

SUSTAINABILITY REPORT







LETTER FROM OF OUR CO-CEOs

(GRI 102-14)

At Televisa, we are committed to lead on sustainability through measurable programs and actions that improve our environmental, social and corporate governance performance. In addition, we are committed to providing content responsibly and transparent communication as key elements to our business strategy. In line with these commitments, we are pleased to present Grupo Televisa's sixth Sustainability Report to inform our stakeholders about the value we provide taking into account our corporate, social and environmental efforts.

In 2018, Televisa achieved great progress in sustainability. Key performance indicators were continually refined and monitored and the impact of our corporate social responsibility programs was periodically evaluated in a culture of continuous improvement. To date, our sustainability efforts have been recognized in Mexico and around the world.

Since 2013, we have been a member of the Mexican Stock Exchange Sustainability Index. This Index currently includes 30 issuers, which have been selected based on their commitment to corporate governance, social responsibility, and environmental management.

Since 2016, we are signatories of the United Nations (UN) Global Compact, the world's largest corporate sustainability initiative, and we have incorporated the Sustainability Developments Objectives and the Ten Principles of the UN as part of our strategy, culture and daily actions. Also, since 2016, we have been selected as a constituent of the FTSE4Good Emerging Index.





In 2018, our social responsibility programs were recognized for the second time with the "Empresa Socialmente Responsable" award (Socially Responsible Company), granted by Centro Mexicano de la Filantropía (Mexican Center for Philanthropy), and Alianza por la Responsabilidad Social Empresarial (Alliance for Corporate Social Responsibility). We received this award for our continuous community involvement, labor life quality, environmental care and preservation, and business ethics.

In addition, in 2018, we were selected as a member of the Dow Jones Sustainability MILA Pacific Alliance Index, comprised of sustainability leaders from Chile, Peru, Mexico, and Colombia. Also, we were selected as one of three Mexican companies to be included in the Dow Jones Sustainability Emerging Markets Index, which is comprised of sustainability leaders from Western Europe, India, China, South Africa, Central America, South America, and other countries. The Dow Jones Sustainability Indices recognize public companies for their outstanding performance across economic, environmental and social sectors, and are used as a reference by investors who consider sustainability when making investment decisions.

Moreover, in January 2019, we were selected as one of four Mexican companies to be included in the 2019 Bloomberg Gender-Equality Index (GEI), which distinguishes companies committed to transparency in gender reporting and advancing gender equality. The GEI is a reference Index that includes 230 firms from 10 sectors located across 36 countries and regions.

These achievements are the result of our regular review and enhancement of internal policies, procedures and management systems to improve corporate performance. In the environmental area, Televisa has focused on developing and implementing energy efficiency programs, renewable energy projects, as well as other initiatives to reduce water consumption and waste generation. As an example, a waste management supplier was chosen based on environmental criteria for collecting and recycling electronic waste in our Cable business, generating as much as 24,227 kg of CO2 environmental savings in 2018.

In the social area, through Fundación Televisa, our Company's philanthropic arm, we have focused on strengthening communities while working to inspire and develop human potential through innovative education





and cultural initiatives. In 2018, Fundación Televisa helped to transform the lives of children, youth and adults, reaching more than one million beneficiaries through different programs in areas such as education, culture, entrepreneurship, health, environmental care, and natural disasters aid.

On the corporate governance side, the vast experience of our board and of the senior management in our various divisions is put to work on behalf of our strategy, which we are firmly committed to execute keeping in mind our sustainability goals. To support this goal, Televisa counts with a Sustainability Coordination and Analysis unit, which reports directly to our VP of Investor Relations. Every month, our VP of Investor Relations shares the progress of our sustainability initiatives with a team led by both of us.

At Televisa, we value our stakeholders' interest in our environmental, social and corporate governance efforts. We understand our sustainability commitment as more than just an effort to do good but as a central part of our business that will contribute to our growth and success. Never satisfied, we remain firmly committed to continually improving and aligning our operations with international standards and best long-term practices.

The information contained in this report has been prepared by Grupo Televisa, S.A.B. and does not contain or aims to contain all the information necessary to take any investment decision related to the Company and/or any securities issued by the Company. The information in this report contains subjective estimates, analyzes analysis and value judgments.

No statement is made regarding the accuracy, sufficiency, truthfulness or accuracy about the information and opinions contained herein; or about the estimates or projections; or that all assumptions related to estimates or projections have been considered or declared; or that such projections will materialize. This presentation does not constitute, or is part of, an offer to sell or issue securities or a request of an offer

to buy or acquire securities in any jurisdiction; activities that may only be carried out in accordance with applicable law. Likewise, this presentation does not constitute an invitation to carry out investment activities, or a basis for the conclusion of any contract or commitment in any way.

