panel of regular viewers and listeners of M6 Group's channels conducted by Harris interactive. Given the low visibility of audiences on the internal conduct of operations, they were asked about a shortened list of 15 challenges.

The results of this stakeholder consultation were the starting point for M6 Group's materiality matrix and its CSR action plan.

7.1.2.3 MATERIALITY MATRIX

Materiality analysis is a method for prioritising a company’s CSR challenges by comparing, within a matrix, their significance as expressed by external stakeholders with that expressed by internal stakeholders. The objective is both to better understand the expectations of external stakeholders in relation to the Company, and to assess, through the perception of internal stakeholders, the potential impact of CSR challenges on the Company’s activities.



Challenges

SOCIAL	CORPORATE	ENVIRONMENTAL	GOVERNANCE
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The scores reported in the materiality matrix correspond to the significance scores given by stakeholders during the consultation.

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Methodology

On a scale of 1 to 4, all challenges were rated above 2. This means that the stakeholders surveyed considered the 24 challenges listed to be of significance for M6 Group. Nevertheless, in order to identify priorities, the materiality threshold was set at 3.1. As a result, 13 priority challenges stood out for their high level of significance, namely

- Journalistic ethics
- Data confidentiality
- Diversity and equal opportunities
- Business ethics
- Representation of diversity in programmes
- Carbon footprint
- Protection of sensitive audiences
- Development of employee skillsets
- Health & safety at work
- Critical appropriation of media, particularly with young people
- Advertising ethics
- Quality of life at work
- Social dialogue

In addition, a more detailed analysis of the major deviations revealed four challenges on which further work is needed:

- carbon footprint
- **digital sobriety**
- diversity and equal opportunities
- critical appropriation of media

Three of these four challenges have already been prioritised by level of significance, with **digital sobriety becoming the fourteenth priority challenge for M6 Group.**

M6 Group's CSR action plan, which will be implemented in 2022, is based on these 14 priority challenges. As the Engagement Department is responsible for steering and coordinating the CSR policy, it will regularly monitor the progress of the work undertaken. However, as some challenges, in particular those related to ethics (journalism ethics, advertising ethics, business ethics), regulatory provisions relating to the media industry (data confidentiality, protection of sensitive audiences) and employee management (social dialogue, health & safety and quality of life at work) are already covered by other departments, they will not give rise to specific roadmaps in the CSR action plan. The Engagement Department also works with the Group's other departments to help them gradually integrate CSR into their business practices.

This materiality exercise was carried out during 2021, which is why the cross-referencing between these new challenges, Group risks and various indicators will take place during 2022.

7.1.2.4 NEW CSR ORIENTATIONS

Throughout 2021, the CSR Steering Committee, made up of members of M6 Group's management bodies, met regularly to contribute to and validate the various stages in the development of M6 Group's CSR action plan. This action plan, consisting of 6 roadmaps, relies on the results of the materiality analysis and on the strengths of M6 Group to extend existing good practices to the whole Group.

In addition, as a media and a company, M6 Group wants to achieve consistency between the messages conveyed on its channels and the actions carried out for the benefit of its employees. Each roadmap includes actions relating to the Group's television and radio stations, and mobilises all employees through training, awareness-raising and changes to certain business practices.



Through this CSR action plan, M6 Group is committed to the following priority areas for its audiences, partners and employees:

- **Carbon footprint**

A company's carbon footprint reflects the impact of all its activities on climate change. It measures the amount of greenhouse gases (mainly carbon dioxide or CO₂) emitted by the company in the course of its activities. With this roadmap, M6 Group is committed to reducing its carbon footprint and raising awareness of climate-related challenges among its employees.

- **Sustainable production**

Sustainable production consists of rethinking certain production practices, from filming to post-production, to limit their environmental impact. This is an increasingly relevant topic, which is shaking up the whole industry. Through this roadmap, M6 Group wishes to be as close as possible to field practices to reconcile innovative production with environmental protection.

- **Digital sobriety**

While meeting our needs, it is essential to adapt our daily digital usage, from the design of less energy-intensive websites and software, to the end-of-life of our electronic equipment. This is what we call digital sobriety. 6play, with its eco-stream mode, is already leading the way towards a more responsible digital world. Through this roadmap, M6 Group wishes to capitalise on its strengths and involve all its employees in this approach.

- **Anti-waste**

As the name suggests, anti-waste means combatting all types of waste by reducing the amount of waste we produce and by giving a second life to our residual waste, by repurposing or recycling it. Anti-waste is part of a circular economy approach in which every waste product can be reused to reduce both the waste of resources and pollution. Through this roadmap, M6 Group wishes to continue the efforts already made by improving the sorting and recycling of all its waste.

- **Media literacy**

Media literacy consists in giving, especially to young people, the keys to understand, decipher and interact with news and the media world. In the age of mass media and social media, which are more susceptible to misinformation and fake news, the so-called "traditional" media have a role to play in guiding young audiences. Gulli, M6 Group's children's channel, has been very active in this area for several years, particularly through the Press Week in schools. Through this roadmap, M6 Group wishes to put its editorial staff at the service of this commitment and reach a wider audience.

- **Equal opportunities**

Social, ethnic, cultural or geographic origin, religious beliefs, gender identity, sexual orientation or disability should not restrict any person's opportunities to access training, employment or responsibilities. Equal opportunities are about giving all people the same opportunities to develop. During the consultation, our stakeholders highlighted two priority topics: equal opportunities between women and men and social diversity. Through this roadmap, priority actions will be implemented in relation to these two topics. At the same time, M6 Group will maintain its commitment to people with disabilities, in particular through its Disability Team, and to people who have been in prison, through its corporate foundation.

These new CSR guidelines and the related action plan will be implemented during 2022, which is why, once again this year, the indicators for the 12 challenges established in 2019 will be used to review the 2021 financial year.

7.1.3 An ethical responsibility issue

7.1.3.1 AGREEMENT BETWEEN M6 GROUP AND THE CSA

M6 Group is committed to ensuring its networks comply with the codes of conduct and professional ethics set out in agreements signed with the CSA.

These agreements cover general and professional ethical obligations to guarantee a robust commitment to civil society. It also stipulates that the Company is responsible for the content of the programmes that it broadcasts. In accordance with French constitutional freedoms of expression and communication and the company's editorial independence, it ensures compliance with the principles of the clauses on the design and production of its programmes under conditions that guarantee its editorial independence, especially with respect to the economic interests of its shareholders.

In addition, the Company undertakes to refrain from establishing any business or financial relationship between companies of M6 Group and that of the principal shareholder or controlling shareholders that would diverge from usual business conditions noted in the market.

The obligations and undertakings in the agreement with the CSA also cover:

Plurality of expression of schools of thought and opinion

The Company guarantees the plurality of expression of schools of thought and opinion. In particular, it ensures the implementation of legal and regulatory provisions in relation to speaking time outside and during election periods, under the oversight of the audiovisual regulatory authority.

Public life

Pursuant to the right to information, the Company ensures compliance with the presumption of innocence, respect for privacy and the anonymity of juvenile delinquents.

Programme content must not incite to dangerous, delinquent or anti-social behaviour. It must respect the political, cultural and religious sensitivities of the public and must not encourage discrimination on the basis of race, gender, sexual orientation, religion or nationality. Programmes must promote the French Republic's values of integration and solidarity, combat discrimination and be representative of the cultural and ethnic diversity of French society.

Every year, the channel makes commitments to the CSA in order to promote the representation of the diversity of French society in its programmes for the coming year, based on the ruling of 10 November 2009.

Individual rights

The Company must guarantee personal dignity and individual rights relating to privacy, image, honour and reputation, and ensure restraint is shown in the broadcast of images or testimonials liable to humiliate people, to avoid complacency in reporting human suffering, and ensure that individuals' testimonies on facts regarding their private lives are only collected with their informed consent.

Protection of children and adolescents The family-friendly nature of the Company's programming must be reflected during the hours when a young audience is most likely to be watching, i.e. between 6am and 10pm. Within these time slots, and all the more so in the portion devoted to youth programmes, violence, even psychological, should not be perceived as continuous, omnipresent or presented as the sole solution to conflicts. The Company complies with the classification of programmes in accordance with five degrees of assessment of their acceptability in light of the protection of children and adolescents and applies the rating system accordingly under the supervision of the CSA. Particular attention is accorded to content intended for the Group's children's and young people's channels and divisions.

Integrity of information and programmes The integrity requirement applies to all programmes. The Company verifies the validity and sources of information. Its origin must be specified wherever possible. Uncertain information must be qualified when presented. In sequences filmed using a hidden camera, it should be impossible to identify people and places, except where the individuals involved have given their consent before the programme is broadcast.

When the Company presents on air, outside advertising slots, audiovisual communication service editing or distribution activities developed by a legal entity with which it has a significant capital relationship, it should strive to give a strictly informative character to the presentation, in particular by moderating the tone and restraining the significance attached to the topic. It should point out the nature of this relationship to the audience on this occasion.

Defence and promotion of the French language

The Company ensures the correct use of the French language in its programmes, as well as in adaptation, dubbing and subtitling of foreign programmes. The Company must strive to use French in the titles of its programmes.

All Group channels must comply with these standard obligations. All agreements by Group channels with the CSA are available at www.arcom.fr.

Monitoring the compliance of programmes is overseen by a dedicated department within M6 Group.

7.1.3.2 JOURNALISTIC ETHICS

As a media outlet with national coverage, M6 Group is fully aware of its responsibilities regarding the handling of information. One of its primary challenges is therefore to ensure editorial independence and respect for ethics in its news programmes.

In 2021, M6 Group received no warnings or formal notifications from the CSA regarding the ethics of the information¹.

In France, the main journalists' trade unions have adopted the Code of Professional Conduct for journalists. In addition, the "Convention Collective Nationale de Travail des Journalistes" (CCNTJ), a national collective agreement for journalists which applies to all journalists holding a press card in France, also sets out a number of ethical principles. This agreement is therefore applicable to journalists working within the Group, mainly in the national editorial services and at C. Productions, the subsidiary responsible for producing news magazines such as *Capital* and *Zone Interdite*.

In accordance with the Law of 14 November 2016 aimed at improving the freedom, independence and pluralism of the media, M6 Group has created a Journalists' Code of Conduct. This Code was jointly drafted by journalists' representatives and M6 Group management. Its purpose is to set out the key principles of independence, freedom, and the reliability and truthfulness of information as well as specifying the rights and duties of journalists and the management of M6 Group. In parallel with this Code, an Ethics Committee, made up of five people, has been set up for a period of three years in accordance with legislation. The terms of office for all committee members were renewed this year for a period of three years.

7.1.3.3 BUSINESS ETHICS

As well as complying with its legal and contractual obligations, M6 Group has set out a code of ethical and professional standards that all employees must observe in their own behaviour and to guide them in the actions they undertake. These standards apply to all employees regardless of status or position, including those at the highest level. Individuals must be guided by principles of professionalism and trustworthiness at all times, not only towards M6 Group, but also towards the public, customers and suppliers. They must abide by the laws and regulations in force and adhere to the standards of professional ethics set out by the Group.

Each new recruit is provided with a copy of M6 Group's professional ethics code, which also sets out the behaviour expected of employees with regard to personal conflicts of interest, sensitive data, gifts and invitations, and the periods during which employees must refrain from dealing in the company's shares. A copy of this code is also available on the Group's enterprise social network.

The Group maintains total editorial and journalistic independence in its news gathering and broadcasting. Editorial and journalistic independence is fundamental to its news reporting and broadcasting activities. The Group is conscious of its responsibility towards the general public and acts accordingly.

Consequently, the Group refrains from exercising influence on journalistic investigations and refuses to let itself be influenced by external political or economic forces.

Furthermore, the Group complies with all laws, regulations and business principles relating to the separation of editorial content from commercial advertising.

M6 Group seeks to deliver the most complete and most diverse information possible and, as stated in Article 3-1-1 of its agreement, "develop a policy of programming magazines and documentaries promoting understanding of the contemporary world, by dealing with diverse subjects such as employment, integration, the economy, science, ecology and the consumer society".

Capital, *Zone Interdite*, *66 Minutes*, *Dossier Tabou*, *E=M6*, *Enquête Exclusive*, *le 12'45* and *le 19'45* are programmes and magazines that illustrate, via the subjects dealt with, the M6 channel's commitment to inform and increase awareness of current and social issues and its expertise in deciphering major challenges.

In 2017, M6 Group rewrote its Ethics Code, which has become the Code of Ethics and Professional Conduct. This Code, attached to the Internal Regulations of Group Companies, deals notably with the following subjects:

Compliance with the law

M6 Group conducts its business in full compliance with the laws and regulations of the legal framework within which it operates. Group employees are required to adhere strictly to all laws and regulations relating to commercial companies in general, and the audiovisual and film sectors in particular. Under no circumstances should they disregard these statutes nor should they interpret them in a way that will damage Group companies.

Conflicts of interest

When, during the normal course of their work, employees are confronted with a situation in which a decision deemed to be in the best interests of the company conflicts with their personal interest, they are encouraged to inform their line manager or a company manager in order to resolve the conflict of interest as soon as possible.

¹ Formal notices published in the official journal during the year just ended and not subject to an appeal, or formal notices published during the course of a previous financial year that were subject to an appeal and which became final over the course of the year just ended.

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

A committed group

Fraud prevention

M6 Group ensures that all the company's tangible and intangible assets are used and treated responsibly, including its products, business equipment, information systems and intellectual property. To this end, all employees are made aware of the fact that the company's assets must be used exclusively for the business purposes for which they are intended and not put to improper personal use or used for illegal or other illicit purposes.

The Group has implemented appropriate control measures (described in Paragraph 2.2 of this document) to prevent any form of fraudulent activity.

M6 Group's commitments as an employer All the decisions taken in relation to recruitment, hiring, discipline, promotion and other employment measures must be free of all discriminatory practices. Psychological and sexual harassment is prohibited.

Furthermore, pursuant to Decree n° 2017-564 of 19 April 2017, M6 Group has implemented a professional whistleblowing system. This enables a whistle-blower to report, selflessly and in good faith, a serious matter, such as a crime or an offence, of which they have personal knowledge.

Freedom of expression and social media

A policy on the use of social media is issued to the Group's employees as a reminder of certain principles. In exercising their right to free expression, inside or outside the company, employees are required to avoid expressing publicly any opinion that may be taken to represent the position of M6 Group or its managers, to respect their obligation of professional discretion and loyalty towards the Group and to refrain from disclosing confidential information. These principles apply to all employees but especially individuals who may have a high public profile due to their role, their level of responsibility, their degree of public exposure or their prominent position on social media.

Internal control

Every employee is involved in improving the management of the Group's risks and helps to identify and correct failings. There must be no impediment to the smooth progress of the audits and checks carried out by the internal audit department of the statutory auditors.

Combatting corruption and influence peddling

Conducting business lawfully and maintaining the highest ethical and professional standards are essential components of the Group's corporate culture. It is the obligation of every employee to adopt the correct behaviour in order to ensure these standards are maintained.

In accordance with Law n°2016-1691 of 9 December 2016 relating to transparency, anti-corruption and modernising the economy, known as the "Sapin II" law, the Group's Code of Ethics and Professional Conduct defines and illustrates the different types of behaviour to be prohibited due to it likely constituting corruption or influence peddling.

As a general rule, employees must refuse gifts of any kind if they are of a higher value than would be deemed reasonable by the Group if it had to pay for them. Furthermore, any gift or invitation is deemed unacceptable if it could be regarded as likely to influence the behaviour of the recipient towards the donor.

Competition

The Group complies with anti-trust legislation and competition regulations. It has adopted a Code of Conduct and provides training on its implementation. Members of the executive committee and any other personnel particularly exposed to competition law issues can refer to the Code.

Insider trading

The Group has adopted an ethical trading code of conduct intended to prevent insider misconduct. This code complies with recommendation No. 2010-07 of the AMF (French markets regulator), dated 3 November 2010, and applies to anyone who has access, or may potentially have access, to insider information. It prescribes the rules applicable to all Group employees and is available on the intranet. A new version of this Code came into force in 2017, in accordance with Regulation (EU) 596/2014 on Market Abuse and Article 622-2 of the AMF General Regulation.

Protection of intellectual property

M6 Group respects and protects intellectual property and protected content in all its forms. As a media company, the Group is fully aware of the particular importance of protecting intellectual property in its business activities.

7.1.3.4 ADVERTISING ETHICS

The Group's sales house, M6 Publicité, has entrusted ARPP (*Autorité de régulation professionnelle de la publicité*), by way of an inter-professional agreement, with a consulting role in guaranteeing the compliance of advertisements with general audiovisual advertising and communication rules. The current procedure, at the expense of agencies and/or advertisers, provides for prior disclosure to the ARPP before the first broadcast. On submission to the ARPP, the ad is assigned a serial number which must be provided to M6 Publicité before broadcast. The ad can be cleared, rejected, or the ARPP can request changes prior to broadcast.

As mentioned in its General Terms and Conditions of Sale, M6 Publicité reserves the right to refuse to broadcast or suspend the broadcast of any advertisement, if it considers that it fails to comply with the laws, regulations and practices governing audiovisual advertising and communication, or if it is contrary to the channel's interests or those of its subsidiaries, or if the ARCOM subsequently deems that an advertisement is non-compliant and bans any further broadcast and/or demands that the film is withdrawn from air. The editorial quality and legal control aspects are managed by the agency's advertising broadcast department.

Moreover, like the entire advertising industry, M6 Group is committed to the advertisers' charter pledging to promote responsible communication, a charter whose FAIRe programme has extended the commitments to collectively lead those involved in the advertising ecosystem in an approach based on progress and responsibility. M6 Publicité's sales house has integrated these values into its business relationships.

As part of this, M6 Group is specifically committed to promoting, across all Group audiences, responsible behaviour and the respectful use of information relating to the private lives of its stakeholders in advertising and communication campaigns.

The Group does not broadcast any advertising in relation to firearms, pornographic material, alcohol or tobacco.

The Group also implements the CSA charter to promote a healthy lifestyle (health-promoting nutrition and physical exercise, and restorative sleep) in its TV programming and advertising. It pays particular attention to content intended for young viewers.

In order to take account of noise pollution that may be caused by its activities, M6 Group pays particular attention to the comfort of viewers and complies with the provisions of Decree No. 92-280 of 27 March 1992, which notably made it compulsory for TV channels to make the sound levels of programmes consistent with those of advertising breaks.

In addition, M6 Group, via the Group's sales house M6 Publicité, has over the four past years supporting the brand social responsibility award, the Grand Prix de la Responsabilité Sociétale des Marques, a key lever for nurturing the reputation and trust capital of the brands. Organised by Pro durable and Link Up Factory, this event strives to highlight and recognise the brands and services that build and develop their identities by leveraging an ethical and sustainable development model. At the awards ceremony, David Larramendy, Executive Board member in charge of commercial operations and developments and CEO of M6 Publicité, took part in the debate on the rôle of brands in mobilising consumers and helping them to support sustainable development. The sales house also created a shared offer with Link Up Factory aimed at advertisers seeking to communicate in relation to their commitments.

M6 Group, with the support of its sales house, also introduced "Green Week", a special campaign featuring programmes on the topic of the environment.

7.2 SOCIAL COMMITMENT

7.2.1 Serving the public through the Foundation

7.2.1.1 NEW 2020-25 ROADMAP

As a media business, in 2010 M6 Group created its own corporate foundation, having decided to get involved in the sensitive issue of prison life.

This commitment is based on a strong belief that business can provide other solutions to social issues; either via initiatives on its channels or within its organisation, the Group goes beyond its role shining a light on society to become a player in its transformation.

