

TOGETHER



GROUPE

**SUSTAINABLE DEVELOPMENT AND CORPORATE RESPONSIBILITY REPORT
MÉTROPOLE TÉLÉVISION**

EXTRACT FROM 2018 REGISTRATION DOCUMENT

- 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.
 - 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. M6 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's commitments to society, the relationships between the Group's brands and the audience, 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.
- 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",
- The public, for whom the channels and programmes are intended,
- Suppliers, who supply the Group, particularly with audiovisual content,
- Public authorities, primarily including the French State and the CSA,
- Shareholders, whose invested capital allows M6 to operate, who vote in General Meetings and receive dividends,
- Advertisers who benefit from the commercial breaks made available to them.

Key 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 three priorities, directly related to its activities:

- 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.
- 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.

M6 has no "environmental priority", since the Group does not carry out activities that structurally present a significant impact on the environment, particularly on climate change. The Group is nevertheless mindful that preserving natural resources is a key challenge for the 21st century. At its own level, the Group is therefore involved in protecting the environment, while monitoring its own consumption and seeking to take action both in relation to recycling and raising public awareness regarding sustainable development issues.

Similarly, 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 its meeting of 26 November 2018, the members of the Executive Board formally set out 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 eleven challenges have been ranked by order of importance and include the M6 Group Corporate Foundation, which symbolises its social purpose:

M6 GROUP KEY CSR CHALLENGES



The major challenges identified by the Executive Board during this meeting also include editorial independence (although the main programmes on the flagship M6 channel are dramas and light entertainment shows) and the management of personal data (which could have operational consequences on the online, e-commerce and home shopping subsidiaries), while GDPR came into force in 2018.

This list of priorities is not set in stone and could be developed over the coming financial years depending on changes to the Group and its environment.

Key measures and indicators

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 1.7.1.1 of this Registration Document. The risks associated with the key challenges detailed above are therefore restated in the description of the risk factors (in Section 1.7), as explained in the correlation table below.

CSR CHALLENGES	ASSOCIATED RISKS	SECTIONS
1. RETAINING TALENT	Risks related to the Group's market structure Adapting the cost structure and increase in costs	1.7.2.1 6.1 1.7.2.3 6.1
2. DEVELOPING EMPLOYEES SKILLSETS	Adapting the cost structure and increase in costs	1.7.2.3 6.1
3. PROMOTING DIVERSITY AND GENDER PARITY WITHIN THE COMPANY	Adapting the cost structure and increase in costs Risks related to regulatory and contractual obligations	1.7.2.3 6.1 1.7.6.1 6.1
4. MEETING ETHICAL AND CONTRACTUAL OBLIGATIONS	Risks related to regulatory and contractual obligations Intellectual property, freedom of the press and personal privacy	1.7.6.1 6.2 1.7.6.2 6.2
5. PROMOTING GREATER ACCESS TO PROGRAMMES	Risks related to the Group's market structure Risks related to the broadcasting and transmission of the signals of the Group's TV channels Risks related to the production, broadcasting and transmission of the signals of the Group's radio stations	1.7.2.1 6.2 1.7.7.1 6.2 1.7.7.1 6.2
6. REPRESENTING DIVERSITY IN PROGRAMMES	Risks related to the Group's market structure Risks related to regulatory and contractual obligations	1.7.2.1 6.2 1.7.6.1 6.2
7. SUPPORTING AND PROTECTING YOUNG PEOPLE IN THE MEDIA	Risks related to the Group's market structure Risks related to regulatory and contractual obligations	1.7.2.1 6.2 1.7.6.1 6.2
8. GETTING INVOLVED IN A MAJOR SOCIAL CAUSE	Risks related to the Group's market structure	1.7.2.1 6.2
9. DEVELOPING BALANCED AND TRANSPARENT RELATIONS WITH STAKEHOLDERS	Risks related to the Group's market structure Risk of customer default Risk of supplier default Risks relating to non-observance of contractual commitments	1.7.2.1 6.2 1.7.4.1 6.2 1.7.4.2 6.2 1.7.6.3 6.2
10. CONTROLLING AND REDUCING ENERGY CONSUMPTION	Environmental risks	1.7.0 6.3
11. RAISING PUBLIC AWARENESS OF ENVIRONMENTAL ISSUES	Risks related to the Group's market structure	1.7.2.1 6.3

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

CSR CHALLENGES	KEY ACTION	PRIORITY INDICATOR
1. RETAINING TALENT	Developing employee loyalty (personalised follow-up of employees, pleasant working atmosphere and environment, attractive remuneration, team-building events, etc.)	Turnover rate
2. DEVELOPING EMPLOYEES SKILLSETS	Providing training to employees	% of employees who received training during the period
3. PROMOTING DIVERSITY AND GENDER PARITY WITHIN THE COMPANY	Committed to helping people with a disability	Number of workers with a disability
4. 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
5. PROMOTING GREATER ACCESS TO PROGRAMMES	Subtitling programmes and making them available in audio description	Accessibility rate of M6 programmes to deaf and hard-of-hearing people
6. REPRESENTING DIVERSITY IN PROGRAMMES	Ensuring gender parity in programmes	% of female presenters on internally-produced free-to-air channels' news programmes (inc. news bulletins)
7. SUPPORTING AND PROTECTING YOUNG PEOPLE IN THE MEDIA	Implementing a fit-for-purpose rating system	Number of warnings and formal notices from the CSA for the year just ended concerning the signalling code
8. GETTING INVOLVED IN A MAJOR SOCIAL CAUSE	Developing the M6 Corporate Foundation dedicated to helping and improving the quality of life of inmates	Budget of the M6 Foundation
9. DEVELOPING BALANCED AND TRANSPARENT RELATIONS WITH STAKEHOLDERS	Developing a dedicated viewer relations department	Number of subscribers on social media
10. CONTROLLING AND REDUCING ENERGY CONSUMPTION	Limiting electricity consumption	Change in electricity consumption
11. RAISING PUBLIC AWARENESS OF ENVIRONMENTAL ISSUES	Broadcasting reports on current ecological issues	Number of items on the television news devoted to the environment

The actions taken in 2018 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.

1. CORPORATE RESPONSIBILITY

1st Challenge : retaining talent

PRIORITY INDICATOR: STAFF TURNOVER

	2016	2017	2018
STAFF TURNOVER	9.3%	8.4%	10.8%

2018 was marked by the integration of the Radio Division into the workforce. The resulting restructuring and the business synergies triggered an increase in the turnover rate.

A. Workforce

Breakdown of M6 Group workforce by type of contract

	2016	2017	2018
Permanent contracts	1,519	2,001	1,966
Fixed-term contracts	122	263	257
TOTAL WORKFORCE	1,641	2,264	2,223

At 31 December 2018, M6 Group's total workforce was 2,223 people, compared with 2,264 at 31 December 2017, including 1,966 on permanent contracts in 2018, compared with 2,001 in 2017. The net change in the number of permanent contracts is detailed below:

WORKFORCE AT END DECEMBER 2017		2,001
External recruitments		121
Integration of companies (Altima, Ctzar, Socciadict, Joikka)		24
Event contract workers/service providers made permanent		9
Fixed-term contracts made permanent		38
Departures		
	<i>Resignation</i>	-81
	<i>Redundancy</i>	-46
	<i>Termination by mutual agreement</i>	-56
	<i>Retirement</i>	-19
	<i>Other (end of trial period, etc.)</i>	-25
WORKFORCE AT END DECEMBER 2018		1,966

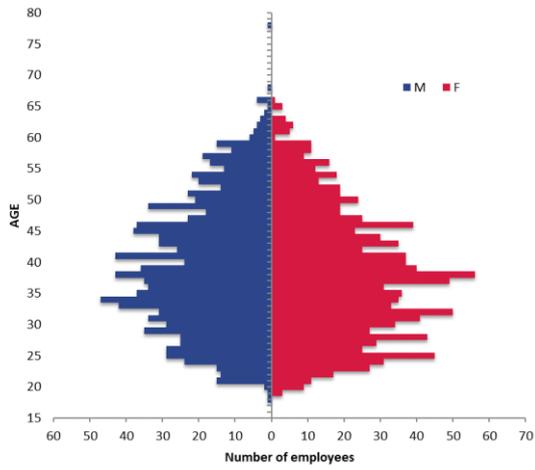
In order to ensure gender equality, M6 Group pays particular attention to balancing its workforce.

At 31 December 2018, the Group's workforce was made up of 51% of women and 49% of men, distributed as follows:

Breakdown of M6 Group workforce by category and by gender

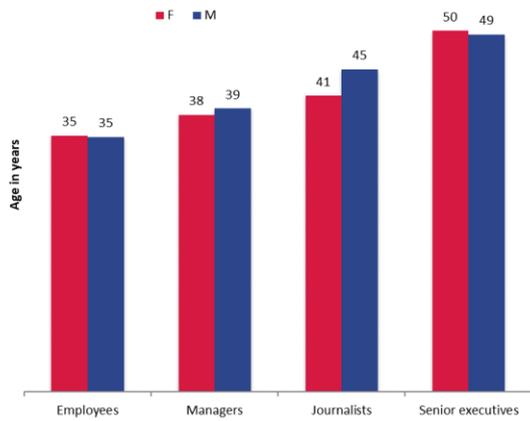
	2018	Male	Female
Employees	617	290	327
Managers	1,265	587	678
Journalists	280	169	111
Senior executives	61	44	17
TOTAL	2,223	1,090	1,133

Age pyramid

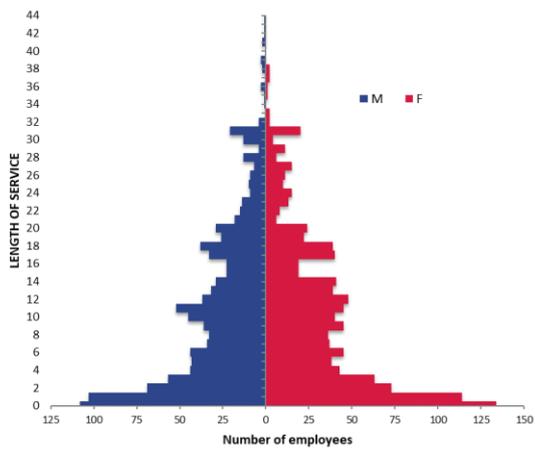


The average age of Group employees is 38.6 years, with 37.9 years for women and 38.0 for men.

Average age of M6 Group permanent workforce by category and gender

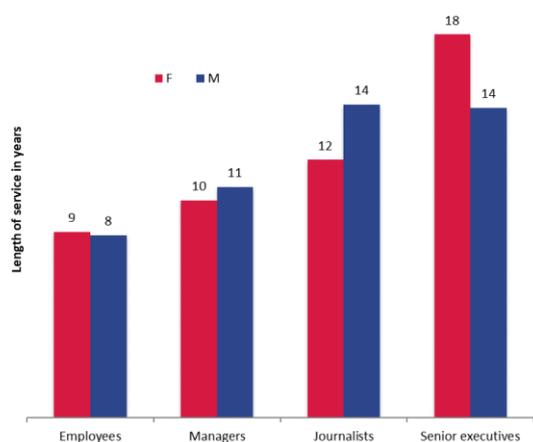


Length of service pyramid



The average length of service within the Group is 10.3 years: 10.8 for men and 9.9 for women.

Average length of service of M6 Group permanent workforce by category and gender



Breakdown of permanent workforce by division

	2016	2017	2018
TV	991	1,149	1,156
Radio	-	459	435
Production & Audiovisual Rights	91	94	90
Diversification	559	562	542
TOTAL	1,641	2,264	2,223

Breakdown of fixed-term contracts

	2016	2017	2018
Fixed-term contracts	60	165	141
Work experience contracts	47	80	80
Apprenticeships	15	18	36
TOTAL FIXED-TERM CONTRACTS	122	263	257

Event contract workers

	2016	2017	2018
FTE EVENT CONTRACT WORKERS AND FREELANCERS	327	446	454

Following a sharp increase in 2017, with the arrival of the companies from the radio division (RTL, RTL2 and Fun Radio) and increasing activity for the production companies, 2018 remained stable in terms of use of event-contract workers.

