

Section 172 Statement

In the financial year 2019, FremantleMedia Limited's Board of Directors continued to exercise its duties in accordance with section 172(1) of the Companies Act 2006.

The Directors consider, both individually and collectively, that they have successfully discharged their duty to promote the long-term success of the company for the benefit of its members as a whole, having regard to the section 172 principles when deliberating and in their decision-making during the year ended 31st December 2019.

The Directors continue to implement the key pillars of the long-term strategy: expanding its drama capability, its footprint in the factual genre and its ability to meet the creative and commercial needs of global streaming platforms. The Company looks to achieve these goals through a combination of working with the existing workforce, investing in production companies and entering into commercial arrangements with creative talent within the various territories in which it operates. The new investments and arrangements complement and enhance existing business relationships with suppliers and customers across the industry.

Employees are at the heart of the Company's operations and an important factor in the long-term success of the company. The Directors are committed to promoting the interests of its workforce and to building an inclusive and diverse culture. The Directors will review existing structures and set meaningful benchmarking and targets for all territories. The Directors are also committed to broadening recruitment efforts to reach as many individuals as possible to ensure we have a diverse workforce reflecting the society in which we operate.

The Company has entered into a global partnership with albert (the industry leader in sustainable production) in order to promote sustainable production methods. By committing to the global roll out of albert's carbon calculator, Fremantle will be the first global media group to take responsibility for the environmental impact of production worldwide. This partnership will enable production to measure, track and reduce carbon emissions.

The Board aims to ensure that Fremantle and its related entities operate with the highest standards of business conduct. The Directors believe that a positive, creative and inclusive corporate culture is the cornerstone of achieving this aim. By working with our stakeholders to instil effective policies, the Directors have implemented many successful global procedures for the Company. This is evidenced in the Board delivering a best practice approach to Data Protection and Privacy in all operating territories. This policy safeguards the personal data of our applicants, participants and key talent on all Fremantle programmes.