Financed by all the Group's companies, the Foundation has a budget of €2.5 million over five years. It has set itself the target of supporting individuals who have spent time in prison at some point in their life, in order to combat reoffending and thereby support their reintegration into society. It is also working to break down barriers between the prison world and the business world, in order to help change perceptions of prison and prisoners.

M6 Group is the only company to devote its Foundation to issues related to the prison environment, considering that it is the duty of companies to commit to a genuine civic and socially responsible approach, all the more so for a powerful media group present in the public domain.

The Foundation's activities aim to enable inmates to become stakeholders in their reintegration. To understand the expectations of its different partners - prison authorities, supported organisations as well as M6 Group employees - in 2020, the Foundation initiated a perception study. The aim was to examine its practices in order to better develop its 2025 action plan. Building on this study which confirmed the expertise acquired in relation to the prison sector, the Foundation reaffirmed its commitment based on two central themes:

- Reintegration via a return to employment
- Alternatives to prison

In this way, the M6 Group Foundation helps to fight reoffending on the ground - in 2021 it supported more than 20 non-profit organisations that are closely involved with beneficiaries and coordinated projects itself in partnership with the prison authorities. But it also pursues another goal - to step up its role in petitioning companies regarding recruiting people leaving prison. In order to have a knock-on effect and to scale up collective mobilisation, the Foundation intends to play its full part as leader in the social commitment of the business world with regard to those coming out of prison.

2021 key figures:

- 26 projects supported
- 42 correctional facilities addressed
- 8 initiatives in a non-custodial setting
- 45 cases of employee involvement in projects
- €500 K annual budget

7.2.1.2 FLAGSHIP FOUNDATION INITIATIVES

Employment as a tool for reintegration

The Foundation supports reintegration programmes via jobs and training as well as employment-related workshops focused on psycho-social skills. In 2021, it thus helped 8 organisations that support prisoners in preparation for their return to employment whilst they are in jail and/or at the - often critical - moment of their release from detention.

Permis de Construire, in charge of the rest of your life

Since 2010 in Nantes (44), the organisation Permis de Construire has been supporting individuals who are or have been in trouble with the law successfully reintegrate into society, notably thanks to personalised socio-professional support. By helping them to achieve autonomy, this support aims to prepare them for active life by developing a plan for the future that builds on their ambitions, skills and talents. The Foundation's support for Permis de Construire in 2020-2021 enabled the organisation to expand its coaching model to another region, Saint-Nazaire, and to structure its development with the creation of Permis de Construire France. A third region should open in 2022, helping to increase the number of individuals benefitting: 137 in total in 2021 (vs 77 in 2020 [the year of Covid], and 115 in 2019) and 40 companies, including 16 that provide sheltered employment, mobilised to put candidates into contact with local companies that are recruiting.

Alternative to prison, the place to “relearn” about freedom

Driven by the belief that following a long prison sentence, a breathing space between inside and outside is necessary, since 2017, the Foundation has supported prison alternative projects (in particular through reductions in sentences like day release). These alternatives - places for prisoners to “relearn about freedom” - support the transition between the prison environment and the outside world, helping to combat reoffending and exclusion.

Some of the six organisations supported in 2021 were several agro-ecological farms. They form part of a programme signed between the charity Emmaüs France and the Prison Authorities Department to expand an innovative offer supporting prisoners upon release and in their integration (based on the model of the Moyembrie farm, in the department of Aisne). 10 reintegration organisations developed using this model are planned in the longer term. After the Emmaüs Lespinassière farm (Aude department) in 2017, the Foundation provided its backing to the Emmaüs Baudonne (Landes department) and Ker Madeleine (Loire-Atlantique department) farms in 2020-2021, facilities hosting prisoners nearing the end of their sentence. Through the operation of an agro-ecological farm, the two organisations provide, through a back-to-work programme, paid work, accommodation and ongoing social assistance to individuals undergoing to help them rebuild their family and social relationships and create a new future for themselves. A living space for residents, support and relearning about freedom are present in every individual and collective moment of life spent at the farm.

Prisme, working on life skills, a requirement for integration

The organisation PRISME, founded in 2015, provides support based on the theories of social and cognitive psychology, in order to address the needs of people who are having problems with social and/or socio-professional integration. Improving life skills means successfully dealing with everyday needs, with the challenges they bring: adapting to oneself, to others and to the world around us. Managing emotions, stress, self-confidence - prior to successful social and professional integration - are addressed during the programme “Understand yourself better in order to move forward”. It is focused on the social, personal and professional fulfilment of participants. The Foundation renewed its support for Prisme in 2021, enabling the charity to continue its activities in the community, and to adapt the programme to include an intensive format for people sentenced to community service. In total, 67 participants followed the programme in 2021. Between the start and end of the programme:

- 63% of participants made progress in terms of emotional skills: *managing emotions, stress, self-confidence and self-esteem, etc.*
- 88% made progress in terms of social skills: *communication, resilience and negotiation,*
- 63% made progress in terms of cognitive skills: *decision-making, problem solving, critical thinking, etc.*

The M6 Group Foundation financed these organisations from their launch, in this way supporting the structuring of the management team. Launched in 2020, the Ferme Emmaüs Baudonne, dedicated to hosting women who have been in trouble with the law, welcomed 9 residents in 2021. Opened in the spring of 2021, the Ker Madeleine farm welcomed its first offender in September 2021, with two other reintegrated employees. Focused on vegetable production, the two organisations rely on a strong network of volunteers, who help support the social integration of employees undergoing reintegration.

Ferme Emmaüs Baudonne:

- 9 female offenders hosted
- 4 have left the facility, of whom 3 are in employment and 1 is in training
- 22 volunteers

Ferme Ker Madeleine:

- 1 male offender
- 20 volunteers

7.2.1.3 INITIATING PROJECTS: A FOUNDATION THAT OPERATES

Keen to provide practical solutions to the problems experienced by those in prison, since 2015 the Foundation has been developing its own measures, taking direct action on the ground, in contact with recipients. The competition, “Beyond the Lines”, and more recently the call for proposals “Driving Change”, were thus created in response to the two causes that are particularly dear to the Foundation: combatting illiteracy and eco-citizenship.

“Beyond the Lines” competition: rekindling the desire to learn through reading

Starting from the finding that 17.3%¹ of prisoners fail the reading and writing assessment carried out upon their arrival in jail and that poor command of basic skills makes reintegration more difficult, in 2016, the Foundation launched the writing competition “Beyond the Lines” within the prison environment, with the French Ministry of Education and the Prison Authorities. The competition aims to make enjoyment the focus of reading and writing once again. In each establishment, an author or journalist (member of the *Au-delà des lignes* jury) goes to meet participants to talk about language and demystify writing.

For the 6th consecutive year, between January and March 2021, 237 men, women and minors across 33 correctional institutions picked up their pens, daring - often for the first time - to produce a piece of writing, encouraged by their teachers. Despite a programme disrupted by the pandemic, 90 participants met a jury member who came to meet them to discuss their love of words and to give them advice. 18 winners were recognised during a ceremony which took place at the end of June at the prison authorities department with 44 jury members in attendance. By helping people who never normally write take up a pen, the competition has addressed, once again this year, two major issues: actively fighting the exclusion of prisoners who have lost touch with writing, and sharing their words, beyond the walls of the prison, by publishing a collection of all 237 entries.

Call for Proposals: “Driving Change” based on eco-citizenship

Being deprived of your liberty does not mean being deprived of your eco-citizenship: every individual has duties towards the environment and must play their part in its protection. Of the firm belief that prisons are concerned by this issue, the Foundation launched a call for proposals for projects with an environmental impact benefitting prisons. The purpose of this trial was to demonstrate that in prison too, it is possible to help to protect the environment. The specific nature of this call for proposals was that the responses had to be initiated and driven by a group of people in custody, making the time spent in prison useful time serving the common good. The Foundation thus wanted to highlight the commitment of those in prison in creating a collective project and taking ownership of their eco-citizenship.

A jury made up of 5 professionals, including 3 employees of M6 Group, attended the presentations by the 7 groups of finalists in prison via videoconferencing. It then recognised the project «Beekeeping Culture», whose uniqueness particularly struck them - breeding queen bees - and which, by means of safeguarding the environment, helps to develop skills for prison inmates. At the end of the deliberations, it also recognised the community involvement driven by the “Robins des murs” (Robins on the Walls) collective, by giving out a special jury award to this waste recycling project at Poissy prison. The two winning projects received a financial grant, enabling the initiative to be implemented in 2021.

¹ 2018-2019 annual assessment of education within the prison system, Prison Authority. p.50 – level of reading ability of individuals in custody at 01/01/2019 – National Overview

7.2.1.4 A COMMUNITY OF COMMITTED EMPLOYEES

The M6 Group Foundation raises awareness among Group employees and brings them together around an inspired and inspiring project, which testifies to the Company's awareness of its role in society as a corporate citizen. Each person has skillsets and a talent on which they can rely. Because in addition to the commitment of a Group, the Foundation's initiatives reflect the commitment of employees as citizens.

In 2021, Group employees took part on 45 occasions to the Foundations' activities, contributing their assistance, expertise and experience in their respective fields as well as their time to support the employees of the M6 Group Foundation.

Involvement in the Company Discovery Day, simulated job interviews, meetings to discuss respective roles in M6 or prison, provision of communication and editing skills, all offer the opportunity to link employees to the activities of their Foundation.

"Company Discovery Days"

At the suggestion of the Foundation teams, the "Company Discovery Days" took place in September 2021 - 8 former prisoners were hosted by 20 M6 Group employees at the offices in Neuilly-sur-Seine. After a tour introducing the various careers, the guests took part in workshops to gain confidence in their skills, and received HR advice in order to present their experience and their career plan.

At the end of the day, participants said they had (re)adapted to the standards of the world of work through contact with employees, and had enjoyed a positive experience of the business world: "It was about working on yourself through others", according to O., a guest. Job hunting came to fruition quickly for two participants, who began roles in the IT and retail sectors over the weeks that followed.

Building on this successful inaugural event, the Group intends to repeat this experience, which builds links between the prison system and the business world, thereby becoming more involved in access to employment and the reintegration of people who have been through the justice system.

7.2.1.5 SUPPORTING OTHER CAUSES

Prevent and act in relation to public health challenges

M6 Group is at the forefront when it comes to harnessing the impact of its channels and airtime in support of public health issues. This was particularly the case in 2021 with the Covid-19 pandemic. Throughout the year, the Group's stations (Radio and TV) were regularly asked by the CSA and the French Ministry for Solidarity and Health to broadcast Covid-19 alerts and guidelines to the French population, in real time and free of charge.

M6 Group proactively created a commercial called "Only one solution, get vaccinated" by using its presenters to deliver messages promoting vaccination to help tackle the pandemic.

In addition, for many years a special mechanism, set up both on Group channels and on the Internet, has been in place to support the Sidaction campaign against AIDS.

Lastly, the Group's channels strive to regularly warn viewers of risks associated with alcohol and drugs in its many magazines and reports.

Upholding respect of intellectual property

At a time where increased digitisation of media necessitates new measures to protect works, M6 Group, a producer and broadcaster of content, is helping to develop an effective policy to combat piracy and to uphold intellectual property.

This policy is based on two principal areas:

- reduction in the timeframe for broadcasting works, an issue addressed by the adoption of the Creation and Internet law and the signing of the interprofessional agreement;
- the development of catch-up television and Video on Demand, that gives viewers access to a varied range of programmes.

Enhancing and protecting cultural heritage

The audiovisual rights subsidiaries of the Group contribute to the preservation of the European film heritage through the restoration of classic films.

This major restoration work was initiated in 2005 with the purchase of SNC's catalogue of over 400 classic films by M6 Group. A total of more than 150 films had been fully restored by the end of 2021. In this way, the film *Au-delà des Grilles*, directed by René Clément and starring Jean Gabin, was presented fully restored in 4K at the Lumière Film Festival in Lyon in 2021.

During 2021, the Group collaborated with Cinémathèque Française as part of its Louis de Funès exhibition with the incorporation of several iconic elements from the Gendarmes franchise as well as the screening of several films from our catalogue, including *Les Gendarmes*.

Acting at a local level

M6 Group is a member of the organisation Neuilly Tech, a non-profit organisation created in September 2010 by Jean-Christophe Fromantin, Mayor of Neuilly, and consisting of the city of Neuilly-sur-Seine and the large companies located there.

The organisation's aim is to promote the development of innovative new media start-ups (selected via competitive selection) in particular by providing them with premises made available by large companies.

7.2.2 Representing diversity in programmes

M6 Group holds diversity dear and seeks to ensure that its programming is as representative as possible of the diversity of French society so that all groups in the community can identify with the content offered on its channels. M6 Group channels are duty bound, as nationwide broadcasters, to reflect on their channels the image of multicultural France by the promotion of the values of integration and solidarity and by the presence of all aspects of society in its programmes.

7.2.2.1 GENDER EQUALITY

Gender equality remains central to the commitments of Group channels, both in the structure of the Group (see Section 7.3.2 of this document on the Group's commitments to gender equality) and programming.

There are high levels of female representation in the news programming, with the 12'45 and 19'45 bulletins featuring a majority of female teams. Current affairs and news bulletins are still pursuing their aim of significantly increasing the airtime of female experts. The Group notably makes sure that the judging panels for competitive talent shows on its channels are balanced between men and women (*La France a un incroyable Talent*, *Top Chef*, *Le meilleur pâtissier*, *Lego Masters*, *Incredibles transformations*).

The Group is absolutely committed to ensuring women are fairly portrayed in the music videos shown across the Group's channels and restricts those it considers to be denigrating of women.

7.2.2.2 DIVERSITY OF ORIGINS

In the same way, promoting visible minorities is a genuine concern for M6 Group, as demonstrated by the diversity of its team of presenters (Kareen Guiock, Karine Lemarchand, Cristina Cordula, Issa Doumbia, Mina Soundiram, etc.), as well as that of the actors and artists featured on its channels (*Le Marrakech du rire*, *Téva Comedy Show*, *Les 100 vidéos*, *Plus vite que la musique*, *les vidéomusiques*, *Hip-Hop symphonique*, etc.) and the contestants in its entertainment shows (*Qui veut être mon associé?*, *Top Chef*, *La France a un incroyable talent*, *Mariés au premier regard*, *Pékin Express...*).

The Group's commitment to promoting the diversity of origins is also illustrated in the selection of reports broadcast on its channels, as well as in the dramas it promotes to audiences, such as *La Petite Histoire de France*, *Scènes de ménages*, *Apprendre à t'aimer*, *Tout ce qui brille*, *Mauvaises Herbes*, *Sister Act*, *De l'autre côté du périph*, *Abdel et la comtesse*, *Amour sur place ou à emporter*.

7.2.2.3 SOCIO-PROFESSIONAL CATEGORIES

M6 Group is keen to represent all socio-economic categories in its programmes, as well as its news reporting (for example, this year M6 broadcast reports from 66 Minutes on "*The People left behind by Covid-19*", and "*Bargains and Solidarity, a Winning Combination*" concerning an Emmaüs village that employs young people

7.2.2.4 REPRESENTING DISABILITY

M6 Group's mission is not only to address the daily lives of people with disabilities in its programmes (for example in "*Familles Extraordinaires: Raising a disabled child - love conquers all*", *66 Minutes: "Anosmia" and cooking competition "Cap'HandiCook"*; items on *Le 12.45* and *Le 19.45*), dramas

Promoting women in sport is also a priority for M6 Group. This year, it took part in "*#PlusDeSportAuFéminin*", an event organised at the CSA's initiative during 11 and 24 January 2021 to throw the spotlight on women's sport in the French media. M6 broadcast different portraits of female athletes in the news bulletins, Sport6 put the spotlight at the weekend on female sport news and Téva broadcast special editions of *Happy & Zen*. RTL broadcast reports on Léna Brocars, who took part in the first women's Nordic Combined World Cup and Nadia Comăneci, the Romanian gymnast; as well as a study conducted with Oxoda to cover "The Role of Women's Sport in France" and a programme, "On refait le sport" with the involvement of Nathalie Sonnac, Member of the CSA, which was behind the campaign. 6play broadcast four female MMA fights during that week.

It was also in specific content, such as for example, on Gulli, "*Being kind is life-changing*", a small series of short films in which children of all backgrounds give their perception of kindness and reclaim this concept, in order to promote greater solidarity, empathy and kindness, develop confidence and self-esteem and promote learning.

As it does every year, the Group also ran on 14 July 2021 an advertisement, free of charge and on all its TV channels and Radio stations, to promote diversity, and an advertisement dedicated to the Group's channels for children and young people (Gulli, Canal J, TiJi).

as part of a professional reintegration programme, and several issues in the news programmes on the problems facing vulnerable people), in its entertainment programmes (for example *Patron incognito*) as well as the casting of its entertainment shows (*L'amour est dans le pré*, *Les Reines du shopping*, *Top Chef*, *Les Mamans*, etc.).

(*Forrest Gump*, *Rain Man*, *The Little House on the Prairie*, *Chacun pour tous*, etc.), but also enabling them to take part in programmes and gameshows, in the same way as other participants (*La France a un incroyable talent*, *Les Mamans* broadcast every weekday on 6ter for several months, *Cauchemar en cuisine* with the young chef who helps Head Chef Philippe Etchebest in the new programmes, etc.).

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Social commitment

Group channels strive to highlight the work and the actions of organisations for the disabled in most of the topics dedicated to this theme. RTL covered World Autism Awareness Day in early April by inviting several guests involved in the cause onto its programmes. M6 Group covered **National Day of the Deaf** on 25 September 2021. On the Youth TV channels, following the example of Canal J, an announcement and an advertisement were broadcast throughout the day. The video of the song, “*La Politesse*” was broadcast on all the jeunesse 5 channels (Canal J, Tiji and Gulli), as well as on W9 and 6ter. The day was also covered in the M6 news bulletin.

During the week for the employment of disabled persons, from 15 to 21 November 2021, M6, W9, 6ter and Gulli broadcast four short films called “*Different, so what?*” made for M6 Group by the organisation Jaris of which the Group has been a partner for more than 10 years. Each of these films depicts the performance of dancers with disabilities.

Specific programmes were also featured on the free-to-air channels (evening of programmes about Down’s syndrome on 8 September 2020 on M6 with the TV film *Learning to love you*, followed by a studio-based programme and documentaries, *Autistic or Down’s syndrome: different and happy*, *Down’s syndrome, so what?*, and documentaries on Téva including *Disabled Sport Champions - Beating the Impossible*).

M6 Group was involved in **Disability Sport Week** from 17 to 23 May 2021: “Let’s play together” and the Tokyo Paralympic Games were both covered in the news, in the 12.45 and 19.45 bulletins, in the magazine *66 Minutes* with a profile of wheelchair tennis player Pauline Deroulède, as well as in the RTL morning and evening editions, and the RTL programmes “*On refait le Sport*” and “*Tout à gagner*”. On the channels for younger viewers, Gulli also covered the issue during its week by featuring programmes on disabled sport and disability in terms of its inclusive dimension, with in particular several episodes of “*Bande de Sportifs !*”, including one devoted to wheelchair tennis, and another to blind football, the programme “*Objectif Kilimandjaro - Oscar et Arthur sur le toit de l’Afrique*” (“Target Kilimandjaro - Oscar and Arthur on Top of the World”) and several “*Wazup*” topics, such as para-rowing and the athlete Sandra Laoura.

In addition, M6 broadcast several reports on disability to mark **International Day of People with Disabilities on 3 December**, for example on the lack of staff in specialist institutions and on the installation of dedicated spaces for people with autism on the Lyon metro.

7.2.2.5 COMBATTING DISCRIMINATION

M6 made a voluntary commitment to the CSA to broadcast reports specifically addressing discrimination and to ensure better representation on the channel of people from the most disadvantaged backgrounds.