B. Organisation of working time

Since the signing of a company-wide agreement in 2000, 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	22 days
Managers	215 days	13 days
Journalists	205 days	11 days
Senior executives	Not applicable	Not applicable

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 2018, 150 employees were on a part-time permanent contract, of which 71.3% were women. In total, they represented 109.2 FTEs.

Reasons for absence

Types of absence (in working days)	2017*	2018
Number of sick days	8,673	15,351
Number of days absent for maternity/paternity/parental leave	4,914	4,864
Number of days absent due to work and travel related accidents	916	837
Number of days absent due to exceptional holidays	3,406	2,657
TOTAL	17,909	23,709
Absenteeism rate**	4.3%	4.2%
* Excluding Radio **Excluding iGraal, Altima, Ctzar and Sociadict		

The Group's absenteeism rate was stable at 4.2%.

In addition, during the 2018 financial year, 8,432 hours of overtime were worked by M6 Group employees compared with 8,010 hours in 2017. This 5% increase was related to the integration of teams from the Radio division.

C. Group remuneration

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 and Sociétés des Musicales from the Radio Division do not receive a 13th month, with the exception of journalists.

This is supplemented for 925 employees in 2018, compared with 908 in 2017, by variable remuneration primarily based on performance indicators (financial indicators, revenue, audience share, box office ticket sales, etc.). This increase reflects the Group's commitment to encouraging better individual and collective performance by as many employees as possible.

Change in average remuneration

The average remuneration of the Group's permanent employees (excluding iGraal) in 2018 amounted to €60,459, compared to €61,676 in 2017.

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 2017, and paid in 2018, totalling €9,329 K, compared with €8,057 K paid in 2017 for 2016; 2,839 employees benefited, compared with 2,123 employees the previous year.

Bonus scheme

A Group-wide bonus scheme (excluding Ventadis) was concluded on 27 June 2017 with the various representative groups for the next three financial years, i.e. until 31 December 2019.

Total bonuses (excluding Ventadis) paid in 2018 for 2017 were €5,442 K, i.e. €1.9 K per employee.

Employees of the Ventadis division received no bonus payments for 2017.

Group savings plan

In 2018, M6 Group (including the Radio division) renewed its Group savings plans under which the Group matches the individual contributions of each employee. This year, the amount paid in respect of this contribution was €1,139 K.

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 €15,911 K, compared with €13,797 K in 2017.

Lastly, the management of employee savings (excluding the Radio division) was entrusted to an external organisation, which offers employees the following seven funds, which vary in terms of yield and risks:

- FCPE Diversifié Actions (70% shares, 30% bonds), high yield but high risk;
- FCPE Diversifié Taux (20% shares, 80% bonds) modest yield but lower risk;
- FCPE Monétaire (100% money market), low yield and risk free;

- FCPE “M6 Group”, 100% METROPOLE Télévision shares;
- FCPE Impact ISR rendement solidaire, a diversified FCPE, invested in European markets, of which between 5 and 10% in socially responsible shares;
- FCPE Avenir sélection patrimoine (50% shares, 50% bonds);
- FCPE Perspective conviction Europe (100% external institutional funds).

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, excluding Ventadis and Radio employees who have a separate scheme, membership of the private health scheme is mandatory and must correspond to the individual's family circumstances. In 2018, the monthly contribution was €129.31, 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.

Permanent employees of Ventadis benefited in 2018 from a private health scheme, membership of which is mandatory. Employees may choose between an individual scheme and a family scheme. Monthly contributions range from €4.54 for the basic individual scheme to €61.42 for the family scheme. The employer pays €52.48, regardless of the scheme.

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, excluding Ventadis, 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).

In 2018, all Ventadis employees benefited from an insurance scheme, which varied depending on the companies and involved different contributions according to status.

Total remuneration of 10 highest paid employees

In 2018, a total amount of €5,986 K was paid to the 10 highest paid Group employees (excluding Nicolas de Tavernost, a corporate officer) compared with €5,410 K in 2017, of which €1,816 K was variable remuneration in 2018, compared with €1,564 K in 2017.

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 2019, 54 M6 Group employees benefited from this scheme.

In 2018, employees from the companies Information et Diffusion as well as former Ediradio staff continued to benefit from their own defined contributions pension scheme, via a specific mechanism.

D. Promoting social dialogue within the Company

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.

Furthermore, to emphasize its commitment to this issue, the Métropole Télévision ESU (economic and social unit) signed an agreement relating to trade union rights on 5 April 2018.

Various unions are represented within M6 Group: In this way, within the ESU made up of the companies Métropole Télévision, M6 Bordeaux, Paris Première, Sedi TV, Edi TV, M6 Thématique and M6 Génération, (bringing together 863 employees), the union representative bodies are as follows after the most recent employee representative elections, held in 2018:

- CFE-CGC with 36.2% of the votes, represented by one union delegate,
- CFDT with 22.0% of the votes, represented by two union delegates,
- FO with 22.0% of the votes, represented by one union delegate,
- CGT with 10.1% of the votes, represented by one union delegate,
- CFTC, not deemed representative with 9.1% of the votes, is represented by a local union delegate.

At 31 December 2018, M6 Group had 15 employee representation committees and 124 elected representatives (all representative bodies combined and taking into account those who hold multiple offices):

- 2 committees of employee representatives, with 9 elected members,
- 4 social and economic committees with 67 elected representatives (elections took place in 2018 within the Métropole Télévision ESU and the M6 Publicité ESU and the companies Studio 89 and Best of Shopping),
- 1 works council, with 6 elected members,
- 6 single employee representative committees with 36 elected members; the remit of 5 of these committees extending to the functions of the Health, safety and working conditions committee,
- 2 health, safety and working condition committees, with 6 elected members.

These various employee representative institutions promote regular and active social dialogue. In 2018, on average 14 ordinary and extraordinary meetings took place every month with employee representatives (across the various bodies).

Within the ESU (Métropole Télévision, M6 Bordeaux, Paris Première, Sedi TV, Edi TV, M6 Thématique and M6 Génération), works council committee meetings (housing committee, catering, gender equality, training, etc.) subsequently replaced by Economic and Social Committee meetings, were held regularly in order to have a close understanding of employee concerns.

The key points raised during works committee meetings or by single employee delegations during 2018 were as follows:

- Monthly topics: operation of Group companies;
- Quarterly topics: workforce monitoring;
- Ad-hoc or annual topics:
 - The draft "Information Systems Security Policy",
 - The proposed update of the "IT Code of Conduct",
 - The draft "Computer Engineers' Code of Conduct",
- The extension of the terms of office of members of the Works Council and the creation of a Social and Economic Committee,
- Expansion of the Economic and Social Unit,
- Opening of negotiations relating to a transfer of undertakings (protection of employment) (TUPE) agreement,
- Harmonisation schedule for additional social protection schemes,
- Introduction of a commission dedicated to minimising psycho-social risks,
- preliminary 2018 review and 2017 review of the private health scheme,
- 2017 review of the body in charge of the "1% logement" scheme (employer-sponsored housing assistance fund),
- review of the annual appraisals and professional interviews,
- Group savings plan for 2018,
- the economic and financial position of the ESU (2017 annual financial statements, use of CICE tax credit),
- social, working conditions and employment policy,
- review of the 2017 training plan,
- 2018 mandatory annual salary negotiations,
- 2017 review of the provident scheme,
- provisional training plan for 2019,
- information on the M6 Foundation's activities,
- review of the Agreement on the transfer of paid leave between co-workers
- the draft Social and Economic Committee's internal regulations.

The main topics on which the health and safety committees were consulted or on which they gave advice were as follows:

- an assessment of “the collective agreement relating to the integration and retention in employment of disabled people”;
- establishment of a Social and Economic Committee;
- The draft “Information Systems Security Policy”;
- The proposed update of the “IT Code of Conduct”;
- The draft “Computer Engineers’ Code of Conduct”;
- the proposal to change the Company’s internal regulations,
- 2018 update of the comprehensive risk assessment inventory,
- 2018 occupational risk prevention programme,
- work-related accidents over the 4th quarter of 2017 and the 1st, 2nd and 3rd quarters of 2018,
- the 2017 Health, Safety and Working Conditions review,
- occupational health annual report for 2017,
- review of quality of life at work and psychosocial risks for 2017 and first-half 2018,

These agreements are specifically aimed at improving the working conditions of employees as well as the Company’s economic performance.

Moreover, following the merger by absorption of the company Ediradio by Métropole Télévision and mergers by absorption of the companies IP France, IP Régions, RSM and Médiapanel by M6 Publicité, negotiations have been initiated to conclude TUPE agreements in order to harmonise the employment terms and conditions.

E. Improving health and safety at work

Safety

Employee safety and working conditions are the main priority for the elected individuals of the Group’s health, safety and working conditions committees, extended single employee representative committees and social and economic committees.

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

Following the terrorist attacks of January and November 2015 in Paris, security measures which had been implemented across all M6 Group’s sites were relaxed in 2018.

Tighter security at the entrances to all buildings has been maintained, including at local level (checking of badges and identities of people from outside the Group, limited access to certain buildings and to parking areas).

The shop stewards have been informed of all the measures that have been implemented.

Refurbishment

In 2018, notably in relation to the purchase of the RTL Radio division by M6 and the arrival of the RTL , RTL2 and Fun Radio employees, 1,364 workstations were moved between the various sites in Neuilly-sur-Seine and Paris.

These refurbishment projects improve communication and dialogue between the teams and the Group’s departments.

Quality of life at work

As part of the policy relating to prevention of psychosocial risks, the Group continued to offer specific training to raise awareness among various company stakeholders: staff representatives, managers and human resources managers to ensure they identify risks and respond accordingly.

A more comprehensive mechanism has been proposed as part of the “Quality of Life at Work Process” (QLW).

In 2018, a QLW training session was attended by the following within the Group (excluding Ventadis):

- 19 managers,
- 8 employees from the Human Resources department.

In 2018, the Group continued its “Wellbeing” measures through sophrology workshops, yoga for the eyes, traditional Japanese amma massage and self-massage.

Moreover, as part of the training sessions organised for the managers, they learnt more about the right to disconnect, in accordance with the provisions set out in the charter relating to the right to disconnect.

Annual performance and career development reviews

Annual reviews of quality of life at work and psychosocial risks are prepared within the ESU and M6 Group subsidiaries (excluding Ventadis). 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 solutions required 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 and to monitor their workload. These indicators are then considered alongside the employee's manager and the Human Resources Department in order to ascertain the need to implement, where necessary, an action plan to ensure this balance. Elected members receive a review 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.

Safety, hygiene and health training

In 2018, 65 people underwent safety standards training (evacuation, use of fire-fighting equipment, etc.), 32 of whom were trained as workplace first aiders:

- 9 employees attended initial OHS training,
- 23 employees attended OHS training on recycling,
- 33 employees attended fire training.

In 2018, 80 employees (managers, Human Resources Managers and elected representatives within our staff representative bodies) received training on quality of life at work and minimising psycho-social risks.

Lastly, 47 journalists and camera technicians (radio and television) were also trained in first aid techniques and the management of risks during events.

Occupational Health

The daily presence of the qualified nurse in the medical room, in conjunction with Internal Communication, enabled the renewal of the annual blood donation campaigns, with a total of 3 campaigns which represented 140 blood donations in 2018.

The nurse gives preventive advice to employees on various subjects notably via the enterprise social network Blender, by indicating the positions to adopt for sedentary work, recommendations in the event of a heatwave, good hygiene and vaccination measures in the event of flu, 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 medical follow-up.

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

Work related accidents and illnesses:

	2017	2018
Work-related accidents resulting in lost time	14	10
Frequency rate ⁶⁹	2.88	2.12
Severity rate ⁷⁰	0.065	0.042

F. Offering an attractive working environment

Benefits and services of the Works Council

The Group's community enterprises budget was €1,181 K in 2018 (compared with €1,052 K in 2017). This amount is set in line with a percentage of between 0.80% and 0.95% inclusive of the total payroll for each ESU, subsidiary and for Ventadis.

The Group's Works Councils and Social and Economic Committees offer a number of benefits to employees: gift-vouchers for births, contribution towards costs incurred by employees in sporting or cultural activities, organisation of holidays, sporting or tourist weekends in France or abroad, etc.

