



**WARNER BROS.  
DISCOVERY**

# **Gender Equality Reports France**

2022 – 2023 – 2024 – 2025

# Summary

**01** | [OUR GUIDING PRINCIPLES](#)

**02** | [GENDER EQUALITY REPORT DEFINITION & METHODOLOGY](#)

**03** | [EUROSPORT S.A.S. FRANCE RESULTS HISTORY](#)

**04** | [TURNER BROADCASTING SYSTEM FRANCE RESULTS HISTORY](#)

**04** | [WARNER BROS. ENTERTAINMENT FRANCE S.A.S. RESULTS HISTORY](#)

**04** | [WARNER BROS. INTERNATIONAL TELEVISION PRODUCTION FRANCE S.A.S. RESULTS HISTORY](#)



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# Our Guiding Principles

## 1 Act as One Team

**Trust each other, succeed together, and grow together.**

Collaborate across teams and make decisions that are best for WBD overall.

Prioritize growth, development, and wellbeing for our teams.

Respect and support each other and celebrate wins.

## Create What's Next

**Be curious, innovate, and focus on the future.**

Drive change, embrace disruption, and never stop learning.

Use data and technology to transform what we create and how we tell stories and deliver.

Experiment, fail fast, acknowledge mistakes and learn from them.

## Empower Storytelling

**Put creators, consumers and partners at the center, and share extraordinary stories.**

Tell stories that entertain and inspire our viewers, communities and each other.

Foster creativity by giving the freedom to try new things and produce our best work.

Deliver the best experience; anticipate what consumers want and be fan obsessed

## Champion Inclusion

**Empower others, have courage, and pursue equity.**

Amplify the voices of global storytellers to reflect audiences around the world.

Intentionally seek out diversity, remove barriers, and create space for all to share ideas and be heard.

Actively listen and lead with empathy, integrity, and transparency.

## Dream It & Own It

**Advocate the mission, move with speed, and drive results.**

Have an owner's mindset; bring a perspective, take decisive rapid action and manage spend responsibly.

Make clear choices, set ambitious goals, and be accountable for results.

Speak up and fearlessly challenge the norm.

# Gender Equality Report

## Definition

Gender Equality Index is **a tool to assess gender pay gaps**, with a scale of 0 to 100 points. The result must be communicated to the **Work's Council** and made public (usually on the company's website).

### In case of results less than:

**85 points** - companies must set and publish progress targets for each indicator.

**75 points** – companies must publish their corrective and recovery measures (consultation of union representatives).

The Index is composed of 4 or 5 indicators depending on whether the company has fewer or more than 250 employees:

- Wage gap between women and men,
- Gap in increases between women and men,
- Gap in promotions between women and men (only for companies with more than 250 employees),
- % of employees who received a salary increase after their return from maternity leave,
- Parity among the 10 highest salaries.

# Gender Equality Report

## Methodology

- 1 Wage gap between women and men (%)**  
*Per band and age group*  
*Considered compensation: Base Salary + variable salary + benefits in kind*
- 2 Gap in increases between women and men (%)**  
*Per band; Considered increases: all increases (NAO agreement, market adjustments, retention **and** promotions for companies with less than 250 employees)*
- 3 Gap in promotions between women and men (%) (only for companies with more than 250 employees)**  
*Per band; Considered promotions: all band changes during the reference period*
- 4 % of employees who received a salary increase after their return from maternity leave**
- 5 Parity among the 10 highest salaries**  
*Considered compensation: Base Salary + variable salary + benefits in kind*

# Eurosport S.A.S. France Results History

# Gender Equality Report

## Eurosport S.A.S. France Results History

	Maximum of Points	2022	2023	2024	2025
1 - Wage gap between women and men (%)	40	36	34	34	38
2 - Gap in increases between women and men (% points)	20	20	20	20	20
3 - Gap in promotions between women and men (% points)	15	15	15	15	15
4 - % of employees who received a salary increase after their return from maternity leave	15	15	15	15	15
5 - Parity among the 10 highest salaries	10	0	0	5	5
<b>TOTAL</b>	<b>100</b>	<b>86</b>	<b>84</b>	<b>89</b>	<b>93</b>

# Turner Broadcasting System France Results History

# Gender Equality Report

## Turner Broadcasting System France Results History

	Maximum of Points	2022	2023	2024	2025
1 - Wage gap between women and men (%)	40	21	21	36	36
2 - Gap in increases between women and men (%)	35	35	35	35	35
3 - % of employees who received a salary increase after their return from maternity leave	15	15	15	15	15
4 - Parity among the 10 highest salaries	10	10	10	10	10
<b>TOTAL</b>	<b>100</b>	<b>81</b>	<b>81</b>	<b>96</b>	<b>96</b>

# Warner Bros. Entertainment France S.A.S. Results History

# Gender Equality Report

## Warner Bros. Entertainment France S.A.S. Results History

	Maximum of Points	2022	2023	2024	2025
1 - Wage gap between women and men (%)	40	39	37	38	34
2 - Gap in increases between women and men (%)	35	35	35	35	35
3 - % of employees who received a salary increase after their return from maternity leave	15	15	15	15	15
4 - Parity among the 10 highest salaries	10	5	5	5	5
<b>TOTAL</b>	<b>100</b>	<b>94</b>	<b>92</b>	<b>93</b>	<b>89</b>

# Warner Bros. International Television Production France S.A.S. Results History

# Gender Equality Report

## Warner Bros. International Television Production France S.A.S. Results History

	Maximum of Points	2022	2023	2024	2025
1 - Wage gap between women and men (%)	40	33	36	38	N/A
2 - Gap in increases between women and men (%)	35	35	35	35	N/A
3 - % of employees who received a salary increase after their return from maternity leave	15	N/A	N/A	N/A	15
4 - Parity among the 10 highest salaries	10	5	5	10	10
<b>TOTAL (without indicators 1 &amp; 2 = 25/25)</b>	<b>100</b>	<b>86</b>	<b>89</b>	<b>98</b>	<b>N/A</b>

**Thank You !**