In this respect, in 2021 *Zone Interdite* notably broadcast the documentary “*Not boy or girl: investigation into a new gender*”. M6 also broadcast many reports on combatting racism during its news broadcasting.

7.2.3 Supporting sensitive audiences, including young people

7.2.3.1 ACCESSIBILITY OF PROGRAMMES

In accordance with the Law of 11 February 2005 on equal rights and opportunities, accessibility not only means the participation and citizenship of people with disabilities, but also taking account of disabilities, first and foremost by subtitling its programmes for the benefit of the deaf and hard-of-hearing.

M6 Group also airs programmes in sign language: the magazine *Kid & Toi*, broadcast on Wednesday mornings for 27 weeks on M6, as well as on Gulli regularly, aimed at a young audience, with sign language translation by a hard of hearing Group employee; “*Mes tubes en signes*”, a music programme also broadcast on Gulli throughout the year, presented by Noémie Churlet, who is hard of hearing;

the short programme “*C’est bon signe*” in which Luca, a hard of hearing teenager, talks about his daily life and shares his knowledge of deaf culture in a quirky tone.

In 2021, M6 Group continued to broadcast a weekly TV news bulletin in sign language, *Le 10 Minutes*. Completely unprecedented, this programme is available on 6play and provides specific content intended for deaf people. Widely popular online, this programme has successfully found and increased its audience. Lastly, on 23 September 2021, a report on French sign language was shown on the news bulletin, *Le 19.45*.

In 2021, 100% of M6 programmes were accessible to deaf and hard of hearing people.

Accessibility of programmes to the deaf and hard of hearing (subtitling)	2019	2020	2021
M6	100%	100%	100%
W9	100%	100%	100%
6ter	60%	60%	60%

7.2.3.2 PROTECTION OF YOUNG PEOPLE

Content and ratings system

M6 Group carries out a review of its programmes which varies according to the type of content. The content of current affairs programmes is the responsibility of the editors, while news programmes like *Capital* and *Zone Interdite* are viewed by a special committee overseen by the Company Secretary's office.

Gulli has an ethics committee, which is made up of child psychiatrists, experts in the field of childhood, teachers and sociologists, and which is consulted regarding the make-up of the various content or any issue related to child protection. Due to its core target audience being 3-6 year olds, Tiji also has an independent ethical committee made up of autonomous experts. The reports from these committees are forwarded to the Conseil supérieur de l'audiovisuel each year.

In addition, as far back as 1989, M6 took the initiative to introduce a content rating system that clearly flags the type of audience programmes are intended for. It was subsequently imposed on other channels by the Conseil Supérieur de l'Audiovisuel in 1996. However, the commitment of M6 in this area has not weakened and the Group also ensures that its daytime programmes do not contain violence, vulgarity, or anything likely to shock young viewers.

Where content may not be suitable, the programme is rated and the appropriate message shown; alternatively, it is moved to a later time slot in the interests of protecting young viewers. For example, the Group closely monitors the development of co-produced series, from concept to delivery of the final episode. Dubbing of foreign films is also done with the greatest care. Thus, all the youth programmes, films, series, made-for-TV films, or music videos are viewed and validated by a Viewing Committee that gives its recommendations to the Ratings Committee, the final arbitrator of the allocation of the 4 categories (all viewers, under 10 years, under 12 years and under 16 years). All content aimed at children Gulli, Canal J and Tiji is available to all audiences.

In addition, M6 Group channels supported and broadcast, on both their channels and their 6play on-demand services, the ratings campaign proposed by the CSA between 20 November and 10 December 2021 as well as the specific campaign for the protection of children under three which was held from 2 to 5 July 2021.

Furthermore, pursuant to the terms of the CSA deliberation dated 17 April 2007, M6 has drafted a charter governing the participation of minors in its TV shows, with a view to protecting them and establishing specific conditions for participation.

Controlled use of Group social media

M6 Group is responsible for the information broadcast on its websites. Concerning its community sites, a service provider is responsible for moderation and, once the messages have become public, verifies those which are insulting, defamatory, racist or that represent any other incitement to violence or hatred and, where appropriate, removes them from the websites.

For the year ended 31 December 2021, M6 Group had 15.6 million subscribers with accounts for its free-to-air channels on these various social media platforms (non-duplicated subscribers), compared with 11.2 million at 31 December 2020.

The Group also operated more than 30 accounts (in particular for its various shows) in 2021.

M6 Group closely monitors developments on social media, and its presence there (Facebook, Twitter, Instagram, TikTok) increases each year.

Support for the abduction alert scheme

The M6 network is a powerful contributor to the Alerte Enlèvement system, implemented in 2005 by all main radio stations and television channels that are signatory to a memorandum of understanding modelled on what has been successfully experimented in the United States for a number of years. It involves the mobilisation of maximum media power during the first 24 hours after a child has been kidnapped, and to broadcast over as wide an area as possible information that could lead to the child's rescue.

This commitment by the Group consists of communicating essential information to as many people as possible, such as a description of the child or the abductor, as well as the circumstances of the kidnap, using tickers passing at the bottom of TV screens, programme interruptions, or the repeated showing of photographs to help identification. The system has proved its worth, as, to date, every time Alerte Enlèvement has been triggered the child has been found. In 2021, M6 was involved in 3 Alerte Enlèvement campaigns which were launched by the Ministry of the Interior.

Food charter and combatting obesity

Under the auspices of the CSA and in collaboration with the French Health Minister and the Minister for Culture and Communication and other Ministries concerned, on 18 February 2009 TV channels, producers and advertisers signed a first charter devoted to fighting childhood obesity in France. Reviewed by the CSA, this charter aimed to promote a healthy lifestyle through nutritious eating and physical exercise in its TV programming and advertising. M6 Group's channels adhered to this objective and signed the charter in order to actively participate in this campaign, having reiterated their commitments and dedication in 2013. Improved, expanded, enhanced and more targeted, a new Charter "*aimed at promoting healthy eating and behaviour in audiovisual programmes and advertising*" was signed on 30 January 2020 for a period of five years.

This new Charter, more ambitious in its scope and initiatives, calls for the greater accountability and involvement of all those concerned and is now the subject of a mechanism providing for annual assessment by the CSA, notably to ensure the effective reduction in children's exposure to audiovisual commercial communications relating to food or drink products containing nutrients or substances with a nutritional or physiological effect, notably fats, trans fats, salt or sodium, and sugars, whose presence in excessive quantities in the overall diet is not recommended.

In 2021, M6 Group thus supported and reported on the World Anti-Obesity Days via special programming on the channels M6, 6ter, Gulli, Canal J and TiJi, and the news slots of RTL and M6 (with, in particular, the broadcast of a piece called "Combatting obesity" in *Le 12'45*).

Supporting artistic creation and new talents

As part of its production and broadcasting obligations, M6 is committed to developing artistic creation and to valuing its diversity by focusing on young talent in cinema, audiovisual works and music.

The Group thus shares its cinematic investments carried out by its subsidiary M6 Films between established producers and young talent, since many of its productions are debut or follow-up films.

On its channels, the Group demonstrated strong commitment to discovering new talent, whether they be young actors in its co-audiovisual productions

In 2020, M6 Group's channels broadcast a total volume of more than 980 hours of programmes aimed at prevention and referring to the national dietary and health plan (Plan National Nutrition Santé or PNNS) and referring to the phrase "eating and moving". It is a broad commitment on the part of the M6 Publicité sales house, the channels M6 and 6ter, and in particular the group's children's channels (which joined the M6 family in September 2019 - Gulli, Canal J and TiJi, and the Chaîne du Père Noël) in relation to the awareness of the public they address. The Group particularly ensures that it incorporates this commitment into its children's programming - *Eating, Moving, Sleeping* (which highlights the key role of sleep in good health), *Foot 2 Rue, Bande de Sportifs, Bien dans tes baskets*, which encourages doing physical activity, etc.

Moreover, it was also by activities working closely with the public and families, that the Group initiated, during the lockdown in 2020 and then continued in 2021, the programme *Tous en Cuisine* to support French people by giving them the taste for cooking. In it, Chef Cyril Lignac featured easy and economical recipes using seasonal produce. Gulli also created a programme aimed at children during the first lockdown, *Trap Bien chez toi !*, or through sketches, presenters including Joan Fagianelli, showed children that they just needed one point of creativity to reinvent their daily lives, and to succeed for example in doing physical activity at home!

In its report published on 11 December 2020, the CSA had already highlighted the "considerable volume" of programmes fulfilling the criteria of the Charter and broadcast on the Group's children's channels. It reiterated this finding when it published its 2020 report to Parliament, in November 2021, by underlining diversity in particular.

(*Scènes de ménages, En Famille*, etc), hosts and presenters (Ophélie Meunier, Issa Doumbia, Norbert Tarayre, etc.) as well as contestants in its programmes (Mory Sako, who has just won his first Michelin star, and Mohamed Cheikh, who won *Top Chef* in 2021 and joined the kitchens of a 5-star hotel restaurant; the Lefevre family, who won *La France a un incroyable talent* in 2021, have released an album and are preparing for a concert tour, etc.). Several programmes are dedicated to this aim: *Top Chef, Le meilleur pâtissier, La France a un incroyable talent, Téva Comedy show*, etc. This desire is the Group's trademark, which is accompanied by loyalty to the talents discovered, as shown by the Group's support for their shows, record production, recipe books, new films, etc.

7.2.4 Raising public awareness

7.2.4.1 SOCIETAL CHALLENGES

M6 Group pays particular attention to the comfort of viewers and complies with the provisions of Decree No. 92-280 of 27 March 1992, as amended, which notably made it compulsory for TV channels to make the sound levels of programmes consistent with those of advertising breaks.

Raising public awareness of worthy causes In addition, M6 is highly committed to promoting a more socially responsible television service and broadcasts messages and short films with a social content free of charge.

M6 intends to assist and to encourage not-for-profit and charitable actions and to increase the general public's awareness of them. In 2021, numerous campaigns featuring humanitarian works, non-governmental organisations and charities, were thus broadcast free of charge on the Group's television channels, radio stations and digital mediums, supporting causes in the fields of solidarity (Fondation de France, Secours Catholique, French Red Cross, Disability Employment Week, Petits Princes, etc.) and health (Fondation pour la recherche médicale, Pasteur Institute, Fondation Arc pour la recherche sur le cancer, Etablissement français du sang, Fondation pour la recherche médicale contre la maladie d'Alzheimer, etc.). It may be noted that, since February 2020, the Group has been supporting the public authorities in managing the pandemic, and in particular the French Ministry of Health and Social Affairs by broadcasting public health messages regarding Covid-19, daily and free of charge throughout the year.

As has been the case every year for more than a decade, Téva has been particularly involved in the Octobre rose campaign against breast cancer.

W9 broadcast a musical evening in early primetime, alongside anti-poverty charity Secours Populaire. During this evening, a QR Code "Tous étudiants" was broadcast to raise money to support disadvantaged students.

Advertising, a driver of awareness

Advertising represents an increasing concern amongst French people. It plays a vital role in promoting more responsible consumer habits. With this in mind, M6 Publicité conducted a series of studies on changing consumer expectations and behaviour to support advertiser clients.

Focus on the study: *The era of responsible brands* Building on the success of 2019 in its study "*The era of responsible brands*", highlighting that 85% of French people expect brands to communicate more on their commitments, in 2021 M6 Publicité will unveil the results of its second edition. Its objective is to advise advertisers regarding the challenges and expectations of consumers in relation to the responsible offers and services from brands, of advertisers' own commitments and their communication on these issues.

This study includes an indicator-based section on responsible practices to put into context the developments and changes in behaviour over the years as well as new approaches: a European section enabling comparisons with the level of engagement of French people, the impact of Covid -19 on responsible behaviours and new and emerging trends such as digital pollution and the carbon footprint. M6 Publicité notes that the sense of urgency and the belief that we must act are felt more strongly than ever by 68% of French people, an increase of 4 points compared with 2019, and 69% in Europe. They expect media and brands to guide them in their responsible consumption. 70% of French people and 72% of Europeans said that "*I would really like there to be more programmes in the media that talk about the environment and which give me advice on introducing responsible habits*". 84% of French people and 83% of Europeans agreed that "*I expect brands to communicate more on their responsible practices and approaches*". Within this context, advertising has a role to play since, for 53% of French people, advertising must be involved in informing people about the energy transition by telling them about eco-friendly habits and responsible behaviour (54% for Europeans). This expectation is even higher amongst younger generations (62% of 18-24 year olds). The 3rd study will be published in 2022 and will include a focus on the social dimension (diversity, inclusion and solidarity) of brands and on the challenges of raising media and advertiser awareness regarding digital pollution.

Focus on the study: *Tendances kids 2021*

Through the *Tendances kids 2021* study, the benchmark study of children's video consumption habits and family lifestyles, M6 Publicité questioned children and their parents about their level of awareness of environmental and social issues and their actions in their daily lives. It was observed that children are both well informed and increasingly concerned. In response to their fears, specialists recommend that they be encouraged to act. A ranking of the green habits that young French people say they regularly perform has been carried out. At the top of the list were the usual everyday green habits. Sorting waste, reducing food waste, limiting water and electricity consumption were the most widespread practices. This top 4 is similar to other countries (USA, Japan, UK, Germany and Spain). With regard to their environmental and social concerns, kindness, the environment and health topped the list of children's concerns in France, although they differed by age. This is a major communication challenge for players in the games and toys industry and, more broadly, for brands targeting children, in order to give greater visibility to their "CSR" initiatives and to be better identified as responsible brands among children. According to the study's findings, it is more difficult for them to spontaneously name committed brands whose products are directly addressed to them compared to other sectors such as retail or the car industry.

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Social commitment

Finally, TV is the leading medium for informing children about CSR challenges.

When children are asked where they have heard about or learnt about their various CSR concerns, they mention their parents first. However, television channels play a major role, coming in second place on average, especially with regard to environmental topics.

7.2.4.2 ENVIRONMENTAL CHALLENGES

The responsibility of a group producing and broadcasting content is also based on its desire to make the general public aware of the challenges of sustainable development.

Environmental issues and related news were the subject of many reports in the news bulletins (*Le 12'45* and *Le 19'45*) - the Law on Climate and Resilience of 22 August 2021, COP 26 in Glasgow, alternative means of transportation, renewable energy, recycling, global warming, etc. In 2021, their number increased by 31% compared to 2020, reaching 453 news items. However, it still lags behind 2019 due to the overwhelming number of items related to the Covid-19 pandemic.

News bulletins also regularly bring to the fore unusual stories or innovations relating to ecology: “*An escape game to learn about green habits*”, “*The cleaner of the Pyrenean peaks*”, “*An Icelandic factory captures CO₂ in the air and transforms it into stone*”, “*Seed bombs, the weapon to preserve bees*”, etc.

M6 also decided to play an educational role via high quality documentaries regularly presenting the current ecological issues. These magazines have become flagships for the channel and thus represent a major audience attraction for these subjects among an increasingly broad audience. As such, C Productions, the internal company which produces news magazines and documentaries, has produced several items on ecology and sustainable development for M6, including, as part of *Capital* and *Zone Interdite*, “*Delivery: ever more, ever faster, but at what cost for the planet?*”, “*Buy zero-waste with 30% off, the new solutions that are arriving on your shelves*”, “*Greener, cheaper: the great revenge of provincial towns*” or “*An eco-friendly and modern house: these French people are building it as a family!*”.

C Productions has developed a new documentary brand for W9, dedicated to the environment: *2050*. Two primetime programmes will be broadcast in 2021 to alert the French to major environmental issues: “*Climate: can we still avoid the worst?*” and “*Tornadoes, floods, mega-fires: can we still avoid the worst?*”.

TV, beyond its entertainment role, is also key in awakening children's ecological awareness and opening them up to the world: 73% of children have watched environmental programmes on TV. In this context, Gulli is clearly identified as being committed to helping tomorrow's citizens grow up. In fact, parents put it ahead of the big US streaming platforms.

The programme *Turbo* also covered several topics related to the environment, such as the reports “*Driving green*” or “*Driving on ethanol*”. Many tests of electric or hybrid cars were also carried out (Nissan Leaf, Tesla Model Y, Cupra Leon e-Hybrid, Audi e-Tron GT, VW ID.4, Citroën Ami vs. Renault Twizzi...

Reality competition show *Top Chef* also seized the opportunity to promote good food practices, reducing waste and the benefits of cooking with fresh, organic products. Studio 89, the Group subsidiary that produces *Top Chef*, partnered with the French Red Cross to redistribute the food used during the show. Once or twice a week during shooting, volunteers gather up dry goods (bread, oil, spices etc.), perishables (fruit, vegetables, milk) and fresh foods with a very short shelf life (meat and fish) for redistribution at 4 food banks in the Seine-Saint-Denis district. 5.5 tonnes of food were donated to about 100 disadvantaged families during season 13, which will be aired in 2022.

Moreover, the radio station RTL is also actively involved in M6 Group's efforts to promote ecology and issues related to sustainable development. Every Sunday, the programme *On refait la planète* covers the environmental challenges facing humanity, thereby raising listeners' awareness of the need to safeguard ecosystems.

In addition, through an unrivalled multimedia mechanism (TV, radio, digital), M6 Group mobilised all its stations to offer, at the start of 2021 and for the second consecutive year, a range of special programmes based on environmental issues. From 24 to 31 January, to mark #greenweek, the Group's channels and stations (M6, W9, 6ter, Paris Première, Gulli, RTL, 6play, etc.) featured more than 60 hours of news, magazines, film and entertainment content related to ecology and the environment, each with their own tone and editorial line. The highlight of this #greenweek was the exclusive broadcast on M6 of Yann Arthus-Bertrand's legacy film, *Legacy*, with a strong message: “*Act before it's too late*”.

The Group ensures that all its programming portrays a positive image of rural life in which respect for the environment is evident, particularly in *L'Amour est dans le Pré*.

6play and its 100% Green catalogue

6play also aims to raise awareness among its more than 28.5 million active users through "100% Green", a catalogue of programmes with an ecological flavour, such as the documentary event "Legacy", directed by Yann Arthus Bertrand, or "Greta Thunberg: Rebel with a cause"; it also includes content anchored in the daily life of the French and resolutely turned towards sharing solutions such as "Targeting zero waste is child's play" with Eric Antoine or "Capital Solutions", presented by Julien Courbet.



7.3 CORPORATE COMMITMENT

7.3.1 Committed to employees

All the decisions taken in relation to recruitment, hiring, discipline, promotion and other employment measures must be free of all discriminatory practices. Psychological and sexual harassment is prohibited.

Furthermore, pursuant to Decree n° 2017-564 of 19 April 2017, M6 Group has implemented a professional whistleblowing system. This enables a whistle-blower to report, selflessly and in good faith, a serious matter, such as a crime or an offence, of which they have personal knowledge.