Office refurbishment

As part of the refurbishments completed in 2017, and in 2018 notably subsequent to the arrival of the Radio division within the Group, particular attention was paid to working conditions. In 2018, 1,364 workstations were relocated between the various sites in Neuilly-sur-Seine and Paris.

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

Internal communication

Supporting the arrival of employees from the radio division

Several measures were introduced to facilitate the arrival and integration of the 600 employees from the radio division into M6 Group:

- Initial contact with employees to prepare for their arrival,
- Information meetings to introduce them to M6 Group and provide them with all the practical information required for their move,

⁶⁹ Frequency rate: number of accidents resulting in lost time of more than one day occurring over a 12 month period per million hours worked.

⁷⁰ Severity rate: number of sick days compensated per 1,000 hours worked.

- Creation of a “*Welcoming the RTL Radio Division*” group within the enterprise social network collating all practical information,
- Introduction of a telephone hotline to answer their questions,
- On the day of their arrival, employees were greeted with bouquets of flowers, a box of chocolates and a word of welcome.

The radio teams have been supported on a day-to-day basis since the “physical” arrival of employees. In addition to the synergies that were implemented very quickly within the teams, Internal Communications regularly organised vocational talks and joint projects to promote numerous discussions between the different worlds.

Involve employees in the Group’s major projects and advertise work opportunities

Improving awareness of the Group’s activities and career opportunities, in order to develop both internal mobility and synergies, is one of the main aims of internal communication. Strengthening ties and the sense of belonging to M6 Group are also major issues.

Day-to-day activities for employees...

To enable employees to get to know each other, to share enjoyable moments together and to talk about M6 Group values, Internal Communications introduced many in-house events in 2018:

- Preview showings of programmes broadcast on M6 Group channels,
- Preview showings of films produced by M6 Films or distributed by SND,
- Talks on the media and digital (TV/radio audience ratings, CES trade show, etc.) and practical (tax deducted at source, *Allées de Neuilly*, etc.) worlds, available either live, or recorded via Blender,
- Invitations to attend TV and radio events (visit to the *Top Chef* set, *Le Grand Studio RTL* shows, *Concert très très privé RTL2*, etc.) and to shows and events of which the Group is a partner,
- Fun activities (blind tests, table football tournaments, etc.)
- Discovering backstage at M6 Group (visit to the master control room, tour of TV sets and radio studios, etc.)
- Wellbeing workshops (sophrology, etc.)

In total, almost 250 initiatives were undertaken over the course of 2018.

... and events for and with our employees

- The 2018 financial year was marked by several events: The “*Vœux du Groupe M6*” (“M6 Group New Year’s Wishes”), at the Salle Wagram, brought together more than 1,600 employees, including those from the radio division recently acquired by M6 Group. It was the opportunity for the Chairman of the Executive Board to review the year just ended and for employees to enjoy a special evening,
- To mark the second “*M6 Family Day*”, and thanks to the involvement of staff, 50 children of employees were able to discover the world of TV and radio via 5 workshops (tour of the TV and radio studios, recording of a radio section, seeing the start of the du 1945, etc.). Accompanied by their parents, they were able to see where they work every day.
- On Tuesday 5 June 2018, the 5th annual “*Work-based Learning Day*”. During this day, 250 applicants met and talked with their future tutors. They were also able to participate in CV and social media coaching guidance workshops, and met a professional photographer who took their photos for their CVs.
- On the occasion of the European Heritage Days, on Saturday 15 and Sunday 16 September 2018, M6 Group opened its doors to the public. 850 visitors were welcomed by more than 100 Group employees. Viewers and listeners were able to discover the world of television and radio through 5 workshops, some of which were hands-on (tour of the master control room with a virtual reality headset, start of the 1945 on the Jean Drucker set, recording of a time signal in Mini Live, etc.),
- To mark the release of the new film *Asterix: The Secret of the Magic Potion*, produced by M6 Studio / M6 Films and distributed by SND, Internal Communications organised 9 screenings at the Neuilly-sur-Seine Auditorium, on 9 and 16 December. In total, 600 employees were able to watch the film with their family and friends and enjoy a snack.

Keeping employees informed

Through Blender, M6 Group’s enterprise social network, redesigned in September 2018, internal communication provides information to employees:

- Nicolas de Tavernost, Chairman of the Executive Board, records a monthly video message to assess the month just ended and discuss the challenges for the following month,
- In immersive videos, the internal communications team offers a look behind the scenes (*Capital* with Julien Courbet, etc.) and introduces the Group’s major projects (launch of the new W9 graphic identity, new television news format, etc.),
- Focus on mobility via profiles of employee who have transferred to new roles and circulation of internal job vacancies,
- Every new employee joining the Group benefits from a profile,
- Widespread circulation of acronyms and technical terms via “*Word of the Week*”, explained by an M6 Group employee,
- Coverage of current events, new projects and the successes of the various M6 Group subsidiaries (TV / radio audience figures, etc.),
- Preview showings of content prior to their widespread broadcast (episodes of *Scènes de Ménages*, RTL commercials, etc.).

Beyond the enterprise social network, this information is broadcast in the Group’s various buildings on digital signage screens.

G. Trainee policy

	2017	2018
Number of trainees received during the period, for a period of 3 to 6 months	237	244
% of trainees hired at the end of their training period (permanent or fixed-term)	12%	12%
Number of work/study students received during the year	100	116
- <i>Apprenticeships</i>	18	36
- <i>Work-based learning</i>	80	80

M6 Group, confident that the trainees and work/study students of today are the talents of tomorrow, pays particular attention to the relationship with students and to this end has taken various steps:

- **Developing partnerships with schools** through M6 Group's participation in student forums, hosting student promotional activities within the Group, the participation in examination panels and the organisation of "job dating" (short job interviews).
- **Organising the 5th Work Placement Day:** M6 Group repeated last year's format to offer applicants a unique experience by putting video at the heart of recruitment thanks to a solution developed by the French start-up Talentview. Each opportunity was portrayed in a video by the tutor. The candidates were invited to apply via their PC, smartphone or tablet and were pre-selected to take part in the day by the recruitment team.

A total of almost 250 students attended and 55 tutors spoke throughout the day about what they do and opportunities for work placement contracts commencing in September 2018. In addition, different workshops were held to set the tempo for this day: an HR coaching workshop (CV, interview technique, social media), a photo workshop thanks to which every applicant was able to leave with their own professional photo, as well as time to speak with the current work/study student to benefit from an in-depth feedback session.

As a result of this day, 32 students were recruited under work placement and professional development contracts.

- **Joining M6 Group by becoming the future Mo(bile) Jo(urnalist)!** Just like Manon Labat, who won the 2017 edition, Sarah Duhieu, the winner of the 2nd edition, was awarded a year-long fixed-term contract with M6 Group's national and digital newsrooms, thus benefiting from a complete insight into the journalistic profession. The purpose of this scholarship is to identify the talents of the future and to strengthen the brand image of the Editorial Office with young journalists from specialised schools. The competition is open to final year journalism students at the 14 schools recognised by the Journalists Agreement. 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.
- **Promoting the integration of young people into internships and work placements:** Welcoming and integrating young people during their internships and work placements is an ongoing and primary concern of the recruitment and schools relations team. "Welcome Day" are organised on a regular basis for our young people, enabling them to develop their knowledge of the Group and its activities and businesses, to create their first professional network, feel comfortable in their placement, and take part in workshops on the Group's employment brand, Mission Disability.
- **Happy Trainees:** In 2018, M6 Group launched the second "Happy Trainees" survey, conducted by the company *meilleures-entreprises.com* with all the trainees and students at M6 Group (excluding Ventadis). This survey helped assess the induction, integration and support offered to trainees and students. M6 received the "Happy Trainees" label for the second year with an overall rating of 4/5 and a recommendation rate of 93.6%.
- **Making M6 more attractive to young people**

In addition to the initiatives involving schools, M6 Group is present on social media via M6Campus (Facebook, Twitter, Instagram, LinkedIn) to strengthen its employer brand. Connecting with the everyday lives of employees via *#laviechezm6*, these accounts disseminate all M6 Group's HR news and job and traineeship offers.

This HR digital communication strategy is specifically reflected in several rankings:

- For the 4th consecutive year, the magazine *Capital* has partnered with the Statista institute and published a list ranking⁷¹ the best employers in France in 2018 (companies with 500+ employees). M6 Group was ranked top in the "Media / Communication" category.
- For the past 2 years, M6 Group has been certified with the "Happy Trainees" label by the company *Choosemycompany.com*. This ranking, based on the HappyIndex/Trainees method, values companies that take care to welcome, support and manage their trainees.
- **Inspiring the young and sharing our love of broadcasting:** In 2018, M6 Group welcomed 160 secondary school students on job shadowing placements. For these students aged 14-15, it is the opportunity to discover M6 Group, its diversity of jobs, to meet and talk to employees, and to inspire career choices.
- **Preparing for M6 Group future recruitment and encouraging loyalty among trainees:** Before the end of their training period, the young people have an interview with their supervisor, in order to carry out an overall assessment of their work experience and validate their choice of professional direction as well as their potential and motivation to work for the Group.

Their job applications are given priority for filling junior roles immediately following the end of their training period or subsequently.

⁷¹ Following a completely anonymous and independent survey of 20,000 respondents who selected their preferred employer from 2,100 companies

H. Ethics and professional integrity

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.

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:

General standards of behaviour

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.

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.

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.

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 1.7.1 of this document) to prevent any form of fraudulent activity.

Freedom of expression and social networks

A policy on the use of social networks 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 networks.

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.

Relations with our commercial partners and third parties

Relations with our commercial partners

M6 Group acts with integrity in its joint business activities and expects its commercial partners to comply with the law.

Relations with government bodies and regulatory authorities

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.

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.

IT

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.

Content and programming

Agreement signed with 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.

Ethics, independence and accountability of journalists

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 Service 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 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 as a leader of opinion and acts accordingly.

Consequently, the Group refrains from exercising external influence of any kind 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.

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.

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.

2nd Challenge: developing employee skillsets

PRIORITY INDICATOR: % OF EMPLOYEES WHO RECEIVED TRAINING DURING THE PERIOD

	2017	2018
% of employees who received training during the period*	47%	45%
<i>*Figures excluding iGraal, Altima, Czar and Soccidiet</i>		

	2017	2018
Number of employees who were promoted during the period*	164	169
% of employees who were promoted during the period	9.6%	9.7%
Number of employees who benefitted from in-house mobility during the period*	62	61
Number of employees who received training during the period*	789	975
<i>* Excluding iGraal</i>		

A. Integration of new hires and discovery of Group career opportunities

The Human Resources Department organises HR mornings for employees who have recently joined the Group, within two months of their recruitment.

These mornings have the dual objective of presenting to the employees the HR divisions that will support them throughout their careers and of promoting the creation of a network within the Group.

In addition to this scheme, employees have numerous opportunities to develop their knowledge of the Group's activities and businesses: in-house training, placements, conferences on our operations, etc.

B. Annual review and career development

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 (work load and organisation, work/life balance).

Since 2015, employees have also benefited from a second review with their manager, entitled the professional review. This individual review takes place at least every two years, and is mandatory after a long leave of absence (a sabbatical, for example).

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.

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

C. In-house mobility and promotion

The Group gives priority to in-house mobility that offers support for career and personal development. In 2018, one out of every three positions was once again filled in this way, illustrating the Group's ability to offer career opportunities.

"Mobility Committee" meetings are held every two weeks with Human Resources officers and the Career and Expertise Development department to discuss all vacancies and potential in-house candidates. From amongst employees who have applied for in-house mobility opportunities and those interested in moving job or making a career change to further their careers and expand their skills sets

In 2018, the communication systems relating to our in-house opportunities were improved. All vacancies within M6 Group are posted on the Enterprise Social Network in order to give priority to internal candidates. Current opportunities are now accessible via screens in the lifts and in the break rooms. Each month, an email is forwarded to all employees to present the featured opportunity with the header "What if it was You? ". All applications are considered to offer every employee the opportunity for career development and promotions.

In order to prepare the ground for subsequent moves, the "In the Shoes of" initiative was successfully repeated for the 7th consecutive year. This initiative lets Group employees experience work placements lasting between a half and a full day. For those who wish to take part, these placements are a chance to find out about different job roles in the company in the interests of career mobility, networking, or simply out of curiosity. In 2018, 111 placements (a 1% increase in placements in relation to 2017) were provided to all employees wishing to take part, a figure that increases each year. This year, the Radio division offered 9 placements and 28 radio employees completed a placement.

D. 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.

	2017*	2018
Training investment ** 72	€780 K	€1,056 K
Training initiatives **	1,162	1832
Number of hours' training ** 73	12,933	16,267
Number of employees who received training during the period **	789	975

* Excluding Radio division

** Excluding iGraal, Altima, Ctzar and Sociadiet

The total training expenditure in 2018 was €1,048 K, demonstrating M6 Group's commitment to talent development. This training investment thus led to the funding of 1,841 training initiatives representing a total of 16,180 hours. Overall, 940, or 45%, of employees benefitted from training in 2018.

In 2018, M6 Campus – M6 Group's training body – continued to expand its range and to be a key partner in developing the skills of Group employees in compliance with the French Quality Decree (certification of training organisations) and its referencing in DATA DOCK (in 2017).

In this way, M6 Campus organised 669 training initiatives in 2018 by providing training primarily related to Management, Group Culture and personal development. M6 Campus further enhanced its range of tailored training, intended for both managers and employees, in 2018.

Supporting managers was once again a strategic priority in 2018, with 297 training initiatives conducted via three levels of so-called "initial" training (*Management - The Recipe !*, *The Keys to Management* and *Managing Managers*) and Manager Workshops by M6 Campus.

As part of the Manager By M6 Campus workshops, three new manager workshops were custom built, namely, "*Driving Change*", "*Managing in Open Space*" and "*Learning from your Emotions*". The manager workshops celebrated their first anniversary on 6 November 2018 and have proved to be a real success with managers. M6 Campus offers ten agile 4-hour workshops completely open to self-enrolment via our Enterprise Social Network.

These topical workshops, lasting one morning per topic per group of six managers, are intended to support managers in their day-to-day role with subjects such as "*overseeing*", "*supporting*", "*communicating*" and "*promoting a decision*". With a take-up rate of more than 84% for the Workshops, 153 managers have attended at least one workshop since their launch in November 2017.

In 2018, the "*Optimising your Time*" and "*Learning from your Emotions*" workshops were developed to ensure that each Group employee could have access to these training sessions.

3rd Challenge: Promoting diversity and gender parity within the company

PRIORITY INDICATOR: NUMBER OF WORKERS WITH A DISABILITY

	2017	2018
Number of workers with a disability	21	26

A. Commitment to the integration of workers with a disability

The Group's commitment to disability rights and the measures it has undertaken in this regard are described in Section 6.2 of this document.

B. Commitments to gender equality

The Group is committed to its gender-equality action plan guaranteeing equal treatment of men and women during the recruitment process.

In the light of this commitment, since 2012, all the Group's HR recruitment personnel, as well as all employees recruited since that date, have been trained in non-discrimination in employment and occupation during interviews.

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

73 Only training funded as part of the training plan or the skills training period without any other additional scheme are included in these training hours.

	2017	2018
% of women in total workforce	50%	51%
% of female managers/executives	52%	52%

	2017	2018
% of female Management Committee members	18%	23%
% of female senior executives	27%	28%
% of women who received training*	51%	53%

* Excluding iGraal

	2017	2018
% of women recruited on permanent contract	53%	54%

To further strengthen the Group's commitments to equality between men and women, the Group concluded several collective agreements on gender equality and introduced action plans in all subsidiaries.

The Métropole Télévision and M6 Publicité ESUs renewed their commitments to gender equality in the workplace under 2015 collective agreements for an additional 3 years. Other Group companies set up action plans renewable every year, depending on Group-wide commitments.

Based on the balanced results seen at the end of the first action plans, the agreements, concluded with management and unions, renew the Group's commitments, particularly in relation to recruitment, career development, training, work/life balance and remuneration.

Moreover, M6 Group is placed at n°. 36 in terms of companies with the most female representation in the SBF 120⁷⁴ (French stock market company index) for the Ethics & Boards ranking created for the Secretariat of State for Gender Equality.

Work/life balance:

Management renewed the protection process for pregnant women, in particular by organising interviews with the HR Department and the employee's manager, subject to the employee's agreement, in the month before their maternity leave is due to begin and during the month before their return to work. It has been decided to facilitate the relationship with the employee during the period of maternity leave, enabling her to keep up to date with Group activities by providing her with online access to internal communications.

Moreover, Management has made a commitment as part of the structure of working hours, to promote respect for personal life, for example with meetings to be set for times during working hours, flexible working time to match school term, etc. An innovative step has also been taken to extend the parental leave period to incorporate part time working for a maximum of 80% of working hours until the child is six years old.

Remuneration

Management is committed to ensuring a maximum gap of 5 points between the access rates of men and women to the individual increases over a three-year period. Similarly, Management will track the average percentage of individual increase of men and women.

2. SOCIAL RESPONSIBILITY

4th Challenge: Meeting ethical and contractual obligations

PRIORITY INDICATOR: NUMBER OF CONFIRMED FORMAL NOTICES FROM THE CSA OVER THE YEAR JUST ENDED

	2017	2018
Number of confirmed formal notices from the CSA over the year just ended	0	0

M6 Group is keenly aware of its responsibilities as a media group with national reach and M6 Group is committed to remaining attentive to the social consequences of its activities. The Group's channels pay close attention to ensuring they fulfil their promises under their various agreements, in line with the general principles of the Law of 30 September 1986, as amended.

A. Excerpts of the agreement between the Conseil Supérieur de l'Audiovisuel and M6 Métropole Télévision in terms of general and professional ethics obligations

The agreement between M6 and the Conseil Supérieur de l'Audiovisuel (CSA) covers 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 the Métropole Télévision 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.

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 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, religion or nationality. Programmes must promote the French Republic's values of integration and solidarity and be representative of the cultural and ethnic diversity of French society.

Every year, the channel informs the CSA of its commitments to promote the representation of the diversity of French society in its programmes for the coming year.

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.

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.

The Group's other channels must also comply with these standard obligations. All agreements between Group channels and the CSA are available at www.csa.fr.

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

B. Compliance of advertisements

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 Sales, 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 CSA 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.

In addition, M6 is a signatory to the advertisers' charter on responsible communication. As part of this, M6 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, alcohol or tobacco, or any pornographic material.

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.

Lastly, M6 Group, via the Group's sales house M6 Publicité, agreed in 2018 for the second year running to support 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 Prourable* 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.

C. Sound level compliance of TV programmes

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. Moreover, M6 Group participated in the consultation, after and on which the CSA based its ruling No. 2011-29 of 19 July 2011 that enabled editors to comply with these provisions by defining technical parameters relating to the sound intensity of advertising breaks.

D. Encourage a better understanding of the world

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, E=M6, Enquête Exclusive, Kid & Toi, 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.

E. Fit-for-purpose governance structure

M6 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.

In addition, the organisation of corporate governance is repeated in the Bylaws, in accordance with French legislation and the agreement concluded by M6 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;

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 risk of not achieving the objectives set by the Company, the internal control mechanism plays a key role in managing and steering the various operations.

This mechanism is detailed in the section dedicated to Risks in this registration document (Chapter 1.7).

5th Challenge: Promoting greater access to programmes

PRIORITY INDICATOR: ACCESSIBILITY RATE OF THE M6 CHANNEL'S PROGRAMMES TO DEAF AND HARD-OF-HEARING PEOPLE

	2017	2018
Accessibility rate of the M6 channel's programmes to deaf and hard-of-hearing people	100%	100%

To M6 Group, and 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.

All M6 and W9 programmes are accessible to people with hearing difficulties (excluding commercial breaks, self-promotion, trailers, teleshopping, songs performed live and instrumental music, teleshopping and live broadcasts of sporting events between 12pm and 6am). 6ter has undertaken to subtitle 60% of its programmes.

In addition, since 2009, the new broadcasting control room enables all Group channels to broadcast specific subtitles for the deaf and hard of hearing and thus provide access to the greatest number of broadcasts by Paris Première, Téva and M6 Music. Paris Première and Téva are thus committed to subtitling 40% and 20% of their programmes, respectively.

	M6	W9	6ter
Accessibility of programmes to the deaf and hard of hearing (subtitling)			
2015	100%	100%	60%
2016	100%	100%	60%
2017	100%	100%	60%
2018	100%	100%	60%
Accessibility of programmes to the blind and partially sighted (audio-description)			
2015	70 programmes including 40 new with audio-description	17 new programmes* with audio-description	12 new programmes* with audio-description
2016	80 programmes including 50 new with audio-description	20 new programmes* with audio-description	12 new programmes* with audio-description
2017	100 programmes including 55 new with audio-description	22 new programmes* with audio-description	12 new programmes* with audio-description
2018	100 programmes including 55 new with audio-description	22 new programmes* with audio-description	12 new programmes* with audio-description

* new to the channel

6th Challenge: Representing diversity in programmes

PRIORITY INDICATOR: PROPORTION OF FEMALE PRESENTERS ON THE FREE-TO-AIR CHANNELS' NEWS PROGRAMMES

	2017	2018
Proportion of female presenters on the free-to-air channels' news programmes	69%	68%

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.

In addition to their contractual commitments in relation to representing the diversity of French society, M6 Group channels are duty bound, as nationwide broadcasters, to reflect on their channels the image of multicultural France both by the promotion of the values of integration and solidarity and by the presence of minorities in its programmes. The CSA sees that commitments made by the channels each year are honoured, basing themselves on the results of diversity scales, whose results are satisfactory for the Group.

The four themes upheld by the Conseil Supérieur de l'Audiovisuel on its diversity scale are as follows:

- socio-professional categories,
- perceived origin,
- disability,
- and age.

Gender equality is now subject to particular scrutiny, since the competence of the CSA in this field was strengthened by Law n° 2014-873 of 4 August 2014 for true gender equality.

M6 is also committed to combatting all other forms of discrimination (based on sexual orientation, against pregnant women, people suffering illness, etc.).

A. Socio-professional diversity

M6 attaches great importance to representing all socio-professional groups in society in its programmes, both in its reports and programmes (M6 has this year for example broadcast “*Rire pour un toi*” and a new documentary on poor housing), and in the casting of its entertainment programmes (*L’amour est dans le pré*, *Les Reines du shopping*, *Top Chef*, etc.).

B. Diversity of origins

Similarly, the promotion of visible minorities is also a real priority for M6 Group, as demonstrated by the diversity of its team of presenters (Kareen Guiock, Karine Lemarchand, Laurence Roustandjee, Cristina Cordula, Anaïs Grangerac, Issa Doumbia, Sugar Sammy, etc.), as well as by the actors and artists shown on its channels (*Le Marrakech du rire*, *La grande soirée des mille et une nuits – Ensemble pour la tolérance*).

The Group’s commitment to inclusion is also seen in the reports and outside broadcasts shown on its channels (for example, *Kid & toi* broadcast a report called *Comment faire face au racisme ?*) and in its fictional programming, such as *La petite histoire de France* and *Scènes de ménages*, not to mention the films the Group has been involved in producing, such as *Mauvaises Herbes* and *Neuilly sa mère*.

As every year, the Group also run a free ad on 14 July 2018 to promote diversity.

C. A strong commitment to people with disabilities

M6 Group’s mission is not just to tackle the daily life of people with disabilities in its reports, but also to allow them to participate in the programmes and games, just like the other contestants (*La France a un incroyable talent*, *The Island*, etc.). Group channels strive to highlight the work and the actions of organisations for the disabled in most of the topics dedicated to this theme.

In 2018, M6 Group launched a weekly TV news bulletin in sign language. Completely unprecedented, *Le 10 Minutes* is available on 6play and provides specific content intended for deaf people. Widely popular online, this programme has successfully found and increased its audience.

M6 Group is also committed to the employment of people with disabilities. Since 2014, it has been a signatory to the Charter promoting the training and professional integration of students with disabilities. In 2018, the Group thus recruited people with disabilities, including 1 on a fixed-term contract and 7 on traineeships or work placements.

During Disability Week, from 19 to 25 November 2018, M6, W9 and 6ter broadcast four short sign language music interpretation features throughout the day. Each portrays artists performing the songs of Orelsan, Vianney, Angèle and Christine and the Queens in sign language.