7.3.1.1 BREAKDOWN OF M6 GROUP WORKFORCE BY TYPE OF CONTRACT

	2019	2020	2021
Permanent contracts	1,970	1,707	1,664
Fixed-term contracts	311	197	183
Total workforce	2,281	1,904	1,847

7.3.1.2 WORKFORCE INDICATORS

At 31 December 2021, M6 Group's total workforce was 1,847 people, compared with 1,904 at 31 December 2020, including 1,664 on permanent contracts in 2021, compared with 1,707 in 2020. The net change in the number of permanent contracts is detailed below:

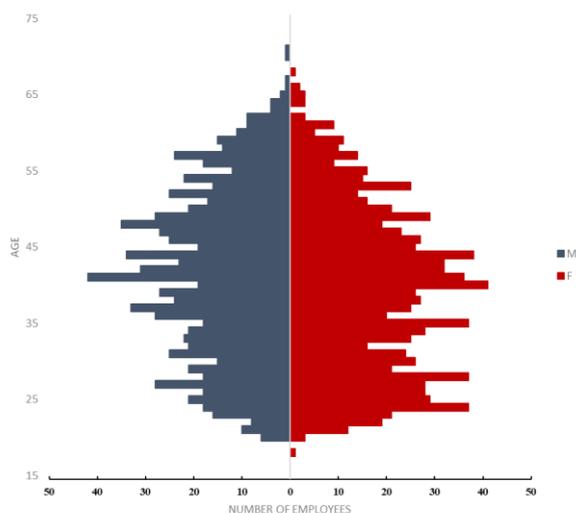
WORKFORCE AT END DECEMBER 2020	1,707
External recruitments	98
Event contract workers/service providers made permanent	17
Fixed-term contracts made permanent	22
Departures	
Resignation	-72
Redundancy	-44
Termination by mutual agreement	-28
Retirement	-6
Disposal of entities (M6 Hosting)/Exit from the scope of consolidation (Bedrock).	-27
Other (end of trial period, etc.)	-3
WORKFORCE AT END DECEMBER 2021	1,664

In order to ensure gender equality, M6 Group pays particular attention to balancing its workforce. At 31 December 2021, the Group's workforce was made up of 52% of women and 48% of men, distributed as follows:

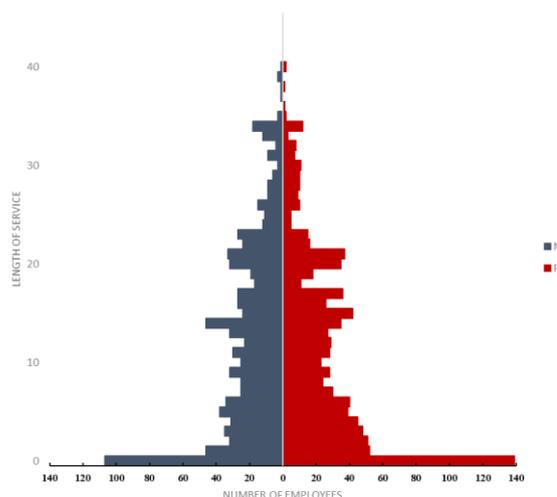
Breakdown of M6 Group workforce by category and by gender

	2021	Male	Female
Employees	399	195	204
Managers	1,114	486	628
Journalists	285	176	109
Senior executives	49	34	15
TOTAL	1,847	891	956

Age pyramid



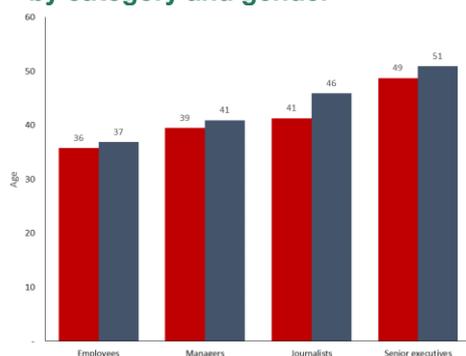
Length of service pyramid



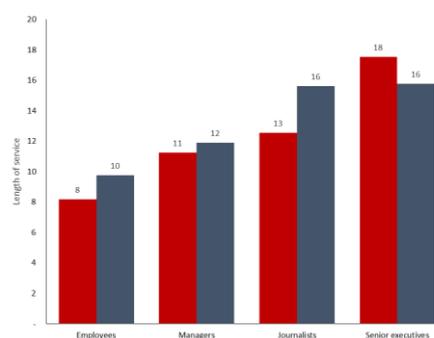
The average age of Group employees is 40.2 years, with 39.1 years for women and 41.4 for men.

The average length of service within the Group is 11.7 years: 12.5 for men and 11 for women.

Average age of permanent workforce by category and gender



Average length of service of permanent workforce by category and gender



Breakdown of permanent workforce by division

	2019	2020	2021
TV	1,377	1,284	1,283
Radio	413	382	353
Production & Audiovisual Rights	96	92	80
Diversification	395	146	131
TOTAL	2,281	1,904	1,847

Breakdown of fixed-term contracts

	2019	2020	2020
Fixed-term contracts	182	91	73
Work experience contracts	88	57	35
Apprenticeships	41	49	75
Total fixed-term contracts	311	197	183

Event contract workers

	2019	2020	2021
FTE event contract workers and freelancers	422	373	407

7.3.2 Promoting diversity and equal opportunities within the Group

7.3.2.1 GENDER EQUALITY

For several years, the Group has been committed to ensuring totally equal treatment of men and women through collective agreements and action plans.

In the light of this commitment, all the Group's operational HR department have been trained in non-discriminatory interview techniques since 2012, in terms of employment, position, training and remuneration.

	2020	2021
% of women in total workforce	51%	52%
% of women recruited on permanent contract	50%	51%
% of female executives	55%	56%
% of female managers	41%	47%
% of female executives	27%	31%
% of female Management Committee members	24%	29%
% of women who received training	51%	54%

The agreement of the Métropole Télévision ESU relating to gender equality in the workplace, concluded in late 2019 for a term of three years, was rolled out in 2020 to the Publicité, SND, and Music ESUs and to all the Group's subsidiaries.

In this way, to ensure equality and better representation of women on its channels, M6 Group has implemented, through its agreements and its various engagement initiatives, a proactive policy of respect and promotion of professional gender equality, which helped it to achieve very good scores in the first two published indexes of gender equality, scoring 87/100 for the Métropole Télévision Economic and Social Unit and 88/100 for the M6 Publicité Economic and Social Unit. At the same time, M6 Group acquired the solutions to avoid gender pay disparity and, where necessary, to remedy it, within the framework of the undertakings made during the Mandatory Annual Negotiations.

Moreover, in order to underpin its commitments in relation to combatting discrimination and sexist behaviour, M6 Group has appointed several sexual harassment and sexist behaviour officers, who have received dedicated training to ensure they can perform their role in full.

Work/life balance

M6 Group renewed its protective support measures for vulnerable and at-risk employees by proposing temporary working time arrangements,

7.3.2.2 YOUNG PEOPLE

Plan to recruit 100 young people

In September 2020, M6 Group introduced a significant recruitment programme aimed at young graduates seeking their first job.

This plan, which aimed to recruit 100 new young permanent employees, was supported by a budget of approximately €12 million. It should be noted that this amount was financed, firstly by the decision not to allocate free shares in respect of the 2020 financial year to the Executive Board and to senior executives of M6 Group (representing around 200 employees) and secondly, by a portion of the amount received in sector-specific government support voted for as part of the 3rd amending finance act.

by supporting them in their return to the company through a return to work plan, by increasing the number of remote working days for pregnant women, disabled workers and employees over the age of 60, etc.

In addition, and subject to their agreement, pregnant women can complete interviews with the Head of HR and their manager in the month before they go on maternity leave and the month before they return from maternity leave and are kept informed of life in the Group during their maternity leave thanks to online access to internal communications messages. The Group continued its commitment to promoting respect for the right to a private life (meetings starting during normal hours, flexible working hours for the return to school), and allowed parental leave to be extended to part time for up to 80% of working hours for children up to the age of six.

Numerous agreements and charters have already been signed by all companies within M6 Group covering in particular the donation of days' off, the right to switch off, and remote working enabling employees to limit their travel and thereby promote professional development.

Finally, in order to facilitate the transition from employment to retirement, M6 Group maintains the payment of pension contributions on a full-time basis for employees who switch to part-time work (80% or more) in the two years preceding their retirement.

It should be noted that these exceptional recruitments also made it possible to pursue our inclusive policy by recruiting profiles from all social and ethnic backgrounds, by opening up positions to profiles on the fringes of the labour market, and by adapting positions to candidates with disabilities.

It has also made it possible to offer permanent contracts to young people recruited on work-study programmes or internships: almost one in two young people recruited are from our pool.

Youth Executive Committee

In 2020, the Executive Board of M6 Group created a young employees Executive Committee made up of 18 members under the age of 30, who are appointed for a term of between 12 and 24 months, whose purpose is to assess the Group's operations in complete independence and to contribute to the Group's creativity, organisation, image, social policy and communication.

One year after it was established, the Youth Executive Committee has managed to find its place among the management bodies and has shown itself to be a source of proposals in many major areas of the Company, such as the CSR policy, the digitalisation of our processes, the induction process for our new employees, and a 360° use of our programmes.

More broadly, this Youth Executive Committee offers a healthy challenge to our stereotypes, making the most sceptical change their vision of the Company while increasing their awareness of the changes younger employees expect.

Young graduates

	2020	2021
Number of trainees received during the period for 3 to 6 months	194	222
% of trainees hired at the end of their training period (permanent or fixed-term)	20%	17%
Number of work/study students received during the year	113	114
- Apprenticeships	54	79
- Work-based learning	59	35

M6 Group has risen to 7th place (+11 places) in the HappyIndex@trainees 2022 ranking and is the leading media group in France. This distinction underlines the quality of the welcome and support given to our trainees and work-study students throughout their career within the Group.

New talents

Making M6 more attractive to young people:

- The strong improvement in the happyIndex@trainees ranking (score of 4.13/5), and the recruitment of 100 young people on permanent contracts despite the public health and social crisis we have been through, have strongly reinforced the attractiveness of our Group to young people.
- The quest to continue job shadowing (middle and high schools) despite the pandemic demonstrates our drive to maintain the social links established between young people and the media and testifies to the desire of our group to help middle and high school students have high aspirations.
- The "Meet the expert" interview with Béangère Terouanne, Head of Programme Acquisitions and member of the Group's Executive Committee, posted on the job search website for young people, "Jobteaser", helped to raise awareness of the Group's employment opportunities.
- Competitions for students were maintained:
 - #PrixMoJoM6 on M6: Alexandre Kerle (IJBA Bordeaux) won the 5th edition and was awarded a fixed-term contract within M6's National Newsroom. Following an application-based selection process, 6 finalists are invited to the offices to produce a report using a smartphone on a specific issue under real conditions. The competition, open to final year journalism students at the 14 schools recognised by the Journalists Agreement, helps to identify the future Mo(bile) Jo(urnalist)!
 - Jean-Baptiste Dumas Scholarship (RTL): Nathan Bocard (CUEJ Strasbourg) was awarded the 2021 scholarship by the jury made up of journalists from the RTL newsroom. This competition, named after Jean-Baptiste Dumas, a former RTL journalist, who died following the Furiani Stadium disaster in 1992, is open to students in their final year at Journalism School.
 - Hackathon with Kedge's Master 1s on the theme of innovation at 6play (user engagement) and a business conference with Gulli's Business Development teams for all Kedge Masters (over 200 people attended this event).
- The presentation of our activities to Master's degree students specialising in media (on our premises or remotely) remains a strategic lever of attractiveness for our business challenges.

Trainees and work/study students

In addition to the large number of opportunities offered to interns and students on work-study programmes, we are keen to welcome and support their experience within the Group by:

- Organising regular "Welcome Day" events. These sessions, offered to young recruits, help them to develop their knowledge of the Group, its activities and career opportunities, and to establish their first professional network, etc., from the start of their internship or work/study scheme.
- Preparing them for their future career: before the end of their training period, the young people have an assessment interview with their mentor, to make an overall assessment of their placement, as well as their potential and their motivation for the benefit of the Group. Their job applications are given priority for filling junior roles immediately following the end of their training period or subsequently.

In order to do this, a solution was designed and developed in-house by M6 Group - Talent Booster. It is a completely digital talent pool that allows HR teams to consult the assessments completed by all the Group's mentors during internships and work/study placements. This solution is a talent booster and was a factor in the recruitment on permanent contracts of many work/study students and trainees as part of the #PlanJeunesGroupeM6 programme.

- By measuring their satisfaction; for the 5th consecutive year, M6 Group received "Happy Trainees" certification, awarded by choosemycompany.com. With an overall rating of 4.13/5 (compared with 3.95/5 in 2020), this certification recognises the welcome, integration and support offered to trainees and students on work / study courses, within M6 Group.

7.3.2.3 WORKERS WITH A DISABILITY

M6 Group has been committed to supporting people WITH DISABILITIES as much in the choice of the programmes it broadcasts as in the employment policy implemented.

	2020	2021
Number of workers with disabilities	31 ⁽¹⁾	38 ⁽¹⁾

⁽¹⁾ Temporary / Permanent workforce at 31/12/2021 excluding Bedrock, Ctzar, Sociaddict and LTI Vostok

In 2007, the Group created its Disability Team in order to promote the recruitment, integration and retention in employment of people with disabilities.

In 2017, to mark ten years of the Disability Team, and in order to strengthen this commitment and allocate itself more resources, the Group signed its first Disability Agreement for a period of three years; an undertaking that was renewed and reinforced in 2020 with the signature of a second agreement (2020-2022), expanded to cover all the companies that have joined the Group since 2018.

The areas of commitment under this agreement are focused on five key strands:

- Recruitment,
- Retention in the workforce,
- News,
- Raising awareness,
- Using the protected worker sector.

Recruitment

In 2021 and despite the pandemic, the Group recruited 20 disabled people, including 4 on permanent contracts. In addition, it strengthened its partnerships with specialist recruitment consultancies, active schools, and associations in order to develop its talent pool of candidates.

It should be noted that M6 Group has already largely exceeded the recruitment commitments of the current three-year agreement with 25 actual recruitments, including 6 permanent contracts, against an initial target of 20 recruitments, including 2 permanent contracts.

Retention in the workforce

The Group's employees are offered numerous benefits as part of the agreement: transport agreement, additional days' leave, increased number of remote working days, working from home allowance, health package that can be used on demand.

This quality support, the reassuring framework of an agreement and the targeted communications on certain pathologies enabled 14 employees to start thinking about the issue and, for eight of them, to seek recognition. One file has already been approved, while the others are currently being reviewed.

Raising awareness

Throughout the year, Mission Handicap offers the Group's employees different awareness-raising formats (workshops, communications in our CSR, etc.).

Several mechanisms are put in place according to needs, such as specific software, a "health package", specific days of annual leave, etc. The aim of these targeted communications is to raise awareness among employees and to highlight the support provided by Mission Handicap. These communications have enabled more than a dozen employees to consider obtaining a Recognition of Qualification as a Disabled Worker (RQTH) and for some to take the necessary steps with their Departmental Centre for Disabled Persons (MDPH).

Targeted communications on World Disability Days

On the occasion of various world days (hearing, cancer, IBD, DYS- disorders, osteoarthritis and diabetes), Mission Handicap renewed its support for the employees concerned to help them in their daily lives.

Distribution of laptop sleeves and promotion of the sheltered and adapted workshop sector

At the beginning of 2021, all employees received a felt laptop sleeve with the message "In 2021, I am buying responsibly! ".

The purpose of this distribution was twofold:

- Share with everyone the Mission Handicap 2020 review,
- Raise employee awareness of the importance of responsible purchasing from the so-called sheltered and adapted workshop sector (ESAT and EA), as these establishments are a significant lever for the employment of people with disabilities. The sleeves were produced by the adapted company WEEZEA, the information flyer on the sheltered sector was printed by the adapted company Handiprint and the whole thing was sent to employees' homes via the adapted company Atelier du courrier.

This operation made it possible to raise employees' awareness of the quality of the services offered by the Sheltered and Adapted Workshop Sector.

In-house handi-sport tournament as part of the Tokyo Paralympic Games

On 30 September 2021, M6 Group's Mission Handicap organised a para-table tennis tournament with Matéo Bohéas, silver medallist at the Tokyo Paralympic Games, and his coach Roza Soposki, along with 16 male and 16 female employees with invisible disabilities. The finalists were then presented with their medals by the champion. This medal was made for the occasion by an organisation employing more than 80% of people with disabilities (ESAT).

The aim was twofold: to raise awareness among Group employees about the invisible disability and to show that disability does not prevent competence. It was a great success!

Using the protected worker sector

ESATs and EA are establishments in the sheltered and adapted workshop sector (ESAT, EA and TIH) that employ more than 80% of people with disabilities in their workforce.

Working with these service providers means acting indirectly for the employment of disabled people and M6 Group has made this one of its priority commitments in its second disability agreement. In 2021, revenue of €160 K was entrusted to companies in this sector on various topics: human resources, digitalisation, printing, packaging, provision of personnel, etc.

Les grands esprits se rendent contes

Like every year, the M6 Group took part in the European Week for the Employment of People with Disabilities (EWPD) from 15 to 19 November 2021.

In addition to the Duoday, awareness was promoted among employees: "*Les grands esprits se rendent contes*" (Great minds tell tall tales)

The idea was to raise awareness and provide information through 5 stories based on difference with - at the end of each story - a summary by a disability expert to make a link with the business world, our agreement and its measures for recognised employees.

Duoday

For "Duo Day 2021", M6 Group once again mobilised its teams by welcoming nearly twenty trainees on Thursday 18 November 2021. Each of these trainees, who are disabled, formed a pair with an M6 Group employee to help them learn about their job.

The aim of this day was twofold: to raise awareness among employees and teams who welcomed a duo for the day and to promote the employment of people with disabilities.

Each person with a disability welcomed on this day had their profile carefully studied by the Human Resources Department in order to, as far as possible, offer a position that matched the Group's needs and the candidates' expectations.

Solidarity Christmas Market

For several years now, M6 Group has been organising a solidarity Christmas market in its premises in December. For one day, employees can buy Christmas gifts produced by ESATs and EA. A unique way of promoting the sheltered and adapted workshop sector. This moment has become a must for many employees.

With this in mind, since the beginning of 2021 the radio teams have called on the adapted company Ateliers de la Garenne to manage all the donations and mailings to listeners. An employee thus joins the radio teams two days a week. This on-the-job immersion is a real driver for employability and a bridge between the sheltered sector and the "ordinary environment".

7.3.2.4 PEOPLE WHO HAVE BEEN IN PRISON

In an effort to be consistent with the action of its Corporate Foundation (dedicated since 2010 to the social and professional reintegration of people who have been in prison) and to set an example for the business world, in 2021 the Group continued its approach of hiring people who have been in prison, by integrating **two new employees** who were previously “in the hands of the law” into its activities, thus diversifying the integration formats: work-study schemes, fixed-term contracts, permanent contracts... while continuing to develop the skills of a person on a work-study scheme since 2020.

These new arrivals have led the Human Resources department and the M6 Group Foundation to formalise a specific integration process within the Group: sourcing of candidates from the Foundation’s partner organisations, possible “technical skills” training prior to taking up the role, regular monitoring of the new recruit during the first few months. A “Support Charter” for new recruits and managers in charge of integration is being drafted in collaboration with the managers concerned, who have come together to share their experience and enable the Company to adjust its procedures.

7.3.3 Developing employee skillsets

7.3.3.1 INTEGRATION OF NEW HIRES

From their very first day, employees have the opportunity to consult a “digital induction guide” online: a welcome video by Nicolas de Tavernost, practical information, the main points of contact, introduction to M6 Group’s activities, etc.

Moreover, throughout the year, employees can register to take part in in-house conferences: presentation of the new season line-up, presentation of the TV and radio activities, TV and radio audience ratings.

7.3.3.2 ANNUAL REVIEWS

Every year, all employees have an annual review with their manager. In addition to an appraisal of the results attained over the course of the year just ended, this also provides the opportunity to assess the efficiency of training programmes undertaken, the skillsets used and professional balance (workload and organisation, work/life balance).

The annual review as well as the professional interview is available in confidential digital format accessible to each employee and archived for future years on the enterprise social network.

Since 2015, employees have also benefited from a second review with their manager, entitled the professional review.

Needs and/or comments expressed during the reviews are analysed and addressed by the Human Resources Department throughout the year.