Special programmes were also on the schedule on free-to-air channels (one specific item included in M6 news programmes and one in *Kids & toi*). A number of special programmes also went out on the Group’s free airtime.

Kids & Toi is a weekly programme on M6 aimed at a young audience and broadcast with sign language translation provided by an employee who is hearing-impaired.

In 2018 and for the twelfth consecutive year, the Group mobilised its employees for the disability employment week which took place between 19 and 25 November 2018. Activities during the week included workshops for staff to raise awareness of the various forms of disability, and daily newsletters were sent to employees via the intranet or by email.

M6 Group is a responsible corporate citizen and regularly places orders with the sheltered employment organisation ESAT for everyday services, such as delivering ready-meals.

D. Gender equality

Gender equality remains central to the commitments of Group channels, both in the structure of the Group (see Section 6.1.3 of this document on the Group’s commitments to gender equality) and programming.

Women are very well represented in television news programmes, with two women and one man presenting the *12’45* and *19’45* programmes. Current affairs and news bulletins are however 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 de France*).

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.

Promoting women in sport is also a priority for M6 Group. This year, it took part in “*Sport féminin toujours*”, an event organised by the CSA on 10 and 11 February to throw the spotlight on women’s sport in the French media. Once again this year, M6 and W9 also relayed the all-female Aïcha des gazelles rally. Established in 1990, the event attracts women aged 18 to 65 from 33 different countries. Since September 2018, W9 has also been broadcasting the French women’s football team’s matches.

The Group also lends its support to groups dedicated to gender equality. It has for example joined forces with the Fondation des Femmes women’s foundation by broadcasting a clip on its channels aimed at promoting its activities. The channels also included International Women’s Day in its programmes and in particular in its news broadcasts on 8 March 2018 (a report on the 12.45pm bulletin was devoted to a profile of Marlène Schiappa, Secretary of State for Gender Equality, and a report on the 7.45pm bulletin presenting the gender equality measures announced by Édouard Philippe with the broadcast of a portrait of Karine Lejeune, spokesperson for the police, which condemned the different forms of violence committed against women).

7thChallenge: Supporting and protecting young people in the media

PRIORITY INDICATOR: NUMBER OF CONFIRMED WARNINGS AND FORMAL NOTICES FROM THE CSA OVER THE YEAR JUST ENDED CONCERNING THE SIGNALLING CODE

	2017	2018
Number of confirmed warnings and formal notices from the CSA for the year just ended concerning the signalling code	0	0

Protecting children and young people is one of the pillars of M6 Group’s commitment to society. Making sure that the programmes broadcast by the Group on its channels go out at the appropriate times and that they do not include content that could be detrimental to the physical, mental and moral development of children and young people is an absolute priority for M6. The Group also support many voluntary initiatives aimed at children.

A. Reviewing content

M6 Group carries out a review of its programmes which varies according to the type of content. The content of our 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.

B. Rating system

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).

In addition, M6 Group channels supported and broadcast the ratings campaign proposed by the CSA between 20 November and 10 December 2018 as well as the specific campaign for the protection of children under three which was held from 19 to 21 October 2018.

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.

C. Food charter and combatting childhood obesity

Under the auspices of the SCA and in collaboration with the French Health Minister and the Minister for Culture and Communication, on 18 February 2009 TV channels, producers and advertisers signed a charter devoted to fighting childhood obesity in France. This charter, with a duration of 5 years and controlled by the CSA, grants preferential prices to the National Institute for Prevention and Education in Health, “*Institut national de prévention et d’éducation pour la santé*”, to broadcast its prevention messages aimed at encouraging a balanced diet and physical activity. It includes editorial commitments by channels to promote and educate young audiences, in particular by promoting balanced eating behaviours and the practice of sports.

M6 Group renewed its commitment to promote a healthy and balanced diet and physical activity in programmes and advertising, by signing, on 23 May 2013, a renewal of the food charter for a period of five years. The renewal of this charter is currently under discussion.

M6 Group thus supported and reported on the European Anti-Obesity Days on 18 and 19 May 2018 via special programming on the channels M6, W9 and 6ter (with, in particular, the broadcast of a piece called “*connected against obesity*” in *Le 19.45* and an episode of E=M6 entitled “*Lose weight without dieting: eat less by reducing portion size / the effects of sport on our bodies*”).

D. Control and awareness

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.

E. Television, a powerful media

The M6 network is a powerful contributor to the Alerte Enlèvements 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.

F. Supporting 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. Over the past 10 years, 50% were either first or second films. For example, M6 Films co-produced Clovis Cornillac's first feature film, *Belle et Sébastien 3*, with Félix Bossuet, which was released to cinemas in 2018.

On air, the Group is strongly attached to revealing new talent, including young actors in its audiovisual co-productions (*Soda*, *Scènes de ménages*, etc.), presenters and hosts (Bastien Cadeac, Ophélie Meunier, Anaïs Grangerac, etc.) and programme participants (Norbert Tarayre, Xavier Koenig, 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.

8th Challenge: Getting involved in a major social cause – The M6 Corporate Foundation

PRIORITY INDICATOR: ANNUAL BUDGET OF THE M6 FOUNDATION

	2017	2018
Annual budget of the M6 Foundation	€500,000	€500,000

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

The Group exercises its responsibility for a cause that unites its employees around a project financed by all Group companies. The Foundation, which has a €2.5 million budget over five years, 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 civil society, in order to help change perceptions of prisoners.

This commitment was born out of a finding relating to alarming reoffending figures, that jail without rehabilitation is harmful to society as a whole, and of a deep conviction, that business can provide other solutions to social issues – that is why M6 Group wanted to create a foundation dedicated to the issue of prison. By breaking down the barriers between public and private, between financial results and social issues, the levers for moving forward will be multiplied. Instead of mistrust, there is now a convergence of interests in promoting constructive measures that are useful to all.

A. Helping and improving the quality of life of inmates: a social necessity

M6 Group is the first 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.

Although life in prison and reintegration into society continue to attract little media attention, the Group's project deals with a genuine social issue: in fact, 61% of prisoners reoffend within five years of their release from prison⁷⁵. The M6 Foundation has made this finding the basis of its action, responding to high demand from organisations and prisoners themselves.

Beyond prison, an offender's "reintegration" into civil society is a real issue for society, deserving of both human and financial resources, so that, apart from its punitive element, prison is a time for reflection and rebuilding for the offender with a view to their

reintegration: every person who goes to prison comes out eventually and in future becomes our neighbour once again. It is important for them and for all citizens that they have the will and the right support to live in the heart of society once again.

Pragmatism is in the DNA of M6 Group, and the approach to the prison environment by the Foundation is no exception. The Group's concern is to identify the most useful actions to help those in prison prepare for their release and in the first instance to acquire vocational skills.

The challenge is to increase the number of the most effective initiatives, to extend them and to create a ripple effect, including in relation to other companies.

B. Activities implemented by the Foundation

The Foundation's activities aim to enable inmates to become stakeholders in their reintegration. Throughout its 8 years of prison-based intervention, the M6 Foundation has gradually focused its activities on the following 3 areas:

- Reintegration via a return to employment or vocational training,
- Combatting illiteracy,
- Culture as a vehicle to relearn social skills

EMPLOYMENT AS A TOOL FOR REINTEGRATION

The Foundation supports reintegration programmes via jobs and training.

Helping companies to take action to support the reintegration of newly released prisoners, with the charity SPILE

The organisation Sortir de Prison, Intégrer l'entreprise (SPILE) supports prisoners as they seek employment following their release. It mobilises a network of businesses that it guides in their recruitment and the monitoring of job seekers who have experienced prison. It relies on a network of more than 100 partners, from businesses, associations and institutional settings. In addition to individual support, it aims to raise awareness amongst businesses and encourage them to take concrete action and implement a policy of actively seeking to employ individuals who have spent time in prison.

2018 key figures:

- 43 people supported by SPILE
- 1 in 2 individuals made their professional integration project a reality, with 60% entering employment and 32% beginning training

Report: “Working in Prison – (Genuinely) Preparing for Life Outside”

It is the belief of the M6 Group Foundation and the Institut Montaigne that working in prison and professional training are genuine levers for professional reintegration, as advocated in the report, “Working in Prison - (Genuinely) Preparing for Life Outside” published in February 2018.

The report concluded with 9 practical propositions related to the skills of prisoners, digital technology in prison, the skills training of prison officials in professional integration, and the promotion of the social commitment of companies that get involved in prison related work.

2018 key figures:

- 44 interviews
- 9 recommendations

COMBATTING ILLITERACY

Starting from the finding that 11% of prisoners in France have literacy problems and 35% of them are almost completely illiterate, the Foundation is concentrating part of its work on combatting illiteracy: In fact, without adequate proficiency in reading, writing and arithmetic, all basic skills, the lack of independence in simple everyday situations makes reintegration more complicated.

“Au-Delà des Lignes” (“Beyond the Lines”) writing competition

For the third consecutive year, in 2018 the M6 Group Foundation organised the writing competition, “Au-Delà des Lignes” (“Beyond the Lines”) in the prison environment, in partnership with the Ministry of Education and the Prison Administration.

Since 2016, almost 500 prisoners have put pen to paper as part of the competition, which takes place in two stages: writing workshops led by teachers from the national education system, then the selection of the winners by a jury made up of authors, journalists, etc.

Between January and April 2018, 207 men, women and children took part in the writing workshops held in 26 institutions. They dared, often for the very first time, to produce a piece of writing, encouraged by a jury that came to meet them in order to chat with them about the joy of words and offer them advice.

This initiative is aimed at combatting the exclusion of prisoners who find writing a challenge. Giving a pen to those who never use one rapidly emerges as a way of rediscovering the desire to learn, and to thus promote reintegration.

2018 key figures:

- 3 out of 4 prisoners have a level at or below CAP, a vocational skills qualification⁷⁶
- 23% of prisoners are schooled in jail

CULTURE TO THINK ABOUT THE WORLD DIFFERENTLY

Whether they relate to writing, theatre, music, visuals or video, cultural initiatives in the prison environment are organised as a gateway into the world, via debate and discussion with many external contributors. Being confronted with people who are different from oneself also means giving back prisoners a place in a society that they often feel has forgotten them: a vital paradigm shift for life on the outside, both for prisoners and external contributors alike.

Open-air theatre with the Avignon Festival

Since 2016, the Foundation has been supporting twice-weekly theatre workshops run by the Avignon Festival at Avignon-le-Pontet prison. From these workshops, where a process of self-reflection and being open to others is encouraged, two pieces were performed, both inside and outside the prison walls, as part of the 71st and 72nd editions of the Avignon Festival.

In 2017, ten inmates of Avignon-Le Pontet prison were granted exceptional release to share an intense version of Hamlet with the general public.

In 2018, seven prisoners took to the stage to perform Antigone to the Festival audience. Talking, listening, discovering and learning artistic techniques gradually help to explore the behaviours needed to live together. By supporting projects spanning several months, facilitating encounters with external artists and contributors and the acquisition of technical and interpersonal skills, the M6 Group Foundation wants to provide a fertile ground for reintegration.

C. A uniting project for employees

The M6 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.

In 2018, Group employees took part on more than 130 occasions to the Foundations' activities, contributing their assistance, expertise and experience in their respective fields as well as their time to support the 2 employees who work full time for the M6 Foundation.

Sharing video skills at Fresnes remand centre, discovering careers in journalism and directing at the Group's premises, practice job interviews, accompanying children on prison visits, and participation in the selection of projects or in a jury for young entrepreneurs are all opportunities to involve employees in their Foundation's initiatives.

2018 key figures:

- 27 projects supported
- 33 correctional facilities addressed
- 137 cases of employee involvement in projects
- 20,000 prisoners and their families have benefited from the initiatives since the Foundation was created

D. Support for numerous other initiatives

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 2018, many campaigns from humanitarian, non-governmental and charitable organisations were thus broadcast free of charge on M6 and on the Group's digital channels, supporting causes in the fields of solidarity (Handicap international, French Red Cross, Fondation de France, Fondation pour l'enfance, Le Refuge, août secours populaire, etc., etc.), health (the fight against AIDS, cancer research, research into Alzheimer disease, "un rêve un sourire" organisation, etc.) and education/culture (combatting bullying at school, Unicef, etc.

M6 Group also broadcast *Urgences Greffes*, a special programme filmed in Lyon University Hospitals, one of the largest transplant centres in France, where 350 transplants are carried out every year. M6 also covered Tobacco Awareness Month in November 2018 in its news programmes.

M6 also devoted a report to the fight against tax fraud ("*Tax Inspectors: The new weapons to fight fraudsters*") within a special edition of Capital, in which the Minister of Public Accounts, Gérard Darmanin, was the guest. Coverage of issues of this kind is thus the most appropriate of the solutions available to the Group to help combat tax evasion. Issues related to the Group's own tax position are very limited inasmuch as the Group pays all its taxes and duties in France, where it generates more than 95% of its revenue.

In addition, M6 has broadcast many reports related to human rights during its news programming ("*The Nobel Peace Prize has been awarded to Nadia Murad and Denis Mukwege*", "*Saudi Arabia: Women are now allowed to go to stadiums to watch matches*", etc.).

Lastly, the Group’s news programmes have also focused on the fight against corruption through various reports (“*Integrity Idol: An anti-corruption television programme*”, “*Former President of South Korea sentenced to 24 years in jail for corruption*”, “*Scandal in Belgium - three player agents and one referee jailed for match fixing*”, etc.).

Prevent, act and increase awareness of 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.

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, this year between 23 and 25 March 2018. The Group’s channels, supported by presenters, have made Sidaction the keynote of a number of programmes, featuring trailers for the campaign, prevention information, awareness raising programmes, broadcasting of fundraising advertisements and short features on the TV channels.

M6 strives 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, which 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 leading European films 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 145 films had been fully restored by the end of 2018.

In 2018, an extract from the film *Les Aventuriers* by Robert Enrico was used for the 4th consecutive year by Parfums Christian Dior for the advertisement film for one of their flagship products, *Eau Sauvage*. The partnership with the Musée de la Gendarmerie et du Cinéma in Saint-Tropez on the 6 *Les Gendarmes* films kicked off in June 2016 and continues to attract many visitors.

Acting at a local level

M6 Group is a member of the organisation Neuilly Nouveaux Médias, a “1901 association” created in September 2010 by Jean-Christophe Fromantin, Mayor of Neuilly and Member of Parliament for Hauts de Seine, 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) by providing them for a minimum of 23 months with premises made available by large companies.

Thus in 2018 M6 Group welcomed the start-up Billee to its Neuilly premises, and provided it with an office, 5 workstations and access to its common areas.

9th Challenge: developing balanced and transparent relations with stakeholders

PRIORITY INDICATOR: NUMBER OF SUBSCRIBERS ON SOCIAL MEDIA

	2017	2018
Number of subscribers on social media	8.2 million	8.7 million

The role of M6 Group with everyone it deals with, such as shareholders, advertisers, viewers, customers or suppliers, is to maintain balanced and transparent relations with them.

A. Social media

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

For the year ended 31 December 2018, M6 Group had 8.7 million subscribers with accounts for its free-to-air channels on these various social media platforms (non-duplicated subscribers).

The Group also operated more than 30 accounts (in particular for its various shows) in 2018.

	M6		W9		6ter	
	2017	2018	2017	2018	2017	2018
Facebook	2,210,456	2,240,000	1,326,523	1,340,000	124,056	143,000
Twitter	3,084,938	3,110,000	731,003	774,000	33,462	34,200
Instagram	139,699	219,100	563,882	869,100	1,283	6,100
Total	5,435,093	5,569,100	2,621,408	2,983,100	158,801	183,300

B. Viewers

In order to reply to viewer queries, M6 Group has a fully dedicated service for each of the following channels: M6, W9, 6ter and Paris Première.

In 2018, the 3 websites “*M6tvous.fr*”, “*W9tvous.fr*” and “*6tertvous.fr*”, devoted to viewers, recorded almost 1.8 million hits (vs 1.2 million in 2017).

More than 3,500 viewer queries were processed in 2018.

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.

Mindful of not encouraging viewers to gamble, the Group does not offer any online betting services either via the Internet or on its channels.

C. Consumers

M6 Group, with the development of its Ventadis business (Distance Selling) has acquired real expertise in customer relationship management, from the original order to customer service, to deal with all calls and requests in the best timeframes and conditions.

In 2016, Ventadis achieved renewal of the AFAQ ISO 9001 Quality Certification, initially obtained in 2010 and again in 2013, for its Home Shopping Service: customer relations, logistics, stores and collection points. The renewal of this certificate valid for 3 years, confirmed that Ventadis does everything in its power to provide the best possible service when dealing with each of the parcels shipped annually.

D. 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 new information formats for individual and institutional shareholders, via a website dedicated to current finances in French and English: www.groupem6.fr/rubriqueFinances

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 3.4 of this document.

Shareholders are particularly invited each year to attend or be represented at the Group’s General Meeting. They are also regularly invited to visit sets and production rooms, and to watch filming of television news programmes.

In addition, M6 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.

In 2018 and for the 6th consecutive year, M6 shares were selected in the composition of the Gaïa index comprising the 70 securities posting the best 2017 performances out of 230 companies analysed. This index, established by Ethifinance with the backing of the SFAF and MiddleNext, is an index devoted to midcaps based on non-financial data.

This index measures the depth of involvement of the companies assessed in challenges related to sustainable development and corporate responsibility. The rating is calculated according to 136 criteria of which 32 in particular cover the environment, 40 corporate aspects, and 50 others governance.

Considered to be a benchmark database in the world of SRI (Socially Responsible Investments), the Gaïa index enables management and analysts to discover the most responsible companies and to integrate non-financial concerns into their analysis processes and investment decisions. The sample examined represents more than €163 billion in revenue and more than one million jobs.

Ethifinance has specifically highlighted M6’s best practices in the field of social policy.

E. 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.

F. Suppliers

Relations with suppliers, particularly programme producers are set out by multi-year contracts 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.

Moreover, since the end of 2014, all cinemas in France were fitted with digital equipment. France now has the largest number of digitised cinemas in Europe. SND helped this digital switchover by offering all its films in digital format, as well as helping to finance the digital equipment by contributions made to cinemas as part of the broadcast of SND films.

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. 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.

3. ENVIRONMENTAL RESPONSIBILITY

The Métropole Télévision Group does not carry out activities that structurally present a significant impact on the environment, particularly on climate change. The Group is nevertheless mindful that preserving natural resources is a key challenge for the 21st century, and is therefore involved in safeguarding the environment at its own level. The Group is attentive to its own consumption and seeks to take initiatives in this area, both in terms of recycling and making the public at large aware of the challenges of sustainable development.

More generally, to demonstrate its commitment, M6 Group has adopted an approach in line with the charter proposed in 2007 by the Minister for Ecology, Jean-Louis Borloo, and addresses many of the issues raised by this charter. In fact, the Group has already carried out an assessment of its CO₂ emissions and broadcasts more environmental information.

M6 Group also strives to inform employees of the challenges of sustainable development and the relevant initiatives implemented within the Company. The internal communication department thus organises awareness-building activities regarding issues such as reducing printing, recycling, etc., via various communication media (emails, intranet, screen displays, etc.).

M6 Group has made no provisions or subscribed to any guarantees for environmental risks.

10th Challenge: Controlling and reducing energy consumption

PRIORITY INDICATOR: CHANGE IN ELECTRICITY CONSUMPTION

	2017	2018
Electricity consumption	11,900,600 KWh	13,785,305 KWh
<i>Electricity consumption at constant scope</i>	<i>11,900,600 KWh</i>	<i>11,573,567 KWh</i>

For several years, the Group has continued its efforts to reduce its impact on the environment in all areas of the company: energy consumption of buildings, travel, mail handling, vehicle fleet, paper, press subscriptions, etc. The Group has therefore adopted a pragmatic approach overall with annual adjustments of requirements relating to key environmental indicators.

A decision was taken in 2018 to highlight and more closely monitor electricity consumption, the most symbolic indicator of the Group’s environmental footprint. This has proved to be relevant in relation to its activity, which primarily takes place in buildings that are owned or leased and through the use of electronic equipment.

A. Environmental indicators

As part of its ongoing efforts to counter climate change, M6 Group has identified the following significant sources of greenhouse gases:

- emissions from energy consumption in Group facilities (scope 1);
- emissions from the Group’s vehicles (scope 1);
- emissions from electricity consumption (scope 2);
- indirect emissions from products and services purchased by the Group (scope 3);
- emissions related to business travel by personnel (excluding its fleet of vehicles) (scope 3);
- emissions generated by commuting to and from work (scope 3);
- emissions from electricity used by the television sets of viewers of Group channels (scope 3).

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, Boissy, Lille and Boulogne-Billancourt, as well as the business and commuter travel of employees, are all monitored annually as part of the environmental impact. The assessment of these emissions over the last three years is presented below.

The Group has a policy aimed at reducing carbon emissions from its vehicles.

Moreover, where data are not available, it cannot track the GHG emissions related to procurement of products and services.

Nevertheless, 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.

The Group cannot measure the emissions from electricity used by the television sets of viewers of its channels; nonetheless it supports technical initiatives, such as automatically switching off the sets when left unattended for a period of time.

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, the latest generation lighting system was installed in the building at 89 avenue Charles de Gaulle as part of the refurbishment work initiated in 2017 on work areas and which continued in 2018. The new smart system is centrally controlled and features a lighting level indicator.

These two new practices were then extended to the two Radio division buildings in Neuilly during the completion of works before the teams moved in. Work at head office also included the modernisation of the air-conditioning system on the floors concerned with the installation of variable-speed convector fans.

Selective recycling bins are now available in all Neuilly buildings.

Finally, the Group carried out internal communication campaigns aimed at all staff and focused on raising awareness of the importance of reducing waste and recycling.

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.

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.

With this in mind, the Information Systems Department launched for example a hyper-convergence project in late 2017. This is a type of IT infrastructure in which shared storage is provided, not via a disk array, but via a software layer exploiting the capacity of the hard discs installed in the servers themselves. In addition to significant space savings with the removal of the disk arrays, the new hardware, now managing both the servers and storage, will be more energy efficient. Similarly, more efficient servers were installed in 2017 in the master control room in the building at 46 rue Jacques Dulud.

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. Furthermore, centralised technical management has also been introduced to turn off or reduce the functioning of electrical installations outside working hours in Rungis.

The latter is very regularly monitored in all areas. Water and energy consumption and CO₂ emissions of the Neuilly buildings – owned or rented by M6 Group – and the Rungis, Boissy, Boulogne-Billancourt and Lille buildings were as follows:

Direct and indirect emissions of scopes 1 and 2:	2016*	2017*	2018
Water consumption (in thousands of m ³)	31,537	25,545	27,762
Gas consumption (kWh)	1,490,785	1,433,992	1,534,181
Electricity consumption (kWh)	13,081,293	11,900,600	13,785,305
Fuel purchasing (in litres)	1,615	2,030	1,660
CO ₂ emissions related to direct and indirect energy consumption (in tCO ₂ eq - tonnes of CO ₂ equivalent)	1,407	1,299	608

**Excluding the Radio division, integrated into the reporting scope in 2018*

M6 Group's energy consumption grew exclusively as a result of a scope effect related to the integration in 2018 of two buildings in Neuilly housing the teams from the Radio division, which was acquired on 1 October 2017 and excluded from the scope in 2017.

Despite the increase in consumption, CO₂ emissions fell sharply due to a change in their calculation methodology. Emissions related to electricity use were calculated in 2016 and 2017 using the emission factor provided by French environment and energy management agency ADEME. However, it was decided that the EDF factor should be used in 2018, as it was considered to be closer to the true situation, given that it is communicated directly by the supplier.

At constant scope, i.e. by restating the consumption of the two Radio division buildings:

- Water consumption fell 1%, thanks in particular to the reduction in usage of the Rungis building. Flushing mechanisms and tap aerators were therefore replaced in the lavatories in order to reduce leaks and water flow;

- Gas consumption fell 3%;
- Electricity consumption, a key indicator for the Group, fell 3% primarily thanks to the reduction in usage at the Rungis building. The TV sets, which were using warm lighting systems, were fitted with *kino flo*. This equipment is more energy efficient, both in relation to its use and its cooling. Moreover, the ventilation system is now switched off every night and the “comfort” cooling units are turned off in the winter;
- Heating oil consumption, which was already very low, fell by 18% thanks in particular to favourable weather conditions which limited its use.