7.3.3.3 INTERNAL TRANSFERS AND PROMOTIONS

Career management is a priority for M6 Group since it combines professional development and company performance. In particular, a transfer makes it possible for the employee changing role to give fresh impetus to their career while maintaining contractual security within a familiar atmosphere. Conversely, the department recruiting an internal employee is enriched by their previous experience within the Group and knows the value of this employee over the long term.

In 2021, 45% of permanent contract opportunities (excluding young people programme) were filled internally, demonstrating the Group’s ability to support and develop its employees. Women represented 64% of these transfers, which demonstrates our desire to further develop women’s careers within the Group.

	2020	2021
% of permanent employees who received training during the period	42%	39%

Permanent contracts - Excluding Ctzar, LTI Vostok, Bedrock, Best of TV (2020) - Excluding Ctzar, LTI Vostok, Bedrock, (2021)

	2020	2021
Number of employees who were promoted during the period	182	143
% of employees who were promoted during the period	11.5%	9%
Number of employees who benefitted from in-house mobility during the period	26	21

7.3.3.4 TRAINING

M6 Group is keen to develop the skills and talents of its workforce and has an active and agile training policy offering “Occupational”, “Management”, “Personal Development” and “Group Culture” courses.

	2020	2021
Training investment	€545 K	€649 K
Training initiatives	1,046	1,109
Number of hours' training	9545	9,918
Number of employees who received training during the period	737	645

Permanent contracts - Excluding Ctzar, LTI Vostok, Bedrock, Best of TV (2020) - Excluding Ctzar, LTI Vostok, Bedrock, (2021)

Included are the training programmes that have been fully or partially financed in the budgeted training programmes and skills training periods.

2021 was once again characterised by the pandemic.

However, the total training expenditure in 2021 was €649 K, demonstrating M6 Group's continued commitment to talent development despite the environment. This investment in training went to fund 1,109 training actions for a total of 10,723 hours. In total, 645 employees benefited from training in 2021, representing 39% of the workforce.

In 2021, M6 Campus - M6 Group's in-house training organisation - secured QUALIOPI certification, once again demonstrating the quality of its training and the procedures put in place. In addition to its registration with the DATADOCK, QUALIOPI certification has enabled M6 Campus to finetune its model for evaluating skills upstream and downstream of training courses while maintaining its of agile and tailor-made philosophy.

M6 Campus has tailored its remote and hybrid courses in order to remain a major partner in developing the skills of the Group's employees.

In this way, M6 Campus organised 335 training initiatives in 2021 by providing training related to Management, Group Culture, Business Expertise and soft skills.

M6 Campus continued to provide employees with personalised training by offering workshops to support the extensive roll-out of remote working for managers, and more generally, all employees.

Since their launch in 2018, the M6 Campus manager workshops have been a genuine success with managers. 12 agile workshops lasting between four and seven hours were completely open to auto-enrolment through the corporate social media platform and delivered remotely where the situation required.

These topical workshops, lasting one morning per topic per group of 6 managers, are intended to support managers in their day-to-day role with subjects such as “Learning from your emotions”, “Leading Change”, “Supporting / Training”, “Communicating” and “Facing up to conflict and malfunction”.

7.3.4 Ensuring good working conditions

7.3.4.1 SAFETY

The safety and working conditions of employees are central concerns of the Group's management and elected members of the Group Health, Safety and Working Conditions Committees and Economic and Social Committees.

The areas for which these bodies are responsible are monitored on a regular basis through regular or extraordinary meetings.

Security at the entrances to all buildings remains strong, including outside Paris (checking of badges

and identities of people from outside the Group, limited access to certain buildings and to parking areas).

The trade union representatives were also informed of all the measures that have been implemented.

In addition, in 2021 M6 Group signed a charter on good driving, the aim of which is to remind people of the safety rules of the highway code when using service vehicles.

Work related accidents and illnesses	2020	2021
Work-related accidents resulting in lost time	7	5
Frequency rate ⁽¹⁾	1.68	1.49
Severity rate ⁽²⁾	0.016	0.018

(1) Frequency rate: number of accidents resulting in lost time of more than one day occurring over a 12 month period per million hours worked.

(2) Severity rate: number of sick days compensated per 1,000 hours worked.

7.3.4.2 QUALITY OF LIFE AT WORK

M6 Group's commitments in relation to quality of life at work have been strengthened by the conclusion of several collective agreements. The Métropole Télévision, M6 Publicité and Music renewed and strengthened its commitments by signing an agreement relating to quality of life at work in 2020, for a term of three years.

In order to improve the quality of life at work for its employees, M6 Group introduced two days of quality of life at work and implemented opinion surveys.

A collaborative vegetable garden was designed in May 2019 in the garden of the building at 46 rue Jacques Dulud in Neuilly. More than 50 employees take turns throughout the seasons to maintain it and harvest the produce, learning about growing things organically and the concept of local networks for seasonal fruit and vegetables. Three beehives were installed on the roof of the building at 46 rue Jacques Dulud. Over 100 jars of honey were collected and distributed to employees.

7.3.4.3 ANNUAL PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Annual reviews of quality of life at work and psychosocial risks are prepared within the various M6 Group entities. Indicators by department concerning human resources and corporate aspects (mobility, absenteeism, turnover, age pyramid, seniority, etc.), working conditions (working hours) and health and safety (number of occupational and commuting accidents, medical exams, etc.) provide the basis for an analysis of the information and the necessary and appropriate solutions to ensure the smooth running of the department.

In addition, as part of their annual appraisal, each employee is encouraged to consider their work-life balance, to discuss it with their manager and to monitor their workload. These indicators are then considered to ascertain the need to implement, where necessary, an action plan

7.3.4.4 HEALTH & SAFETY TRAINING

In 2020, 87 people underwent safety standards training (evacuation, use of fire-fighting equipment, etc.), 3 of whom were trained as workplace first aiders:

- 6 employees attended initial OHS training,
- 3 employees attended OHS training on recycling,
- 15 employees attended fire training.

In addition, the Group continued to offer specific training courses to raise awareness among the various players in the Company, and continued to invest heavily in managerial training with a very comprehensive range of courses adapted to all levels of experience. 296 managerial training initiatives were organised in 2021 (Management: la recette !, "Manager de manager", "Les ateliers du manager By M6Campus", ...) in order to improve work relations and quality of life at work.

The managers are also made aware of their right to disconnect, in accordance with the provisions set out in the charter relating to the right to disconnect.

Furthermore, M6 Group introduced a transport programme to optimise business travel by promoting alternative modes of transport to private car use (public transport, reducing business travel, promoting shared travel, etc.) to help protect the environment.

to ensure this balance. Employee representative bodies receive a summary on an annual basis.

Pursuant to the French law on professional training, all Group employees with at least two years' seniority are offered a professional interview. The purpose of this interview is to review the employee's professional career and discuss with them their professional development (skills, mobility or redeployment project, etc.). An interview is held in less than two years if the employee is returning from an extended period of absence or wants to move to another position in the company.

As is the case every year, M6 Campus - M6 Group's training body - offered managers the opportunity to attend training to ensure the success of their annual reviews as well as their professional interviews. In 2021, 50 training sessions were delivered demonstrating the commitment of managers to ensuring the various reviews are successful.

Lastly, 13 journalists and reporting engineers (radio and television) also received first aid training via a custom developed session run specifically by a member of the marine commandos and nine journalists were trained in risk prevention during demonstrations.

7.3.4.5 OCCUPATIONAL HEALTH

In 2021, the doctor's surgery was once again mobilised as part of the pandemic response, notably during the introduction of the public health measures recommended by the authorities, as part of the monitoring of vulnerable people, in relation to psychosocial risks connected with remote working and with the employee vaccination campaign.

In accordance with the national protocol in companies aimed at ensuring the health and safety of employees, the Group introduced the following rules across all its sites:

- Temperature checks in the reception of each building for employees and people external to the Group,
- Mandatory wearing of masks on the premises,
- Daily disinfection of workstations,
- Cleaning stations on every floor,
- Introduction of specific traffic flow,
- Limited number of employees per lift and in meeting rooms,
- Reduced number of people in working areas,
- Hygiene rules displayed in premises,
- Reservation slots in company restaurants.

As well as answering queries regarding the measures to be adopted as part of the pandemic, the daily presence of a nurse in the medical room also made it possible to give preventive advice to employees and answer any questions they may have on various subjects, notably via the enterprise social network Blender,

7.3.4.6 IT SECURITY

To combat the growing threat of phishing/ransomware, M6 Group strengthened its IT security system in 2021.

A campaign to raise awareness among employees was run using various techniques to identify phishing emails. In addition, tools have been deployed to block malicious websites and files, prevent the leakage of sensitive data and ensure traceability of electronic conversations.

These measures are included in M6 Group's IT Charter.

7.3.4.7 SOCIAL DIALOGUE

M6 Group complies with the Labour Code and applicable collective agreements with regard to social dialogue, the exercise and protection of trade union rights and employee representation.

M6 Group also complies with the provisions of the International Labour Organisation's fundamental conventions on the freedom of association and the right to collective bargaining, and in particular the ILO's conventions C87, C98 and C135.

by indicating the positions to adopt for sedentary work, recommendations in the event of a heatwave, the procedure to follow in the event of a medical emergency, benefits in the event of pregnancy, etc.

The nurse also monitors personnel who work at night, under the supervision of the occupational health doctor, as part of intensified individual follow-up.

The annual occupational risk prevention and improvement of working conditions programme was regularly updated.

In addition to setting out the discussion processes with employee representatives, such representatives have been specifically educated about all the initiatives introduced within M6 Group, in particular on the public health measures to be adopted to avoid spreading Covid-19, and in particular in relation to the psychosocial risk prevention policy.

Moreover, the Group particularly:

- introduced "M6 Eco-Commuting" allowances for bicycle commutes,
- developed its internal communication aimed at employees,
- issued updates by the Chairman on M6 Group's position, notably regarding organisation of work during the curfew and lockdown periods,
- developed a guide featuring advice and recommendations for working in complete safety.

IT Code of Conduct

M6 Group has an IT Code of Conduct that was overhauled in 2018. This Code sets out the rules for using the IT solutions made available to employees. It specifically provides that employees use them within fair and legal limits, and do not use them to cause harm to either a private individual or a legal entity, or to disrupt the proper functioning of the Group's information systems.

Computer Engineers' Code of Conduct

The Computer Engineers' Code of Conduct details the principles and ethical rules that programmers must routinely apply, whether they are employed by M6 Group or are service providers, to perform their roles. It stipulates, amongst other things, that computer engineers must demonstrate integrity, must not carry out any illegal or unethical orders, and it notes their confidentiality obligation.

Since 1 January 2021, M6 Group is comprised of 8 Economic and Social Committees with 97 elected representatives (all bodies combined and taking into account the holding of multiple offices) and 2 Health, Safety and Working Conditions Commissions with 11 elected representatives.

Following the merger of Jeunesse Thématiques into M6 Thématique and of Information & Diffusion into Métropole Télévision, in 2021 the Social and Economic Committee of the SEU Métropole Télévision created an Economic Committee made up of 5 elected members.

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Corporate commitment

These various employee representative institutions promote regular and active social dialogue. In order to modernise and maintain social dialogue during the pandemic, the Métropole Télévision and M6 Publicité ESUs respectively concluded on 23 and 25 March 2020 an agreement relating to the use of videoconferencing within the framework of the Social and Economic Committee.

In 2021, 116 ordinary and extraordinary meetings took place every month with employee representatives (across the various bodies).

In addition, within the ESU (Métropole Télévision, M6 Bordeaux, Paris Première, Sedi TV, Edi TV, M6 Thématique and M6 Génération), Economic and Social Committee meetings (housing committee, catering, gender equality, training, psychosocial risk, etc.), were held regularly in order to have a close understanding of employee concerns.

The issues covered during the Social and Economic Committee meetings in 2021 notably included the following:

- Use of short-time working,
- Plan for the return of on-site activity,
- Preventive measures taken against coronavirus,
- Social policy and working conditions,
- Economic and financial policy,
- Strategic priorities,
- Assessment and priorities of occupational training,
- Assessment of the skills development plan,
- Assessment of mobility,
- Assessment of housing action,
- Employee Survey action plan,
- Professional gender equality index,
- Group savings plan,
- Harmonisation of private health schemes and provident funds,
- Proposed merger between M6 and TF1 Groups,
- The Economic Commission and the appointment of its members,
- The Stella project,
- Occupational health annual report,

- The transfer of the assets of the Social and Economic Committees of the companies Information et Diffusion and Jeunesse Thématiques to the Social and Economic Committee of the Métropole Télévision ESU,
- The Youth Executive Committee,
- Combatting phishing/ransomware,
- The refurbishment of the national newsroom and the digital laboratory,
- Relocation of the Broadcast Platform's Technical Support,
- The activities of the M6 Foundation and the Engagement Department,
- Strategy and organisation regarding podcasts,
- Flexible office structure,
- The introduction of a reservation system for flexible office spaces,
- The Blender application (Group social media platform),
- The application for social and cultural activities.

Moreover, ongoing and extensive dialogue is regularly maintained with union representatives. As such, in 2020 more than 42 meetings were held leading to the signing of 10 collective agreements throughout the course of the year.

A specific aim of these agreements was to standardise the employee-related foundations and the private health scheme and provident fund, and adjust the working time of operations technicians and transmissions operators in the master control room. Moreover, in 2021, a new Savings Plan was agreed within M6 Group.

In order to improve quality of life and conditions at work, in 2021 the various companies renewed their collective agreement related to remote working (or their unilateral decision) the principles of which are based its voluntary nature, management agreement, flexibility, the right to switch off and maintaining social contact. In this regard, the annual maximum amount of remote working was set at 68 days with effect from 1 September 2021 for a period of one year.

Lastly, through employer organisations to which it belongs (STP, SRN et SRGP), M6 Group is a stakeholder in the negotiation of the collective agreement for public and private television broadcasting and the preparation of the draft public and private radio broadcasting.

“Social Dialogue Awards”

As part of the acquisition of RTL Group's Radio Division in 2017 and Lagardère Group's Television Division in 2019, M6 Group has led an active, continuous, responsible and high-quality social dialogue regarding the integration of these organisations.

Beyond the diversity of the businesses and activities that co-exist within M6 Group, the radical reform of industrial relations has contributed to the “Togetherness” of all employees. To build a framework shared by all the Group's entities, 77 collective agreements were thus signed in 24 months, thereby promoting the sense of belonging, and the recognition of a shared culture and values.

In recognition of the quality of this social dialogue, on 12 October 2021, M6 Group received the “Togetherness and Social Dialogue” award, from RH&M Group and the Observatoire pour un Nouveau Dialogue Social (Watchdog promoting a New Social Dialogue), as part of the 9th “Social Dialogue Awards”, which recognised companies that have introduced innovative and successful social dialogue initiatives.

7.3.5 Maintaining the Group's appeal

Group employees benefit from an organisation of their working time calculated in hours or days according to their categories.

Main working time arrangements by category

	Average annual working time	35-hour week overtime
Employees	1,575 hours	21 days
Managers	215 days	variable
Journalists	205 days	11 days
Senior executives	Not applicable	Not applicable

7.3.5.1 ORGANISATION OF WORKING TIME

Part-time work

M6 Group firmly believes that providing its employees with a good work/life balance contributes to the Company's performance and has no hesitation in offering flexible working hours.

At 31 December 2021, 114 employees were on a part-time permanent contract, of which 77% were women. In total, they represented 85.6 FTE

7.3.5.2 WORK ENVIRONMENT

In 2021, 1,609 workstations were relocated between the various sites in Neuilly-sur-Seine.

As part of the continued refurbishment of working spaces in flexible office mode, an initiative was launched to support the employees concerned.

As such, employees, managers and staff representatives could take part in joint-construction workshops relating to the introduction of the flexible office, and be actively involved in selecting an effective and attractive layout taking into account the constraints of the structure and the working environment. This new structure affects 457 employees.

These new layouts were completed by providing ergonomic working tools, and co-working and silent relaxation areas, thereby promoting a pleasant working environment.

Reasons for absence

Types of absence (in working days)	2020	2021
Number of sick days	10,718	13,464
Number of days absent for maternity/paternity/parental leave	3,517	3,987
Number of days absent due to work and travel related accidents	162	171
Number of days absent due to exceptional holidays	3,362	3,063
TOTAL	17,759	20,685
Absenteeism rate*	3.6%	4.4%

* Excluding Ctzar, LTI Vostok, Bedrock (2020) - Excluding Ctzar, LTI Vostok, Bedrock, Best of TV, M6 Hosting (2021)

7.3.5.3 INTERNAL COMMUNICATION

Through its various initiatives, in 2021 Internal Communication continued its role providing information, support and coordination to employees in their daily lives within M6 Group.

In another year marked by the pandemic, new solutions were developed to take account of the public health restrictions:

“Blender le direct”, a webcast for employees featuring the Executive Board

To enable General Management to bring all employees together “virtually”, an interactive event was designed and set up by the teams.

When M6 Group’s 2020 results were published, a special programme, produced entirely in-house, was broadcast live on the corporate social media platform “Blender”, on Wednesday 17 February 2021.

Interviewed by the journalist Ophélie Meunier, Nicolas de Tavernost reviewed the main highlights of 2020 and then detailed the key challenges for 2021. In the second part of the programme, M6 Group employees asked their own questions, via video and webchat, to the five members of the M6 Group Executive Board.

38th European Heritage Days

For several years, M6 Group has been involved in the European Heritage Days to allow its viewers and listeners to go behind the scenes, through guided tours conducted by its employees. As a result of the pandemic and its inability to welcome visitors on-site, M6 Group broke new ground by opening its doors digitally on Saturday 18 and Sunday 19 September 2021. Through 10 videos broadcast on social media (LinkedIn, Instagram, Twitter, etc.), audiences could explore M6 Group’s iconic locations. Each video, presented by an employee working within the department featured, aimed to provide an insight and a better explanation of how M6 Group’s departments function both technically and operationally. From the radio studios (RTL, RTL and Fun Radio) to the M6 Newsroom, and encompassing the master control room and the collaborative vegetable garden, these videos enabled audiences to (re)discover M6 Group’s activities in a quirky way.

In addition to these events-based initiatives, Internal Communication continued to perform its three main roles, notably:

Keeping employees informed

To enable the widest possible dissemination of information, the teams rely on three complementary channels

- Internal communications, sent to some or all employees according to the type of information. In total, almost 300 press releases were sent over the course of 2021, predominantly involving emails related to the Covid-19 pandemic (procedures for cases of close contact, documents for travel, health protocols, vaccination campaign within the Group, etc.). It should be noted that these internal messages are now also sent in the form of “push” notifications for employees who have the mobile app for the corporate social media application, Blender.

- Digital signage - through screens installed in the premises and lifts. To increase the impact of the messages, videos created internally in motion design, collate the key elements from the internal communiqués and refer employees to the Corporate Social Media platform for further information.

- Corporate Social Media platform “Blender”: available on all devices (desktop, smartphone and tablet), here employees can access all the Group’s business news (successes, launches, etc.), practical information (procedures, HR information, tutorials for working tools, etc.) and regulatory content (company-wide agreements, minutes from SEC meetings, etc.).

In addition to internal messages, the Corporate Social Media Platform’s video content was also strengthened in 2021. Through behind the scenes video reports (new programmes, new activities, relocations, etc.) and profiles of employees, staff can learn more about M6 Group activities and employees.

In addition to these reports behind the scenes at M6 Group, Nicolas de Tavernost appears in a Blender video each month to take stock of the month just ended and touch upon the major events and challenges happening over the next few months.

Raising employee awareness

In collaboration with M6 Group’s Disability Team, employees regularly receive specific communications to mark various Global Days (diabetes, “DYS” disorders, osteoarthritis, IBDs, etc.).