The priority indicator (electricity consumption), on which the Group focused the majority of its efforts, thus recorded a decrease at constant scope in comparison with 2017. It reflects the Group’s ongoing drive to adopt best practices in relation to energy saving.

B. Waste and recycling

In addition to its drive to control energy consumption, M6 Group is especially committed to promoting the circular economy, and is keen to encourage the conservative and responsible use of natural resources via the prevention of waste, and through the reuse of products and their recycling.

Waste production

	2016*	2017*	2018
Paper and cardboard waste (in tonnes collected in bins)	112	92	144
Non-hazardous industrial waste, including food waste (in tonnes collected from bins, including glass)	122	138	206
Batteries (in kilos)	449	350	404
Office waste paper (in tonnes purchased)	21	18	21

* Excluding the Radio division, integrated into the reporting scope in 2018

For each of the indicators, the increase recorded was due to the integration of the two Radio division buildings into the reporting scope.

Paper management

In a business like M6 Group’s, paper is the main raw material used. In recent years, the Group has been actively engaged in reducing the amount of paper used within the company:

- Introduction of multifunction copiers to replace the Group’s individual printers: by systemising double sided printing and by requiring swiping to print, paper consumption thus fell by 14% in Neuilly between 2014 and 2017. The upward trend returned in 2018 as a result of the integration of the Radio division.

In Rungis, this policy conversely led to a 52% reduction in paper consumption between 2015 and 2018.

In 2015, the Group also introduced 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.

In addition, the paper used carries an ecolabel.

- As of 1 January 2017, and in accordance with the Labour Law, all employees (permanent, event contract workers and trainees) receive a monthly electronic pay slip in their secure individual electronic account.
- Since 2012, M6 Publicité has given its customers and media agencies the option of receiving their invoices in electronic format. In 2018, 26 agencies had opted to go paperless, representing 18,621 invoices out of a total of 29,735, meaning a volume of 63%, stable overall compared with 2016 and 2017.
- Similarly, the Group decided to phase out hard-copy press subscriptions, replacing them with electronic versions.

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 (batteries, neon lights, IT hardware, toner cartridges, fluorescent bulbs, refrigerating machine oil, etc.). For example, this approach has resulted since 2016 in no more new tapes being purchased for programmes. The Group no longer orders any new tapes and now uses recycled materials that it sources from the disability employment association, ANRH, an employer of the disabled in the sheltered sector.

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.

As the Group’s on-site food service is outsourced, the service providers take responsibility for policies to prevent food waste.

In addition, as part of the recycling of Electrical and Electronic Waste (WEEE or W3E), the Ventadis (distance selling) division collected from its customers a contribution over and above the price of devices with electrical or electronic components. This eco-contribution, which is passed on in full to suppliers, is intended to finance the recycling of old appliances by specialised bodies. In 2018, the amount collected by Ventadis amounted to €0.2 million, a slight increase on 2017.

Lastly, in each of the Group’s sectors, thought is being given to reducing the environmental impact of activities: the IT Department opted to make a very substantial part of its servers virtual, making them more energy efficient than the more traditional physical servers. 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.

C. Environmental buildings management

BUILDING AT 107 AVENUE CHARLES DE GAULLE IN NEUILLY

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.

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 biodiversity.

The Group still complies with the government circular of 5 June 2013 requiring exterior building lights to be switched off between 1 a.m. and 7 a.m.

Moreover, following a trial in 2016, the automatic switching off of personal computers at night was rolled out in 2017.

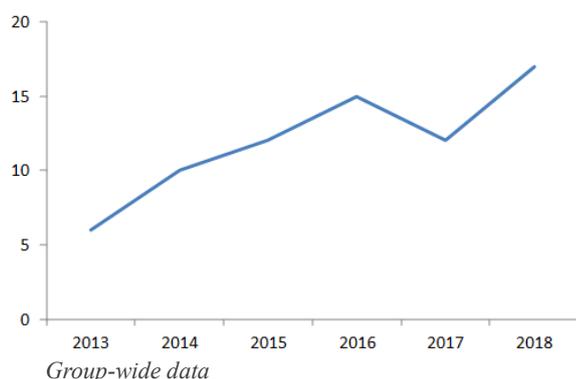
D. Transport and business travel

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 Sablons Métro station in Neuilly-sur-Seine. At 31 December 2018, 1,072 employees, or 48% of the Group's workforce, used public transport for their daily commute.

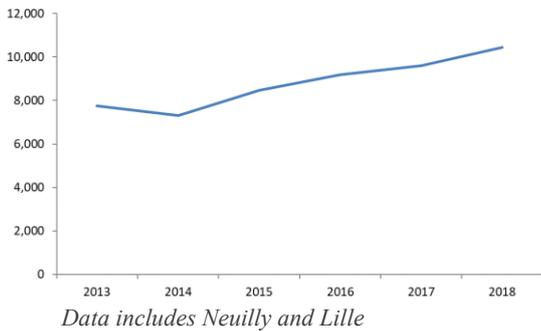
In addition, M6 Group has deliberately chosen a digital route in order to cut down on the number of business trips, even though reducing travel can be difficult for some activities (particularly reporting and production). As a result, the number of rooms equipped with video-conferencing facilities at Group sites has increased from 4 to 17 in the space of seven years.

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 Web's activities. In 2018, this growth continued with the integration into the reporting scope of the Radio division. 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.

Number of rooms equipped for video-conferencing:



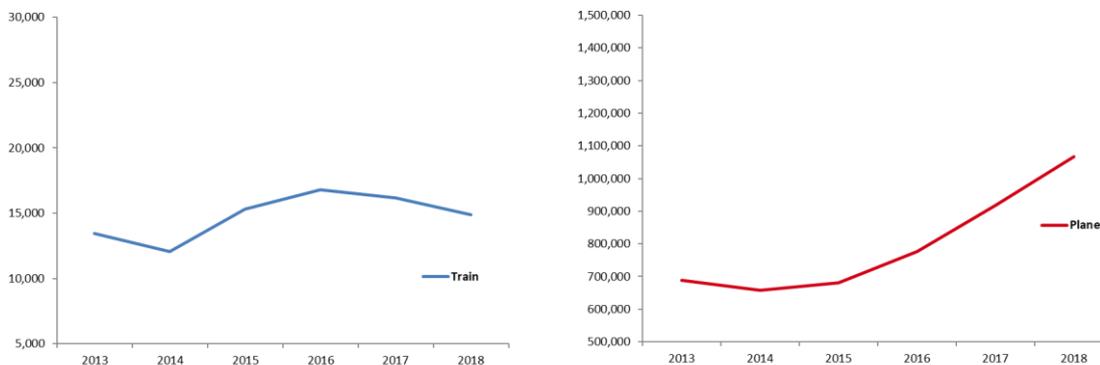
Number of business trips:



The volume of CO₂ released in 2018 rose in relation to air travel as a result of the higher number of trips, which as explained above, was due to the integration of the Radio division.

Conversely, total CO₂ emissions related to train travel fell despite the increase in trips using this mode of travel. The SNCF has improved its energy efficiency for most of its lines, and particularly those used by Group employees.

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



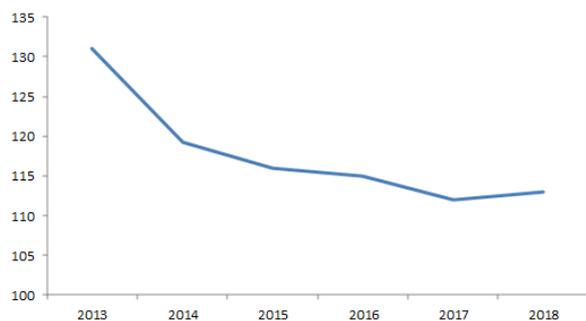
Data based on consumption at sites in Neuilly-sur-Seine and Lille (2017 and previously: excluding Radio division)

Finally, M6 Group follows a very stringent policy with regard to the CO₂ emissions of its managers' company cars and the company vehicle fleet. In 2014, the Group decided to further reduce CO₂ emissions to 130 g/km or lower for all vehicles purchased or hired.

As a result, average vehicle emissions have decreased over the last five years from 131 to 113 grams per kilometre. However, a slight increase of 1 gram was recorded in 2018 in comparison with 2017 as a result of the integration into the scope of the Radio division's vehicle fleet. That division was equipped with more energy efficient commercial vehicles (OB units, etc.). This effect was partly offset by the best practices employed by the Radio division, which has been using 3 electric cars for several years.

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

11th Challenge: Raising public awareness of environmental issues

PRIORITY INDICATOR: NUMBER OF ITEMS ON THE TELEVISION NEWS DEVOTED TO THE ENVIRONMENT

	2017	2018
Number of items on the television news devoted to the environment	327	378

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.

The environment and the latest developments in the area are also regularly featured (378 items in 2018, compared with 327 in 2017, representing 8h15min in 2018 vs 6h54min the previous year) in news programmes (*Le 12.45* and *Le 19.45*): including coverage of Notre Dame des Landes airport, the Katowice Climate Change Conference, pollution, global warming, greenhouse gases, etc.

Newscasts also regularly bring to the fore unusual stories or innovations relating to ecology: “*Recycling Christmas Trees: New initiatives launched*”, “*A road closed to traffic to allow amphibians to cross*”, “*The ‘urilottoir’: Paris’s green urinal*”, “*Cardboard tents*”, etc.

M6 also decided to play an educational role via high quality documentaries 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*, “*Food, the environment and respect for animals: Investigation into the Vegan revolution*”, “*They are building the house of their dreams*” and “*Grower’s supermarket: fresher and cheaper*”.

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 the 50-100 kg of 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 five food banks in the district. 7 tonnes of food were donated to 6,000 disadvantaged people during season 10, which will be aired in 2019.

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.

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

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 our activity:

- resources committed to preventing environmental risk and pollution (the environmental impact of M6’s activities is not structurally significant),
- the prevention, reduction or remediation of air, water or soil emissions having a major adverse impact on the environment (the environmental impact of M6’s activities is not structurally significant),
- 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 our knowledge cause any significant threat to either diversity or to water resources since the use of land is limited to the place in which our office buildings and warehouses are located).

4. METHODOLOGY NOTE REGARDING NON-FINANCIAL REPORTING

Framework

The reporting of non-financial indicators is based on national and international guidelines. Corporate, social and environmental responsibility indicators are based on the provisions of the Decree of 24 April 2012, enforcing the Law of 12 July 2010 on the National commitment for the environment, amended by the Law 2016-1088 of 8 August 2016 on Work, modernising social dialogue and safeguarding professional careers, and Decree 2016-1138 of 19 August 2016 enforcing Article L.225-102-1 of the French Commercial Code and relative to the environmental information to be included in annual management reports.

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. Particular emphasis has been placed on the social and corporate indicators related to the Group's strategic challenges.

Reporting scope

The reporting scope has been set in accordance with the provisions of Articles L.233-1 and L.233-3 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 corresponds to the total consumption of the buildings at 89, 107 and 56 avenue Charles de Gaulle, 3 Villa Émile Bergerat, 46 rue Jacques Dulud, and the exclusive electricity consumption of the premises occupied at 114 avenue Charles de Gaulle.

In terms of activities, the Neuilly-sur-Seine site includes all the Group's TV and Radio broadcasting activities except the regional offices of the national news office, as well as the following diversification activities: M6 Interactions, M6 Créations and the Production & Audiovisual Rights division;

- Rungis, which includes the main production activities of Ventadis;
- Lille, which corresponds to the premises occupied by M6 Digital Services (portals and B2B technology services);
- Boissy, where the Best of TV teams are located;
- Boulogne-Billancourt, iGraal's head office.

The environmental reporting scope therefore changed in 2018. With the disposal of both FC Girondins de Bordeaux and monAlbumPhoto, the Bordeaux and Nanteuil sites were excluded from the scope. 2017 and 2016 data was consequently restated for comparison purposes.

Conversely, the two Neuilly buildings (at 56 avenue Charles de Gaulle and 3 Villa Émile Bergerat) leased to house the RTL Radio division, which has just completed its first full year within M6 Group (acquisition on 1 October 2017), were both integrated into the reporting scope.

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 more than 85% of the Group's consolidated revenue and more than 95% of its profit from recurring operations.