These messages are intended to increase employee awareness of different conditions through key figures, drawing attention to the importance of recognising employees with disabilities, and detailing the support put into place by the M6 Group’s Disability Team.

Events for employees

Regular activities are offered to enable employees to meet up and to have the opportunity to interact and chat together:

- **In-house conferences:** In order to better understand M6 Group's ecosystem of media and activities, in-house conferences, hosted by employees, are regularly provided for staff (presentation of M6 Interactions' activities, 2021 SVOD assessment, presentation of the "Action Logement" campaign, etc.);
- **Tour of M6 Group's iconic locations:** Employees are regularly offered the opportunity to go on guided tours hosted by "professional experts", (master control room, "Jean Drucker" set, RTL2 and Fun Radio studios, etc.);

- **Preview screenings :** One week before their cinema release, films co-produced by M6 Films or distributed by SND ("Kaamelott", "Eiffel", "Si on chantait", etc.), have preview showings reserved for employees in M6 Group's auditorium;
- **M6 Group shared vegetable garden:** Every Tuesday, in partnership with the start-up "Ciel mon radis", approximately 30 volunteer employees take turns to tend the 150m² shared vegetable plot. Budding gardeners can discover the benefits of gardening and harvest the fruits of their labours weekly.

7.3.5.4 WORKS COUNCIL

M6 Group's community enterprises budget was €1,516 K in 2021 (compared with €1,361 K in 2020).

The Group's Social and Economic Committees offered a variety of services to employees: cultural vouchers, gift vouchers for births and Christmas, contribution to costs related to employees' sporting and cultural activities (invitation to Musée des Arts Forains, etc.).

7.3.5.5 SALARY FRAMEWORK

The pay packages of M6 Group employees are reviewed on an annual basis as part of the annual salary review. Employees may benefit from individual performance-based increments.

In addition to their basic salary, all employees receive a 13th month salary. Best Of TV employees do not receive a 13th month salary.

This is supplemented for 603 employees in 2021, compared with 619 in 2020, by variable remuneration primarily based on performance indicators (financial indicators, revenue, audience share, box office ticket sales, etc.). Excluding the scope effect, the number of employees who received variable remuneration remained stable in 2021 compared to 2020 at 34% of the workforce.

7.3.5.6 CHANGE IN AVERAGE REMUNERATION

The average remuneration of the Group's permanent employees in 2021 amounted to €63,606, compared to €63,142 in 2020.

7.3.5.7 EMPLOYEE SAVINGS

Profit-sharing agreement

Several profit-sharing agreements have been signed within M6 Group.

The results of the various Group companies made it possible to establish a special reserve for profit-sharing for 2020, and paid in 2021, totalling €8,475 K, compared with €9,254 K paid in 2020 for 2019. 2,299 employees benefited, compared with 2,482 employees the previous year.

Bonus scheme

A Group-wide bonus scheme was concluded on 15 July 2020 with the various representative groups for the next three financial years, i.e. until 31 December 2022.

Total bonuses paid in 2021 for 2020 were €4,229 K, i.e. €1.8 K per employee.

Group savings plan

In 2021, M6 Group renewed its Group savings plans. Individual employee contributions were matched this year by the Group for €301 K, excluding Bedrock.

In total, the amounts paid by the Group in respect of employee savings (Bonus Scheme, Profit-Sharing and Contribution to the Group Savings Plan) were €13,004 K, compared with €15,216 K in 2020.

Lastly, the management of employee savings was entrusted to an external organisation, which offers employees the following seven funds, which vary in terms of yield and risk (risk level ranging from 1 to 7):

- FCPE "M6 Group", 100% Métropole Télévision shares (level 7);
- FCPE Sélection Mirova International (mostly shares, high risk (level 6));
- FCPE Avenir Dynamique, between 50% and a maximum of 90% shares, high yield but high risk (level 5);
- FCPE Diversifié, 20% shares and 80% bonds, modest yield but lower risk (level 4);
- FCPE Impact ISR rendement solidaire, a diversified FCPE, invested in European markets, of which between 5 and 10% in socially responsible shares (level 3);
- FCPE SELECTION DNCA SERENITE PLUS, bond-based fund with fairly low risk (level 2);
- FCPE Monétaire, low yield and risk free (level 1).

7.3.5.8 MUTUAL HEALTH INSURANCE AND PROVIDENT FUND

Permanent employees of M6 Group benefit from a private healthcare costs scheme and a provident fund, providing a higher rate of reimbursement for healthcare costs and covering employees against the risk of disability, incapacity and death.

Private health scheme

The main purpose of the private health scheme is to supplement the amounts reimbursed by the state social security system for medical costs (hospital admissions, medicines, dental and optical charges, health checks).

For Group employees, membership of the private health scheme is mandatory and must correspond to the individual's family circumstances.

Since 1 April 2021, all the private health schemes have been standardised for all the Group's permanent employees (excluding Best Of TV). Since that date, the monthly contribution was €126.31, with payment split between employee and employer as follows:

- family contribution: the employee pays 50% of the contribution and the employer pays 50%,
- individual contribution: the employee pays 40% of the contribution and the employer pays 60%, in order to make the scheme attractive to young employees.

Provident fund

The scheme provides:

- Incapacity cover, supplementary payments in addition to the benefits in kind provided under the state social security insurance schemes for health, maternity, work-related accidents and occupational illness,
- Life insurance cover,
- Disability cover.

For Group employees, all employees on a permanent or fixed-term contract benefit from this cover from the start of their employment. Subscription is mandatory. Payment of contributions is split between employee and employer. All Group employees belong to a single scheme, regardless of status (with the same percentage contribution and the same division of contribution payments between employer and employee).

The harmonisation of provident funds is effective for all permanent Group employees (excluding Best Of TV) as of 1 January 2021.

7.3.5. TOTAL REMUNERATION OF 10 HIGHEST PAID EMPLOYEES

In 2021, a total amount of €5,791 K was paid to the 10 highest paid Group employees (excluding Nicolas de Tavernost, a corporate officer) compared with €5,900 K in 2020, of which €1,842 K was variable remuneration in 2021, compared with €1,827 K in 2020.

7.3.5.10 SUPPLEMENTARY DEFINED CONTRIBUTIONS RETIREMENT SCHEME

In 2007, marking its desire to improve loyalty among senior executives and to meet their expectations in enhancing their pension cover, a supplementary and compulsory defined contributions retirement scheme was put in place for this category of personnel.

This scheme enables the creation of an external individual retirement account whose objective is the payment of a life annuity. Management of this account was entrusted to an insurance company that is recognised on the Paris stock exchange.

In accordance with Decree n° 2012-25 of 9 January 2012 confirmed by Circular n°2013-344 of 25 September 2013, employees with remuneration paid in n-1 equal to or higher than 4 PASS* (annual social security ceiling) are beneficiaries of the supplementary pension scheme.

At 1 January 2021, 52 M6 Group employees benefited from this scheme.

In 2021, employees from the former companies Information et Diffusion as well as former Ediradio staff continued to benefit from their own defined contributions pension scheme, via a specific mechanism.

7.4 ENVIRONMENTAL COMMITMENT

The Group is mindful that preserving natural resources and combatting climate change are key challenges for the 21st century, The Group is therefore actively involved in safeguarding the environment. The Group pays attention to, on the one hand, its own consumption (energy, water, paper, waste, transport, etc.), in order to reduce the overall footprint of its operations. As well as a strong desire on the part of management, levers for internal action require the involvement of employees, who are regularly informed, via several mediums (intranet, emails, screens, etc.), of the policies implemented within the business.

7.4.1 Limiting the carbon footprint of operations



In 2021, M6 Group passed another milestone in its environmental commitment. It has notably been recognised in two lists for the efforts undertaken, for instance to reduce its carbon footprint across scopes 1 and 2. As such, the Group was ranked:

- 5th in the overall classification and top media group out of 75 companies in the list of “2021 Climate Champions” (Challenge/ Institut Statista)
- 5th in the overall classification and 2nd placed media group out of the 250 companies in the list of “Most Committed Companies in France” (Le Point/Institut Statista)

These awards are mainly due to our “100% renewable energy” electricity contracts in place since January 2020 and our fleet of mainly electric and rechargeable hybrid vehicles, which enabled us to significantly reduce the Group’s greenhouse gas emissions in 2020.

7.4.1.1 CARBON ASSESSMENTS

M6 Group launches its carbon assessment

Identifying the main significant sources of emissions is a vital step in developing a low carbon action plan consistent with the Company's activities. This exercise has been conducted for several years in relation to the direct emissions for scopes 1 and 2. Within the framework of the "carbon footprint" roadmap in its CSR action plan, M6 Group decided to launch a carbon assessment for all its TV and Radio activities, thus including scope 3. As well as the data provided by the carbon assessments of M6 Publicité and 6play, both completed in 2021, the following will therefore be assessed in addition to previous financial years:

- Emissions related to head office activity (miscellaneous purchases, employee travel, property coverage of buildings, waste management, hosting and catering)
- Emissions related to the linear TV, linear radio and digital radio activities.
- Emissions related to production and to the purchase of content.

The results of this assessment will enable a more general low carbon action plan to be developed in 2022.

6play and M6 Publicité assess the carbon footprint of their activities

6Play carbon assessment

Mindful of the overall carbon impact of online video, in 2021, 6play, M6 Group's AVOD platform, conducted an audit of its carbon assessment in order to identify more specifically the emissions that it might generate.

In collaboration with Axionable, a firm specialising in sustainable and responsible artificial intelligence consultancy, B Corp certified and Greentech Innovation labelled by the Ministry for the Ecological Transition, 6play assessed the three scopes using the Carbon Assessment® method, by integrating the platform's storage, broadcast and content playback data.

Moreover, 6play advertisers can now understand the precise impact of their advertising campaigns on the platform, thanks to the multimedia carbon calculator developed in collaboration with M6 Group's sales house.

M6 Publicité carbon assessment

In 2021, M6 Publicité also carried out an audit of its own overall carbon assessment, in partnership with Axionable, simultaneously enabling it to support advertisers, measure the impact of their campaigns and roll out action plans aimed at minimising their carbon footprint.

Five scopes have been taken into account:

- Advertising broadcasting on linear TV
- Advertising broadcasting on linear radio
- Advertising broadcasting on digital
- Production of content for brands by M6 Unlimited (TV, radio, and digital advertisements, sponsored billboards, short programmes, podcasts, etc.)

- Administrative activities of M6 Publicité's head office (property, maintenance department, energy, waste, etc.)

Based on the results of this study, an action plan to reduce the carbon footprint of M6 Publicité's broadcast and production activities will be implemented in 2022.

Moreover, a catalogue of advertising offers, based on strict environmental criteria established by ADEME (French environmental and energy management agency) will be rolled out from 2022. It will enable advertisers to highlight the environmental commitments of their products and services.

7.4.1.2 ENERGY CONSUMPTION

Initiatives related to energy savings

The consumption of water, raw material and energy resources is monitored and controlled by the Group's General Services, as part of an approach aimed at reducing consumption and using equipment to improve energy efficiency.

A complete modern management system has been installed to deal with energy consumption, enabling the temperature and lighting of premises to be regulated according to a number of criteria, such as for example their occupancy rate. This centralised technical management of energy is intended to provide better control by the Group of its consumption. In addition, the Neuilly buildings are all equipped with air/water heat pumps which use free air energy to provide heating and hot water as well as to cool the technical rooms. The Group also complies with the government circular of 5 June 2013 requiring exterior building lights to be switched off between 1a.m. and 7a.m. Personal computers are also automatically switched off at night.

With a view to continually improving the efficiency of its electronic equipment, the Group, through the intermediary of the Information Systems Department, implemented a project to renew its IT infrastructures. The new equipment saves a significant amount of space with the removal of very bulky disk arrays. They also use far less energy notably thanks to the use of flash storage rather than the previously used mechanical hard disks. In addition, the Group has installed intelligent servers to optimise the heating and electricity settings at its head office (89 avenue Charles de Gaulle à Neuilly-sur-Seine).

Mindful of adapting to the latest legislative developments in relation to environmental safety, M6 Group keeps an up to date record of audits to be carried out in this field. The December 2015 COP21 also was the opportunity to initiate a review on the improvement of the energy performance of the three buildings owned by the Group in Neuilly, beginning with an energy audit of these three sites under the NF EN 16247-2 standard, which was entrusted to an independent research unit. This audit satisfies the requirements of Decree n° 2014-1393 of 24 November 2014 which compels businesses to carry out such a review.

The findings of these audits were analysed in 2016 to initiate measures aimed at limiting the energy consumption of these buildings and consequently their greenhouse gas emissions. The halogen light bulbs in three buildings have been replaced by LEDs, for example. In addition, as part of the workstation refurbishment work carried out in 2017, 2018, 2019 and 2020, whether in the buildings that the Group owned or leased, latest generation lighting piloted by GTC and with brightness indicators, were installed. Work at head office (89 avenue Charles de Gaulle) also included the modernisation of the air-conditioning system on the floors concerned with the installation of more energy-efficient, variable-speed convector fans.

In addition, pursuant to Article R224-59-1 of the French Environmental Code, M6 Group carries out regular audits of certain air conditioning systems, with the latest checks finding no anomalies.

Changes in energy consumption and related CO₂ emissions

Consumption is monitored very closely across all areas and in 2021, for the Neuilly buildings which M6 Group either owns or leases, and for the Paris, Lille and Boissy sites, totalled the following:

Water consumption	2019	2020	2021
Water (in thousands of m ³)	26.235	19.715	22.058

Energy	2019	2020	2021
Gas (in Mwh PCS)	1,675	1,591	1,910
Electricity (in MWh)	13,886	12,233	10,889
Heating oil purchasing (in litres)	1,850	3,657	3,188
CO ₂ emissions** (in tCO ₂ eq - tonnes of CO ₂ equivalent)	565	397	488

* Related to the direct and indirect consumption of energy

M6 Group's key environmental indicator, i.e. electricity consumption, recorded a 11% reduction in 2021. This downward trend continued as a result of the rate of remote working which remained steady in 2021, of the exit of Rungis site from the reporting scope, following the sale of Home Shopping Service on 1 October 2021, but also the installation of less energy intensive equipment, notably within the master control room.

Gas consumption grew 20% in relation to 2020. This increase was mainly due to considerably colder temperatures than in previous years, thereby requiring more heating power. In fact, 2,238 Standard Degree Days were recorded in Paris in 2021, compared with 1,882 in 2020, meaning that the climate was on average 19% colder. Moreover, these premises, which house the operational teams from the TV and Radio activities, remained open throughout the year, even during periods when remote working was the rule. There was therefore no significant "Covid-19" effect to reduce their gas consumption.

Heating oil purchases fell in relation to 2020, but remained higher than those seen in 2019. Maintenance of the electrical systems in the buildings at 89 and 56 avenue Charles de Gaulle and at 46 rue Jacques Dulud in Neuilly led to the extended use of heating oil powered back-up generators.

None of M6 Group's sites is subject to the EU Directive on greenhouse gas emission allowances. However, the CO₂ emissions caused by the energy consumption of the Neuilly building, which is owned and rented out by the Group, and of Rungis, Lille, Paris, and Boissy, as well as the business and commuter travel of employees, are all monitored annually as part of the environmental impact.

M6 Group CO₂ emissions (scopes 1 and 2) increased +23% in relation to 2020. The growth in gas consumption was partly offset by the fall in electricity consumption, as explained above. Nevertheless, the levels of greenhouse gas emissions remained significantly (down 13%) lower than 2019 levels. This change reflects the Group's initiatives in terms of energy efficiency, including the implementation in 2020 of electricity contracts for "100% renewable energy" for the Neuilly buildings, which account for 98% of the total electricity consumption.

Lastly, water consumption, which rose 11%, was another consequence of the steadily increasing return of employees on site. The company restaurants, closed during the lockdowns in 2020, reopened their doors to employees, generating higher water consumption. Moreover, the garden at 46 rue Jacques Dulud where the company vegetable garden is located, was also watered more often, especially during spring.

Other sources of greenhouse gas emissions

In addition, M6 Group has a policy aimed at reducing carbon emissions from its vehicles.

Ahead of the results of its carbon assessment, the Group does not have the data enabling it to assess the emissions related to the products and services it purchases. Nevertheless, a policy that aims to develop sustainable and balanced relations with its suppliers and sub-contractors has been implemented: for all of its purchases, M6 follows an approach that aims to take into account not only economic factors but also social, corporate and environmental factors. The Legal Department ensures that suppliers comply with all provisions relating to intellectual property, press and publicity rights, that they pay due attention to ethical aspects and are committed to meeting safety and security requirements.

Similarly, not having the data relating to the greenhouse gas emissions connected with the energy consumed by the television sets of viewers of its channels, the Group nevertheless supports technical initiatives that enable televisions to switch off automatically when not in use for extended periods.

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Environmental commitment

Environmental buildings management

Construction of the office building at 107 Avenue Charles de Gaulle has been subject to a HQE (High Environmental Quality) process aimed at user comfort and quality of life as well as respecting the environment.

In this way, the operation obtained HQE certification in 2012 for the Design and Programme phase: equipment and materials have therefore been chosen for increasing the comfort of people and to reduce the environmental footprint of the building.

7.4.1.3 BUSINESS TRAVEL

As early as 1997, M6 Group took the decision to establish its headquarters close to public transport, both for the convenience of its employees and to reduce commuting time. Today, the majority of the Group's employees are still based at the site opposite the Line 1 Sablons Métro station in Neuilly-sur-Seine. At 31 December 2021, 827 employees, or 43% of the Group's workforce, used public transport for their daily commute. In addition, 117 employees, or 6% of the Group's workforce, regularly commute by bike.

As part of the new company agreement coming into force, in June 2019 the Group introduced a home working solution for employees whose role allowed it. Against the backdrop of the growing digitalisation of the world of work and longer spent commuting, remote working not only helps to improve quality of working life and conditions for employees but also reduces the environmental impact of their commuting. The positive experience to be taken from the events that defined the end of 2019, with in particular the transport strike, and then primarily 2020, with the pandemic, have underlined the wisdom of the Group's decision to develop remote working. In this way, a new agreement was concluded in September 2020, granting each eligible employee up to a maximum of 68 remote working days over a 12-month period. This agreement was complemented by an exceptional remote working system providing for up to four days of remote working per week for eligible employees to help limit the spread of Covid-19.

Moreover, M6 Group encourages employees to opt for green transport solutions when commuting. In addition to a 50% reimbursement of their public transport season tickets, employees also benefit from an M6 sustainable transport allowance: every employee who uses their own bicycle to travel to work is entitled to an annual reimbursement of €400. The Group also refunds 50% of the cost of using a bike sharing scheme.

The building was subsequently awarded the THPE (*Très Haute Performance Énergétique*) label for the Construction phase. The many enhancements put in place have earned the building a *Passeport Bâtiment Durable* (Sustainable Building Passport) with a rating of "Excellent".

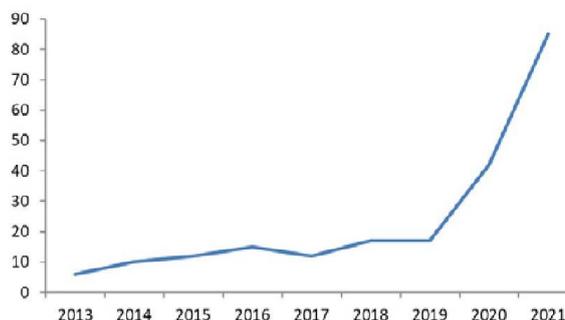
For example, M6 has elected to improve energy consumption and support the environment including:

- widespread use of low-energy light bulbs,
- installation of motion sensors in lavatories, lifts, etc.,
- creation of green terraces encouraging urban biodiversity.