In the absence of data available for Boissy and Lille, water consumption only therefore includes the contributions of the Neuilly, Rungis and Boulogne sites.

In addition, the sites to which waste monitoring and paper purchasing relate are Neuilly and Rungis.

Lastly, for all other indicators the locations are specifically mentioned.

Social information

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

As an exception, data concerning absenteeism and training does not include the subsidiaries iGraal, Altima, Ctzar, and Socciaidict.

It should be noted that reporting includes changes in scope, as a result of the acquisitions made between 1 January and 31 December 2017: 2018 data will be integrated in full during 2019 reporting unless the incoming entity can collect all the data prorata temporis. However, calculation of the workforce of subsidiaries entering the scope is integrated into the 2018 scope for the purposes of reporting corporate data.

No acquisition or disposal to be treated on a prorata temporis basis for the purposes of this social information took place in 2018.

The main exits from the reporting scope relate to the disposals of FCGB and MonAlbumPhoto, for which data was completely excluded over both 2017 and 2018.

Reporting period

Corporate, social and environmental data is reported annually and relates to the period from 1 January to 31 December 2018.

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.

- The CO₂ emissions contained in Part 6.3.1 are direct greenhouse gas emissions related to the use of electricity, natural gas and heating oil in the Group's premises in Neuilly, Rungis, Boissy, Lille and Boulogne.
- The emission factor used for the CO₂ emissions reported and related to business travel by train, included in section 6.3.1 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).

Further clarification regarding social indicators:

- The hours of training included relate to training provided by M6 Campus as well as external training organisations integrated into the Group's training programmes. Personal training account (known as the CPF) hours are excluded from the reported training hours. The hours of e-learning training are included in the data recorded. The training time spent in school for employees on apprenticeship or work/study contracts is excluded. The hours of BTS (advanced vocational diploma) training followed by certain F.C.G.B employees are also excluded from the total number of hours' training included. Training programmes which began during the 2018 financial year and which finished in January 2019 are reported in proportion to the hours completed in 2018. As such, the training hours reported are the training hours completed according to the attendance sheets covering the period for the 2018 financial year.
- Days of absence recognised correspond to all absences of permanent Group employees which began during the financial year, thereby including absences in 2019. Days of absence recorded correspond to the days prescribed for all work stoppages recorded over the course of the 2018 financial year. Days of absence in 2018 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.

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 and the Financial Communication 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.

Lastly, the Financial Communication Department collates the data and performs consistency checks.

5. CROSS-REFERENCE TABLE WITH DECREE 2012-557 OF 24 APRIL 2012 (ARTICLE 225 OF THE GRENELLE II LAW)

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	++	6.1.1.A	G4-10	# 3 to 8
	2	Recruitment and redundancies	++	6.1.1.A	G4- LA1	
	3	Compensation	+	6.1.1.C	G4- LA13	
Work organisation	4	Organisation of working time	++	6.1.1.B	G4- LA	
	5	Absenteeism	+	6.1.1.B	G4- LA6	
Labour relations	6	The organisation of social dialogue - including regulation and procedures regarding information, consultation and negotiation with personnel	+	6.1.1.D	G4- LA4	
	7	Collective bargaining agreements	=	6.1.1.D	G4- LA4	
Health and safety	8	Health and safety at work	+	6.1.1.E	G4- LA6 to 8	
	9	Work accidents, particularly their frequency and seriousness, and occupational diseases	+	6.1.1.E	G4- LA6	
	10	Agreements signed with unions or employee representatives in terms of health and safety at work	=	6.1.1.D	G4- LA8	
Training	11	Training policies	++	6.1.2	LA11	
	12	Total number of training hours	++	6.1.2	LA10	
Equal opportunity	13	Measures taken to promote gender equality	++	6.1.3	G4- LA10	
	14	Measures taken to promote the employment and integration of disabled employees	++	6.1.3/6.2.5	G4- LA12	
	15	Anti-discrimination policy	++	6.2.6	G4- LA12, G4- HR3	
Promotion of and compliance with ILO fundamental conventions	16	Relating to freedom of association and the right to collective bargaining	=	6.1.1.D	G4-HR4; G4- LA4	
	17	Relating to the elimination of employment and occupational discrimination	=	6.1.3/6.2.5	G4-HR3; G4- LA13	
	18	Relating to the suppression of forced or compulsory labour	=	N/A	G4-HR6	
	19	Relating to the effective abolition of child labour	=	6.2.9.F	G4-HR5	
Environmental information						
General environmental policy	20	Company organisation to take into account environmental issues and, where applicable, environmental assessment and certification processes	=	6.3		# 9 to 11
	21	Training and employee information actions conducted in relation to environmental protection	=	6.3		
	22	Resources allocated to avoiding environmental risks and pollution	=	N/A	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	
Pollution	24	Measures to prevent, reduce or remediate air, water and land emissions that seriously damage the environment	=	N/A	G4-EN22 to 26	
	25	Taking into account noise pollution and, where relevant, all types of pollution specific to a particular activity		6.2.4.C		
Circular economy	26	Measures to reduce, recycle, reuse and other forms of recovery or disposal of waste	+	6.3.10.B	G4-EN23	
	27	Actions to combat food waste	-	6.3.10.B/6.3.11.		
	28	Use and supply of water in line with local constraints	=	6.3.10.A	G4-EN8	
	29	Use of raw materials and measures taken to make more efficient use of them	+	6.3.10.A/6.3.10.B	G4-EN1, G4- EN27	
	30	Energy consumption and measures taken to improve energy efficiency and the use of renewable energy sources	+	6.3.10.A	G4-EN3 to EN7	
Sustainable use of land	31	Use of land	=	N/A		
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.	+	6.3.10.A/6.3.10.C	EN16, EN17, EN18, EN19, EN20	
	33	Adaptation to the consequences of climate change	=	N/A	EN18, EC2	
Biodiversity	34	Measures taken to safeguard biodiversity	=	6.3	G4-EN11 to EN14	
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	=	6.2.8.	G4- EC7 and G4-EC8	# 16 to 18 and 21
	36	Impact of operations on the local population	=	6.2.8.	G4- EC1, G4-EC5 and 6	
Relationships with stakeholders	37	Conditions of dialogue with these individuals or organisations	++	6.2.9	G4-24 to 27	# 2 and 16 to 18
	38	Acts of partnership or sponsorship	++	6.2.8		
Subcontractors and suppliers	39	Purchasing policies that take into account social and environmental issues	+	6.2.9.F	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	+	6.2.9.F	G4-EC9, G4- HR4, 5, 6, 8, 10	
Fair practices	41	Measures taken to avoid corruption	++	6.1.1.H	G4-SO3 to 5	# 12 to 14
	42	Measures taken to safeguard the health and safety of consumers	++	6.1.1.E/6.3.11	G4-PR1; G4- PR2	
Other measures taken to safeguard human rights	43	Other measures taken to safeguard human rights	=	6.2.7	G4-HR	# 3 to 5

6. REPORT BY THE INDEPENDENT THIRD PARTY BODY ON THE CONSOLIDATED NON-FINANCIAL PERFORMANCE STATEMENT SET OUT IN THE MANAGEMENT REPORT

KPMG S.A

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

Métropole Télévision S.A.

Registered office: 89, avenue Charles de Gaulle - 92575 Neuilly-sur-Seine Cedex
Share capital: €50,565,699.20

Report by the independent third-party body on the consolidated non-financial performance statement set out in the Management Report

Financial year ended 31 December 2018

To the Shareholders,

As the independent third party organisation appointed by the company Métropole Télévision S.A., accredited by COFRAC (French Accreditation Committee) under number 3-1049⁷⁷, we hereby present our report on the consolidated non-financial performance statement for the financial year ended 31 December 2018 (hereafter the “Statement”) included in the Management Report pursuant to the provisions of Article L.225-105-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Corporate responsibility

The Executive Board is responsible for preparing a Statement in accordance with the legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied in respect of these risks and the results of these policies, including key performance indicators.

The Statement was prepared in application of Company procedures (hereafter the “Standards”), the significant items of which are presented in the Statement and on request from the Company’s registered office.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and our profession’s code of ethics. In addition, we have introduced a quality control system which includes documented policies and procedures aimed at ensuring compliance with the applicable ethical rules, professional standards and laws and regulations.

Responsibility of the independent third-party body

Based on our work, our role is to deliver a reasoned opinion expressing a conclusion with moderate assurance on:

- compliance of the Statement with the provisions referred to in Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in application of section 3° of paragraphs I and II of Article R. 225-105 of the French Commercial Code, i.e. the results of the policies, including the key performance indicators, and the actions, with respect to the main risks, hereafter the “Information”.

However, it is not our responsibility to comment on:

- compliance by the Company with any other applicable legal and regulatory provisions, in particular in relation to any plan to monitor and combat corruption and tax evasion;
- the compliance of products and services with applicable regulations.

Nature and scope of the audit

Our work described below was carried out in accordance with the provisions of Articles A. 225-1 and subsequent of the French Commercial Code setting the terms under which the independent third party body carries out this assignment and with the professional standards of the Compagnie Nationale des Commissaires aux Comptes (French National Institute of Auditors) relating to this work, as well as international standard ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.

We have carried out work enabling us to assess the Statement’s compliance with legal and regulatory provisions and the fairness of the Information:

- We have familiarised ourselves with the business of all entities included in the consolidation scope, the presentation of the main social and environmental risks associated with this business, and where applicable, its effects on respect for human rights and the fight against corruption and tax evasion, as well as the resulting policies and their results;

77 *The scope of which is available on www.cofrac.fr*

- 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;
- 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 in light of information referred to in paragraph I of Article R. 225-105, as well as the policies, due diligence procedures and results, including key performance indicators;
- We have verified, where relevant in view of the main risks or policies presented, that the Statement presents the information stipulated in paragraph II of Article R. 225-105;
- We have assessed the selection, prioritisation and validation process for the main risks;
- We have enquired into the existence of internal control and risk management procedures implemented by the Company;
- We have verified that the Statement covers the consolidated scope, i.e. all companies included in the consolidation scope in accordance with Article L. 233-16 with the limits specified in Section 6.4 of the Management Report;
- We have assessed the collection process implemented by the entity to ensure the completeness and fair presentation of the policies and key performance indicators, whose inclusion in the Information is mandatory;
- We have implemented, for the key performance indicators and the other quantitative results⁷⁸ that we considered the most significant:
 - analytical procedures to verify the appropriate consolidation of the collected data as well as the consistency of their changes;
 - detailed tests, based on samples, to verify the appropriate application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out at Group head office level and cover between 74% and 100% of the consolidated data for the key performance indicators and results selected for these tests;
- We have consulted the documentary sources and carried out interviews to corroborate the due diligence procedures (organisation, policies, actions and qualitative results) that we considered to be the most significant⁷⁹;
- We have assessed the overall consistency of the Statement in light of our knowledge of the Company.

We consider that the sampling methods and the sample sizes we have selected by exercising our professional judgment allow us to draw a conclusion of reasonable assurance; a higher level of assurance would have required more extensive verification work.

Owing to the use of sampling techniques as well as other limits inherent in the operation of any information and internal control system, the risk of not detecting a significant irregularity in the Statement cannot be totally eliminated.

Means and resources

Our work called on the expertise of four people. 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.

Conclusion

On the basis of our work, and given the scope of our responsibility, we found no significant irregularity that would call into question the fact that the Statement complies with applicable provisions and that the Information, taken in its entirety, is presented in a fair manner in accordance with the Reporting Criteria.

Paris La Défense, 19 February 2019

Anne Garans
Partner
Sustainability Services

Xavier Troupel
Partner

⁷⁸ Corporate indicators: Total workforce by age and by gender; Number of external recruitments; Portion of female managers/executives, Number of redundancies, Rate of working days of absence, Total number of training hours. Environmental indicators: Energy consumption of buildings, CO₂ emissions related to energy consumption, CO₂ emissions connected with business travel.

⁷⁹ Corporate information: Social dialogue; Health and safety conditions at work; Measures taken to promote gender equality. Social information: Acts of partnership or sponsorship. Environmental information: Significant greenhouse gas emission generated by the Company's activity, in particular through use of the goods and services that it produces.



**LET'S CONTINUE TO GROW UP
TOGETHER**



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