In addition, 14 charging points and 48 sockets for electric and rechargeable hybrid vehicles, as well as 16 sockets for electric scooters and 25 for electric bikes, are available in the car parks of its Neuilly buildings.

M6 Group has also strengthened the rollout of videoconferencing equipment to cut down on the number of business trips and facilitate remote working, even though reducing travel can be difficult for some activities (particularly reporting and production). Employees now have (as of the end of December 2021) 83 rooms equipped, compared to 42 in 2020.

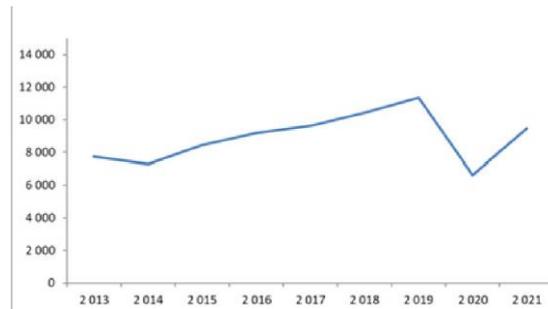
Number of rooms equipped for video-conferencing:



Group-wide data

Following a reduction between 2013 and 2014, the amount of business travel started to rise again in 2015, 2016 and 2017 due to the acquisition of Oxygem (now called M6 Digital Services), based in Lille, followed by the entry into the scope of iGraal, certain reports filmed in remote locations by C Productions and the development of M6 Digital Services' activities. In 2018 and 2019, this growth continued, with the purchase of the Radio division, whose move to Neuilly was completed at the end of the first quarter of 2018. In addition to the automatic growth related to the number of additional employees (approximately 500), it was also due to the activity of the RTL radio station, which includes news - an essential element of its programme schedule that requires extensive travel by journalists to be as close to the news as possible. In 2020, with restrictions in place throughout the year to help contain the pandemic, the number of business had fallen sharply, down 42%. In addition to the government guidelines, the Group had endeavoured to keep employee travel to the bare minimum. It increased by +43% in 2021, growth that reflects the upturn in revenues, accentuated by major events such as UEFA Euro 2020 held across several countries, thereby generating a significant amount of travel.

Number of business trips:



Data includes Neuilly-sur-Seine, Paris and Lille

The related volume of CO₂ increased slightly for air (up 13%) and rail (10%) travel but remained significantly below 2019 levels.

CO₂ emissions (kg) for business travel (scope 3):

	2019	2020	2021
Rail	14,600	6,200	6,800
Air	2,486,600	853,600	960,700

Data based on consumption at sites in Neuilly-sur-Seine, Paris and Lille

Finally, M6 Group follows a very stringent policy with regard to the CO₂ emissions of its management/company vehicle fleet. After setting a maximum limit in 2014 of 130g per km for each new vehicle, the Group decided to go further in 2019, now by only offering its eligible employees hybrid or electric models. Five cars were thus delivered in 2021, taking the total to 17 company vehicles, accounting for 61% of the fleet,

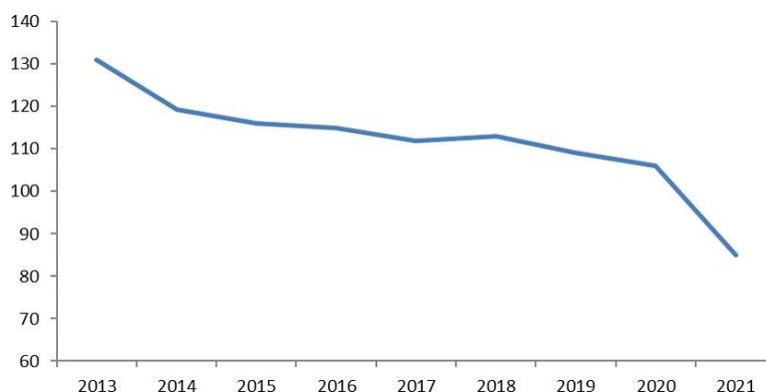
Regarding its fleet of production vehicles, the Group set itself the same target as that set for management vehicles. All vehicle replacements now involve hybrid or electric models. In this way,

11 hybrid vehicles were added to the fleet in 2021. With electric vehicles now provided to technical teams and journalists, they account for 23% of the fleet. The Group plans to acquire 13 hybrid or electric vehicles in 2022.

Within this context, average vehicle emissions have decreased over the last five years from 115 to 85 grams per kilometre. The Group's efforts led to a significant reduction of 21 grams this year in comparison with 2020.

It is also worth pointing out that all company vehicles are dry-cleaned by the service provider responsible.

Average emissions of the vehicle fleet (in g/km) (scope 1):



Data based on expenditure overseen by sites located in Neuilly

7.4.1.4 CIRCULAR ECONOMY

Waste management

In order to limit its production of waste, in 2019 the Group decided to remove disposable plastics from its rest and eating areas. As such, drinks are now only sold in glass bottles or tetrapak packaging. Plastic cutlery was taken away and plastic cups were replaced with cups made from biodegradable cardboard.

Moreover, as the Group's on-site food service is outsourced, the mission to combat food waste is therefore assigned to the various service providers, whom the Group nevertheless reminds of the need to continually improve the awareness of employees.

	2019	2020	2021
Waste paper and cardboard (in tonnes collected from bins)	144	82	99
Non-hazardous industrial waste, including food waste (in tonnes collected from bins, including glass)	143	91	390

The pandemic continued to impact waste production within the Group. While paper and cardboard waste increased 20% in relation to on-site activities, it remained far lower in comparison with 2019. Paper consumption habits have changed, meaning that the amount of waste generated remained lower than in previous years.

Conversely, ordinary industrial waste, including food waste, increased significantly. This was due to several factors - the tightening of conditions for sorting waste by the waste management provider, which prevented having more recycling bins in relation to previous years, but also and primarily, the increase in the amount of waste generated by the consumption on the premises of takeaway food products. Due to the strict health protocol within the company restaurants, in practice reducing the number of meals served each day, employees made greater use of external catering facilities. To absorb the growing quantity of food packaging and waste, additional daily collections were organised on all floors.

Paper management

In a business like M6 Group's, paper is the main raw material used. As part of its attempts to promote the circular economy and to make its employees aware of the need to change their working methods, in recent years the Group has taken significant measures to optimise the use of paper internally:

- Introduction of multifunction copiers, replacing individual printers, systematically printing on both sides and requiring swiping to start printing. In 2021, paper consumption fell by 30% in Neuilly, primarily due to remote working which crystallised changes in practices: more documents exchanged digitally and less printing in the workplace.
- Introduction of a system of colour printing quotas in order to reduce the use of ink cartridges and to tacitly encourage teams at the Neuilly sites to reduce their paper use.

- For press subscriptions, gradual move from physical to digital versions (excluding those that do not exist in a digital version).
- Digital contract storage, electronic signature of employment contracts for event contract workers and a digital process for invoice approval were also introduced. Continuing the drive to eliminate paper, the Group's teams also gradually introduced electronic signature of commercial contracts.
- Since 2012, M6 Publicité has given its customers and media agencies the option of receiving their invoices in electronic format. In 2021, 53 agencies had opted to go paperless, representing 22,073 invoices out of a total of 24,275, meaning a volume of 91%, an increase compared with 2020.

Recycling

In parallel with this desire to control utilities (water, energy, etc.) and reduce paper consumption, M6 Group also has an active policy of recycling waste arising from its operations. As such specific collections are made in relation to batteries, neon lights, IT hardware, toner cartridges, fluorescent bulbs and refrigerating machine oil for their recycling.

In 2016, the Group changed its waste sorting system in the Neuilly buildings. Individual bins were replaced with triple recycling bins placed in hallways and circulation areas. Recyclable waste is sorted from non-recyclables and batteries. The waste is collected every day by the Group's cleaning provider and then picked up by a waste sorting and recycling company.

In addition, signage was improved in 2021 to refine and make the message clearer to employees. There are now dedicated bins in the company restaurants for bio-waste

As a result of the pandemic, protective face masks were a very widely used resource within offices, with between 2,000 and 3,000 surgical masks distributed to employees daily. Through its corporate foundation which works to promote the rehabilitation of former prisoners, M6 Group joined forces with the ESAT initiative at Val-de-Reuil prison to create a virtuous circle of recycling and repurposing:

- Masks are collected in dedicated collection boxes
- Prisoners with disabilities at the ESAT initiative in Val-de-Reuil, with protective clothing and equipment, separated the various items (nose wire, fabric, etc.)
- The fabric collected was sent to the start-up "Plaxtil" to be turned into recycled plastic pellets. This material is used to create new products such as mask fasteners and educational supplies.
- Elastic and mask liners are handled by the company "Le Relais".

7.4.2 Promoting digital sobriety

Digital accounts for approximately 4% of greenhouse gas generation. As a result of the changing and growing digital practices globally, these emissions are likely to double by 2025¹. While fulfilling our requirements, it is therefore essential to adopt and promote virtuous practices in terms of digital consumption.

Digital forms an integral part of M6 Group's activities, notably through 6play, its AVOD platform, but also through its websites, channels and the day-to-day activities of employees. That is why, during the consultation with stakeholders, digital sobriety was identified as a key CSR priority for the Group.

7.4.2.1 IT DEPARTMENT INITIATIVES

M6 Group encourages its employees to use digital in moderation in their day-to-day activities, starting with the management of its IT hardware. By extending the lifespan of computers and monitors beyond three years, M6 Group is helping to reduce their environmental impact. Extending the usage of tablets and computers from two to four years improves their environmental performance by 50% (ADEME, 2021). Moreover, in partnership with the organisation, "Les Restos du cœur", end-of-life computers are upcycled and given to people living in poverty. The entire lifecycle of electronic devices has therefore been optimised to limit their environmental footprint and support vulnerable people.

In addition, M6 Group's Information Systems Management pursues a policy of limited email archiving in order to promote prudent use of email and avoid the accumulation of unused data. Employees have limited storage space and are encouraged to delete their emails regularly. Additional storage space is also available via M6 Cloud, in order to avoid the transfer of large documents, to a large number of recipients, through email.

¹ The hidden side of digital, ADEME, 2021

7.4.2.2 LAUNCH OF ECO-STREAM MODE



Thanks to the results of the audit, the teams at 6play and its technology partner Bedrock, have developed “eco-stream” mode, which has already enabled several million users to watch their favourite programmes while limiting the environmental footprint of their energy use. Within the application’s settings, it is now possible to:

- Adjust the resolution of videos while maintaining good picture quality
- Limit automatic playback of videos

In addition to these new features, practical advice in the form of simple actions is also offered to users in order to better support them in their day-to-day use of the platform.



Positive Media Project

To increase audience awareness of the environmental impact of its digital activities, on the eve of COP26 in Glasgow, M6 Group joined a special initiative as part of the Positive Media Project.

This campaign, launched by Publicis Media, supported the environmental and corporate transition of communication, through the joint development, with advertiser, media and technology partners, of innovative advertising solutions. In this way, M6 Group mobilised its TV and radio stations for a campaign running from 1 to 20 November 2021, to broadcast programmes to provide information and increase public awareness of digital pollution:

- Inès Leonarduzzi, who during the course of her career has become a specialist in digital ecology, was a guest on RTL Matin on 1 November;
- The “Expliquez-nous” slot on *Le 19 45* presented by Franck Edard focused on this topic on 19 November,
- 19 November episode of Florian Gazan’s “Ah Ouais” podcast, “Why does Greta Thunberg hate the Internet? ”;
- Florence Clément from ADEME (Ecology Transition Agency) was a guest on Flavie Flamant’s show, “Nous Voilà Bien” on 20 November.

7.5 REPORTING

7.5.1 Methodology note regarding non-financial reporting

Framework

The reporting of non-financial indicators is based on national and international guidelines. Corporate, social and environmental indicators refer to the provisions of Article L.225-102-1 of the French Commercial Code relating to the environmental information included in the management report of companies.

M6 Group has also referred to GRI (Global Reporting Initiative) guidelines as well as the principles set out in the United Nations' Global Compact for the implementation of its non-financial reporting and communication.

Indicators

The indicators presented in this section have been subject to verification by the firm KPMG as required by legislation, including detailed tests on the most relevant indicators.

Materiality matrix

As specified in the report, the Group has reviewed its materiality matrix. This exercise was carried out in 2021, and the links between the new challenges identified, the Group risks, and the key indicators will be made during the 2022 financial year.

Reporting scope

The reporting scope has been set in accordance with the provisions of Articles L 233-16 of the French Commercial Code and covers subsidiaries and controlled companies.

Certain indicators relate to specific scopes excluding certain entities; in that case the scope to be considered is specified beside the information.

Environmental information

The scope of environmental information includes:

- Neuilly-sur-Seine, which accounts for the total consumption of the buildings located at 89, 107 and 56 avenue Charles de Gaulle, 3 Villa Émile Bergerat and 46 rue Jacques Dulud. Consumption related to the building located at 114 avenue Charles de Gaulle, whose lease ended in July 2021, is included for the first six months of the year.
In terms of activities, the Neuilly-sur-Seine site includes all the Group's TV and Radio broadcasting and production activities except the regional offices of the national news office, as well as the following diversification activities: M6 Interactions and M6 Créations;
- Lille, which corresponds to the premises occupied by M6 Digital Services (portals services);
- Paris, which houses employees from the production and distribution of audiovisual rights subsidiaries, SND and M6 Films;
- Boissy, where the Best of TV teams are located.

All indicators used do not cover the entire scope, as specified hereafter. Nevertheless, they do all cover the main Neuilly site, whose buildings house the teams of the companies that generate 92% of the Group's consolidated revenue and 94% of its profit from recurring operations.

In the absence of available information for Lille (whose permanent employees only represent 4% of the Group's total workforce), water consumption only includes the Neuilly, Paris and Boissy site.

Gas and heating oil consumption only relate to the Neuilly sites.

For other indicators, the locations are specifically mentioned.

Social information

The social reporting scope is based on the financial consolidation scope.

As an exception, information relating to absenteeism, turnover, training, the number of disabled workers, and accidents at work and occupational diseases, does not include the subsidiaries Ctzar, LTI Vostok and Sociaddict. Ctzar and Sociaddict, specialist agencies in the field of influencer marketing (1.0% of staff) and LTI Vostok, a Tiji channel in Russia (0.1% of staff), are not included in M6 Group's centralised payroll systems.

Reporting period

Corporate, social and environmental data is reported annually and relates to the period from 1 January to 31 December 2021.

Methodological clarification and limits

The methodologies used for certain corporate, environmental and social indicators may present limitations due to changes in definition that may affect their comparability, changes in the scope of activities from one year to the next, as well as changes in the way in which this information is collected and input.

Further clarification regarding environmental indicators:

To facilitate internal accounting related to invoicing electricity use, the consumption recorded for a given month corresponds to the actual consumption for the previous month.

Direct and indirect GHG emissions contained in Part 7.4.1 are direct greenhouse gas emissions related to the use of electricity, natural gas and heating oil in the Group's premises in Neuilly, Paris, Boissy and Lille. The emission factors used for CO₂ emissions related to electricity consumption are those provided by EDF (average of the 12 monthly factors of 2021). The emission factors for heating oil and gas are those published by Ademe. The emissions factor for gas consumption was updated for the 2021 financial year.

The emission factor used for the CO₂ emissions reported and related to business travel by train, included in section 7.4.1 of this report, is supplied by SNCF. The emission factor used for the CO₂ emissions reported related to business travel by plane is provided by the supplier responsible for the handling of business travel (Neuilly).

Moreover, this document refers to the environmental indicators to which particular attention was paid and which are relevant to the Group. The following additional indicators are less or are not relevant to its activity:

- Resources allocated to avoiding environmental risks and pollution,
- The prevention, reduction or remediation of air, water or soil emissions having a major adverse impact on the environment,
- Adapting to the consequences of climate change (natural risks related to climate change have, to date, not led to any significant interruption of activities or material damage to buildings or products),
- Land use (M6 Group's activity and its land use does not to its knowledge cause any significant threat to either diversity or to water resources since the use of land is limited to the place in which its office buildings and warehouses are located).

Further clarification regarding corporate indicators:

The hours of training included relate to training provided by M6 Campus as well as any accredited external training organisations. The individual training account hours completed during working time and the e-learning hours are included in 2021. Training started in the 2021 financial year and completed in January 2022 is included in the reported training hours pro rate of the hours completed in 2021. This indicator only relates to permanent employees.

Days of absence recognised correspond to all absences of permanent Group employees which began during the financial year, thereby including absences in 2022. Days of absence recorded correspond to the days prescribed for all work stoppages recorded over the course of the 2021 financial year.

Days of absence in 2021 corresponding to absences which began during the course of the previous financial year are therefore not taken into account. Similarly, an extension of absence is assigned a new start date. If the extension commences in the following financial year, these days are not taken into account. It should also be specified that both unpaid days of absence and recovery days do not count when calculating absenteeism.

Turnover is defined according to the following ratio: all exits (excluding internal mobility) during year N, divided by the permanent workforce employed at 31 December of year N-1.

Further clarification regarding social indicators:

Moreover, this document refers to the societal indicators to which particular attention was paid and which are relevant to the Group.

Regarding the number of subscribers to the social media platforms, the Gu'Live account was included in data for the Gulli channel in 2021. In addition, the definition changed this year for the Facebook platform. Subscribers rather than "likes" on the page are now taken into account in calculating the indicator.

The following other indicators are less relevant to its activity:

- measures taken to combat tax evasion,
- measures taken to safeguard human rights,
- measures taken to avoid corruption.

The Group conducts its activities in France (where almost all of its employees are based) which are aimed at the French market. Nevertheless, the main measure taken by M6 in relation to these issues involves raising public awareness through its programmes, as detailed in Section 7.2.4 of this Document.

Reporting tools, consolidation and control

Collection tools, developed by the Group's IT Department, allow all consolidated and verified data to be reported at different levels:

- For corporate data, collection is made by a dedicated tool, developed by the Group's IT Department, and automatic consistency checks are made by the IT tool during data input. Other controls and validation are performed by M6 Group's Human Resources Department. Lastly, a general control ensures the overall consistency of the flows of staff between the year N-1 and the year N;
- For social data, information is collected by the Group's Corporate Affairs, the Financial Communication Department and the Engagement Department, due in particular to the social information required by the CSA in relation to television;
- For environmental data, collection is made by the Group's Corporate Services, and an internal consistency check is made by the person responsible for the input of information. A further check is made during consolidation.

The Engagement Department, in collaboration with the Financial Communication Department, collates the data and performs consistency checks.

7.5.2 Priority indicators

	2019	2020	2021
<i>Number of confirmed formal notices from the CSA over the year just ended</i>	0	1	0
<i>Accessibility rate of the M6 channel's programmes to deaf and hard-of-hearing people</i>	100%	100%	100%
<i>Proportion of female presenters on the free-to-air channels' in-house produced news programmes (excluding Gulli)</i>	68%	66%	65%
<i>Number of confirmed warnings and formal notices from the CSA for the year just ended concerning professional standards</i>	0	0	0
<i>Number of confirmed warnings and formal notices from the CSA for the year just ended concerning the signalling code</i>	0	0	0
<i>Annual budget of the M6 Foundation</i>	€500,000	€500,000	€500,000
<i>Number of subscribers on social media</i>	9.6 million	11.2 million	15.6 million
<i>Staff turnover</i>	10.7%	7.9%	8.6%
<i>% of employees who received training during the period</i>	39%	42%	39%
<i>Number of workers with disabilities</i>	28	31	38
<i>Change in electricity consumption</i>	13,886 MWH	12,233 MWH	10,889 MWH
<i>Number of items on the television news devoted to the environment</i>	601	346	453

7.5.3 European green taxonomy

7.5.3.1 PRESENTATION

The European Commission has a powerful ambition based around sustainable development and non-financial reporting. In this way, Regulation 2020/852 on “Green Taxonomy” came into effect in 2021, whose aim is to:

- Massively redirect cash flow from the financial sector to long-term needs, such as innovation and infrastructure, and accelerate the transition towards a carbon neutral economy;
- Normalise the language used by investors and companies in order to define what is “green” and the metrics facilitating the measurement and promotion of a company’s contribution to the low carbon transition.

The first step in the implementation of this new European regulation involves determining the eligibility of its activities for the Green Taxonomy. In this way, an economic activity is eligible if it is included in the list of activities of the Delegated Acts of the Taxonomy Regulation and contributes to one or more of the following six environmental targets:

1. Climate change mitigation,
2. Climate change adaptation,
3. The transition to a circular economy,

4. Pollution prevention and control,
5. The sustainable use and protection of water and marine resources,
6. The protection and restoration of biodiversity and ecosystems.

For the 2021 financial year, eligibility must be assessed in relation to targets n° 1 and n° 2. As such, the Group must publish the eligible part of the following financial indicators:

- Consolidated net revenue,
- Capital expenditure (CAPEX),
- Operating expenses (OPEX).

The second step involves determining, for the 2022 financial year, the “aligned” part of these indicators. To do this, the eligible economic activities must fulfil three additional conditions:

- Make a substantial contribution to at least one of the six environmental objectives,
- Cause no harm to any other environmental objective,
- Comply, as a minimum, with the basic principles and rights of employment law.

7.5.3.2 ELIGIBILITY OF M6 GROUP OPERATIONS

The following M6 Group activities are eligible for Taxonomy due to their contribution to environmental target n°2 “Climate Change Adaptation”:

- In respect of Activity 8.3 “Programming and broadcasting” defined in the Delegated Acts of the Taxonomy Regulation: **TV Division** (with the exception of Ctzar and M6 Publicité) and **Radio Division**;
- In respect of Activity 13.1 “Creative, arts and entertainment activities” defined in the Delegated Acts of the Taxonomy Regulation: **M6 Interactions** (Diversification Division), for its “Events and Shows” product lines;
- In respect of Activity 13.3 “Motion picture, video and television programme production, sound recording and music publishing” defined in the Delegated Acts of the Taxonomy Regulation: **Production and Audiovisual Rights Division**, and **M6 Interactions** (Diversification Division) for its “Recorded Music” and “Music Publishing” product lines.

The activities of the following subsidiaries are not eligible for Taxonomy, as defined in the Delegated Acts of the European Regulation:

- M6 Publicité (TV division);
- Ctzar (TV division);
- M6 Digital Services (Diversification division);
- Best of TV (Diversification division);
- M6 Créations (Diversification division);

7.5.3.3 CONSOLIDATED NET REVENUE

Based on the elements detailed above, the eligibility of M6 Group’s consolidated net revenues for green Taxonomy is broken down as follows for the 2021 financial year:

Economic activities	Revenue (€ millions)	Share of revenue (%)
A. Activities eligible for Taxonomy	1,310.8	94%
8.3 <i>Programming and broadcasting</i>		
13.1 <i>Creative, arts and entertainment activities</i>		
13.3 <i>Motion picture, video and television programme production, sound recording and music publishing activities</i>		
A. Activities not eligible for the Taxonomy	79.6	6%
TOTAL M6 Group net consolidated revenue (A + B)	1,390.4	100%

Regarding the specific treatment of advertising revenues, it was considered that they represent a source of financing for the TV and Radio broadcasting activities, and not a standalone activity. The advertising slots of the Group's channels and stations would have no value without the content broadcast on them.

It should be noted that only the programmes aimed at increasing resilience to climate risks or promoting adaptation to climate change by the population will be recognised as aligned ("green") based on the reporting for the 2022 financial year. As a result, the aligned part of the revenues will be significantly lower than the eligible part reported this year.

7.5.3.4 CAPITAL EXPENDITURE (CAPEX)

Within the framework of Taxonomy, capital expenditure ("Taxonomy" CAPEX) is defined as purchases of property, plant and equipment and intangible assets, and acquisitions during business combinations during the financial year. They totalled €99.2 million in 2021, equating to €89.5 million, corresponding to the purchases of intangible assets (see Note 13 to the consolidated financial statements), and €9.7 million, corresponding to the purchases of property, plant and equipment (see Note 15 to the consolidated financial statements).

The eligible "Taxonomy" CAPEX corresponds to the capital expenditure defined above and:

1. Relating to the assets or processes that are connected with the Group's economic activities eligible for Taxonomy. The acquisition of audiovisual rights by the TV and Production and Audiovisual Rights Divisions are accordingly eligible;
2. Forming part of a plan aimed at extending the economic activities aligned with Taxonomy or at enabling economic activities eligible for Taxonomy to become aligned with it within a period of five years;
3. Related to the purchase of the production of economic activities eligible for Taxonomy (other than those of the Group), and to the individual measures enabling the target activities to become low carbon or to lead to a reduction in greenhouse gas emissions.

Group CAPEX related to the refurbishment work at the buildings, to the installation of charging points for electric and hybrid vehicles, to IT infrastructures and to the acquisition of electric or hybrid vehicles are thus eligible for Taxonomy.

The eligibility of M6 Group's CAPEX for green Taxonomy is broken down for the 2021 financial year as follows:

	(€ millions)	%
A. CAPEX eligible for the Taxonomy	80.9	82%
1. <i>related to the Group's eligible activities</i>	78.6 ¹	79%
3. <i>related to the purchase of products stemming from eligible activities other than those of the Group</i>	2.3	2%
A. CAPEX not eligible for Taxonomy	18.3	18%
TOTAL CAPEX (A + B)	99.2	100%

7.5.3.5 OPERATING EXPENSES (OPEX)

Within the framework of Taxonomy, operating expenses ("Taxonomy" OPEX) are defined in a restrictive manner such as the non-capitalised direct costs related to:

- Research & development,
- Measures to refurbish buildings,
- Short-term leases,
- Maintenance & repairs,
- All other direct expenditure connected with the routine maintenance of property, plant and equipment by the company or by a third-party contractor which are necessary to ensure the ongoing and efficient operation of these assets.

The eligible "Taxonomy" OPEX corresponds to the expenditure defined above and:

1. Relating to the assets or processes that are connected with the eligible economic activities,
2. Forms part of a plan aimed at extending the economic activities aligned with Taxonomy or at enabling economic activities eligible for Taxonomy to become aligned with it within a period of five years,
3. Related to the purchase of production of economic activities eligible for Taxonomy and to the individual measures enabling target activities to become low carbon or to lead to reductions in greenhouse gas emissions.

In 2021, "Taxonomy" OPEX only accounts for 3% of M6 Group's total operating expenditure. Within this "Taxonomy" OPEX, the percentage of eligible expenditure is lower than 1%.

¹ Acquisitions of audiovisual rights in 2021 (see Note 13 to the consolidated financial statements)

7.6 CROSS-REFERENCE TABLE

Themes		Sub-Themes	Degree of relevance	Reference	GRI Reference	Global Compact
Labour information						
Employment	1	Total workforce and employee distribution by gender and geographic region	++	7.3.2.1	G4-10	# 3 to 8
	2	Recruitment and redundancies	++	7.3.2.1	G4- LA1	
	3	Compensation	+	7.3.5.6	G4- LA13	
Work organisation	4	Organisation of working time	++	7.3.5.1	G4- LA	
	5	Absenteeism	+	7.3.5.2		
Labour relations	6	The organisation of social dialogue - including regulation and procedures regarding information, consultation and negotiation with personnel	+	7.3.4.7	G4- LA4	
	7	Collective bargaining agreements	=	7.3.4.7	G4- LA4	
Health and safety	8	Health and safety at work	+	7.3.4	G4- LA6 to 8	
	9	Work accidents, particularly their frequency and seriousness, and occupational diseases	+	7.3.4	G4- LA6	
	10	Agreements signed with unions or employee representatives in terms of health and safety at work	=	7.3.4.7	G4- LA8	
Training	11	Training policies	++	7.3.3	LA11	
	12	Total number of training hours	++	7.3.3	LA10	
Equal opportunity	13	Measures taken to promote gender equality	++	7.3.2.1	G4- LA10	
	14	Measures taken to promote the employment and integration of disabled employees	++	7.3.2.3/ 7.2.3	G4- LA12	
	15	Anti-discrimination policy	++	7.2.2	G4- LA12, G4- HR3	
Promotion of and compliance with ILO fundamental conventions	16	Relating to freedom of association and the right to collective bargaining	=	7.3.4.7	G4-HR4; G4- LA4	
	17	Relating to the elimination of employment and occupational discrimination	=	7.3.2/7.2.3.1	G4-HR3; G4- LA13	
	18	Relating to the suppression of forced or compulsory labour	=	7.1.2.1	G4-HR6	
	19	Relating to the effective abolition of child labour	=	7.1.2.1F	G4-HR5	
Environmental information						
General environmental policy	20	Company organisation to take into account environmental issues and, where applicable, environmental assessment and certification processes	=	7.4		# 9 to 11
	21	Training and employee information actions conducted in relation to environmental protection	=	7.4		
	22	Resources allocated to avoiding environmental risks and pollution	=	7.4	G4-EN31	
	23	Amount of provisions and guarantees for environmental risks, providing this information is not liable to seriously prejudice the company in an ongoing litigation	=	N/A	G4-EN31 and G4-EC2	
	24	Measures to prevent, reduce or remediate air, water and land emissions that seriously damage the environment	=	7.4.1.4	G4-EN22 to 26	
Pollution	25	Taking into account noise pollution and, where relevant, all types of pollution specific to a particular activity	=	7.4.1.4		
	26	Measures to reduce, recycle, reuse and other forms of recovery or disposal of waste	+	7.4.1.4	G4-EN23	
	27	Actions to combat food waste	-	7.4.1.4/7.1.2.4		
	28	Use and supply of water in line with local constraints	=	7.4.1.2	G4-EN8	
	29	Use of raw materials and measures taken to make more efficient use of them	+	7.4.1	G4-EN1, G4- EN27	
30	Energy consumption and measures taken to improve energy efficiency and the use of renewable energy sources	+	7.4.1	G4-EN3 to EN7		
Sustainable use of land	31	Use of land	=	7.3.4.2		
Climate change	32	Significant greenhouse gas emission generated by the Company's activity, in particular through use of the goods and services that it produces.	+	7.4.1.1	EN16, EN17, EN 18, EN19, EN20	
	33	Adaptation to the consequences of climate change	=	N/A	EN18, EC2	
Biodiversity	34	Measures taken to safeguard biodiversity	=	7.3	G4-EN11 to EN 14	
Corporate social information						
Territorial, economic and social impact of the Company's operations	35	Territorial impact of operations on employment and regional development in France	=	7.2.1	G4- EC7 and G4-EC8	# 16 to 18 and 21
	36	Impact of operations on the local population	=	7.2.1	G4- EC1, G4- EC 5 and 6	
Relationships with stakeholders	37	Conditions of dialogue with these individuals or organisations	++	7.1.2	G4-24 to 27	# 2 and 16 to 18
Subcontractors and suppliers	38	Acts of partnership or sponsorship	++	7.2.1		
	39	Purchasing policies that take into account social and environmental issues	+	7.1.2.1.	G4-EC9, G4- HR4, 5, 6, 8, 10	# 2 to 11
	40	Significance of sub-contracting and its inclusion in relationships with suppliers and subcontractors regarding their corporate, social and environmental responsibilities	+	7.1.2.1.	G4-EC9, G4- HR4, 5, 6, 8, 10	
Fair practices	41	Measures taken to avoid corruption	++	7.1.3.3	G4-SO3 to 5	# 12 to 14
	42	Measures taken to safeguard the health and safety of consumers	++	7.2.3.2	G4-PR1; G4- PR2	
Other measures taken to safeguard human rights	43	Other measures taken to safeguard human rights	=	7.2.1	G4-HR	# 3 to 5

7.7 REPORT BY THE INDEPENDENT THIRD-PARTY BODY ON THE CONSOLIDATED STATEMENT OF NON-FINANCIAL PERFORMANCE

KPMG S.A

Tour EQHO 2 avenue Gambetta
CS 60055 92066 Paris la Défense Cedex

Métropole Télévision S.A.

Registered office: 89, avenue Charles de Gaulle -
92200 Neuilly-sur-Seine Cedex

Share capital: €50,565,699.20

Report by one of the Statutory Auditors, appointed as independent third party, on the consolidated statement of non-financial performance

Financial year ended 31 December 2021

To the Shareholders,

In our capacity as Statutory Auditor of your company (hereinafter the "Entity"), appointed as independent third party and accredited by COFRAC under number 3-1049¹, we have undertaken a limited assurance engagement on the historical information (actual or extrapolated) of the consolidated non-financial statement, prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), for the year ended 31 December 2021 (hereinafter, respectively, the "Information" and the "Statement"), included in the entity's management report pursuant to the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Conclusion

Based on the procedures performed, as set out in the "Nature and scope of our work" section of this report, and the information collected, nothing has come to our attention that causes us to believe that the Statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

Preparation of the statement of non-financial performance

The absence of a commonly used and generally accepted reporting framework or established practice on which to draw in order to evaluate and measure the Information, allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, the main elements of which are presented in the Statement and are available on request from the Entity's registered office.

Responsibility of the entity

The Executive Board is responsible for:

- Selecting or establishing suitable criteria for preparing the Information;
- Preparing a Statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main extra-financial risks, a presentation of policies applied to mitigate these risks and the outcomes of those policies, including key performance indicators, and the information provided for in Article 8 of Regulation (EU) 2020/852 (the Taxonomy Regulation);
- Implementing internal control relevant to the preparation of Information that is free from material misstatement, whether due to fraud or error.

The Statement was prepared by applying the Entity's Guidelines as mentioned above.

¹ Cofrac Accreditation Inspection, no. 3-1049, scope available at www.cofrac.fr

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Report of the independent third party body of the non-financial performance statement

Responsibility of the Statutory Auditor appointed as independent third party

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- The compliance of the Statement with the provisions of Article R. 225-105 of the French Commercial Code;
- The fairness of the historical information (actual or extrapolated) information provided in accordance with Article R.225-105-I(3) and II of the French Commercial Code concerning policy outcomes, including the key performance indicators, and action plans on the main risks.

As it is our responsibility to provide an independent conclusion on the Information as prepared by Management, we are not authorised to help prepare said Information, as that could compromise our independence.

It is not our responsibility to comment on:

- The entity's compliance with other applicable legal and regulatory requirements (in particular, the disclosures provided for in Article 8 of Regulation (EU) 2020/852 (the Taxonomy Regulation), and the French duty of care and anti-corruption and tax avoidance legislation);
- The fairness of the disclosures provided for in Article 8 of Regulation (EU) 2020/852 (the Taxonomy Regulation);
- The compliance of products and services with applicable regulations.

Regulatory provisions and applicable professional guidance

We performed our work described below in accordance with the provisions of Articles A. 225 1 and subsequent of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors relating to this engagement and International Standard on Assurance Engagements 3000 (Revised)¹.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the French Code of Ethics for statutory auditors. In addition, we have introduced a quality control system which includes documented policies and procedures aimed at ensuring compliance with applicable laws and regulations, ethical rules and professional standards issued by the French Institute of Statutory Auditors relating to this engagement.

Means and resources

Our work called on the expertise of four people and was performed between December 2021 and February 2022 for a period of approximately two weeks.

To help us in the completion of our work, we consulted our experts in sustainable development and societal responsibility. We conducted approximately ten interviews with the people responsible for preparing the Statement.

Nature and scope of the audit

We have planned and performed our work to address the areas where we identified that a material misstatement of the Information was likely to arise.

We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion:

- We have reviewed the activity of all the entities included in the consolidation scope and of exposure to the principal risks;
- We have assessed the appropriateness of the Reporting Criteria with regard to their relevance, comprehensiveness, reliability, neutrality and comprehensible character, by taking into consideration industry best practices where applicable;
- We have verified that the Statement covers all categories of information referred to in paragraph III of Article 225-102-1 in relation to social and environmental information as well as to respect for human rights and combatting corruption and tax evasion;
- We have verified that the Statement presents the information provided for in II of Article R. 225-105 when it is relevant in reference to the principal risks and includes, where applicable, an explanation of the reasons justifying the absence of the information required by the second paragraph of III of Article L. 225-102-1;
- We have verified that the Statement presents the business model and the main risks associated with the business of all entities included in the consolidation scope, including, where relevant and proportionate, the risks created by its business relations, products or services, as well as the policies, due diligence procedures and outcomes, including key performance indicators related to the principal risks;
- We have consulted documentary sources and conducted interviews to:
 - Assess the process to select and validate the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with reference to the principal risks and policies presented; and
 - Corroborate the qualitative information (measures and outcomes) that we considered to be the most important in the Appendix. Our work was carried out at the head office of the consolidating entity.

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

Report of the independent third party body of the non-financial performance statement

- We have verified that the Statement covers the consolidated scope, i.e. all entities included in the consolidation scope in accordance with Article L. 233-16 with the limits specified in the Statement;
- We have reviewed the internal auditing and risk management processes implemented by the entity and have assessed the sampling process seeking to ensure that the information is exhaustive and fair;
- For the key performance indicators and other quantitative outcomes that we considered the most significant and that are set out in the Appendix, we have implemented:
 - Analytical procedures to verify the appropriate consolidation of the collected data as well as the consistency of their changes;
 - Tests of details, using sampling and other techniques, to verify the appropriate application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out at the Entity's head office level and cover between 98% and 100% of the consolidated data selected for these tests;
- We have assessed the overall consistency of the Statement in light of our knowledge of all entities included in the scope of consolidation.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement performed in accordance with the professional guidance issued by the French Institute of Statutory Auditors; a higher level of assurance would have required us to carry out more extensive procedures.

Paris-La Défense, 2 March 2022

KPMG S.A.

Anne Garans

Partner

Sustainability Services

Xavier Troupel

Partner

7 STATEMENT OF NON-FINANCIAL PERFORMANCE

Report of the independent third party body of the non-financial performance statement

Appendices

Qualitative information (measures and outcomes) considered most important
Outcome of measuring satisfaction of trainees and work/study students
Measures to promote biodiversity
Results relating to internal mobility
Action plans and outcomes related to the development of employee skillsets
Measures to promote employee wellbeing
Measures to manage the environmental footprint
Greenhouse gas emissions related to the Group's energy consumption
Policies related to ethics and professional conduct
Anti-discrimination measures in place
Activities and outcomes of the Foundation
Measures to promote balanced relations with stakeholders
Results of the Gaïa index

Key performance indicators and other quantitative outcomes considered most important
Turnover rate
% of employees who received training during the period
Number of workers with disabilities
Change in electricity consumption
Number of items on the television news devoted to the environment
Number of confirmed formal notices from the CSA over the year just ended
Number of confirmed warnings and formal notices from the CSA for the year just ended concerning professional standards
Number of confirmed warnings and formal notices from the CSA for the year just ended concerning the signalling code
Accessibility rate of the M6 channel's programmes to deaf and hard-of-hearing people
Proportion of female presenters on the free-to-air channels' in-house produced news programmes (excluding Gulli)
Annual budget of the M6 Foundation
Number of subscribers on social media



MÉTROPOLE TÉLÉVISION

**SUSTAINABLE DEVELOPMENT
AND CORPORATE RESPONSIBILITY
REPORT**

EXTRACT FROM 2021 UNIVERSAL REGISTRATION DOCUMENT

2021



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