This report contains statements that constitute forward-looking statements (including statements related to the development of activities and general conditions of the Company) that are not based on historical facts but reflect current views about the Company and its management with respect to performance, business management and future events. These forward-looking statements include, but are not limited to, statements that may predict, indicate or imply future





results, performance or achievements and may contain words such as "believe", "anticipate", "expect", or any other word or phrase of similar meaning.

These statements include descriptions of current intentions, beliefs, or expectations. These statements can be recognized by the use of words such as "expect," "plan," "estimate," "project," "anticipate," or words of similar meaning. Such forward-looking statements are not guarantees of future performance and involve risks and uncertainties and the results that are actually obtained may differ from those contained in forward-looking statements as a result of various factors and assumptions.

Given their nature, forward-looking statements involve both general and specific risks; for which uncertainties and forecasts, predictions, projections and other forward-looking statements may not be met. Investors should be aware that there are several factors that could cause actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed or implied in the forward-looking statements. Should one or more of the uncertain risks or factors described above materialize, or if the assumptions underlying the forward-looking statements are incorrect, actual results could differ materially and adversely from expected, estimated, predicted or desired results.

Any person who receives this report should not understand the content as legal, tax or investment advice, but such persons should consult their own advisors for such purposes, acknowledging that the information contained herein is for informational purposes only. The forward-looking statements are only valid as of the date of this report and we do not undertake any obligation to update them in the event that we acquire new information or events or facts that occur.

In addition, from time to time, additional factors that affect our activities may arise and it is impossible to predict all of these factors, to evaluate their possible effects on our operations or to determine the extent to which a given factor or series of factors could cause the results to differ adversely and significantly from those expressed in the forward-looking statements.

We cannot guarantee that we will comply with the plans, intentions or expectations declared expressly or implicitly in the forward-looking statements contained in this report. In addition, investors of securities issued by the Company should not interpret statements regarding prior trends or activities as a guarantee that such trends or activities will continue in the future. All forward-looking statements, whether in writing or in electronic format, referred to us or to our representatives, are expressly subject to the qualifications described above.

All relevant information related to the Company, particularly regarding risk factors, is contained in the annual report for the year ending oned December 31, 2018 which is available on the website of the Mexican Stock Exchange Bolsa Mexicana de Valores, S.A.B. de C.V. in www.bmv.com.mx. The investor is advised that any decision on his investment in securities issued by the Company must be made based on the information provided only in the corresponding placement prospectus.



ABOUT THIS REPORT:

OUR COMMITMENT TO A TRANSPARENT DISCLOSURE

We present Grupo Televisa's 2018 Sustainability Report to provide a comprehensive overview of the Company's progress on promoting sustainable development for our business, the society and the environment as well as for the benefit of present and future generations.

We reinforce our commitment to disclosing our sustainability performance transparently as a way to express our duty to act and communicate ethically and responsibly, in response to our audiences' and stakeholders' expectations.

For the sixth consecutive year, we disclose key information of Grupo Televisa by communicating sustainability impacts, challenges, and achievements accomplished during 2018.

Grupo Televisa has the mission of satisfying the communication, connectivity, entertainment, and information needs of our customers and audiences while meeting its profitability requirements through the highest global standards of quality, creativity, and social responsibility.

As a leading media Company in the Spanish-speaking world, an important cable operator in Mexico and an operator of a leading direct-to-home satellite pay television system in Mexico, we developed this report based on principles for defining report quality, such as balance, comparability, accuracy, timeliness, clarity, and reliability.

Moreover, we communicate this report in a clear and transparent way, based on the principles of materiality, stakeholder inclusiveness, sustainability context, and completeness.

Based on the principle of materiality, we are focused on and evaluations made by the stakeholders.



Based on the principle of stakeholder inclusiveness, we mention those who are relevant for Televisa, and we explain how we respond to their expectations and interests. Based on the principle of sustainability context, we present our contribution and efforts to the improvement of economic, social, and environmental conditions and the progress and trends in the geographical areas where we operate. Our performance is communicated under our scope of influence, in which we consider our sustainability strategy and the long-term risks and opportunities previously identified, expressing the magnitude of our impact. Finally, under the principle of completeness, we share the material aspects of our business strategy and their boundaries in a way that lets us reflect the significant impacts from economic, environmental and social perspectives, so that our stakeholders can analyze Grupo Televisa's performance in 2018. The report covers activities from January 1st to December 31, 2018¹. Information at the corporate level or detailed by Mexican subsidiaries and other companies of Grupo Televisa is related to the main countries or regions in which we operate: Mexico, Latin America, the United States, and Europe. However, specific information to certain indicators is clarified by case. Televisa established a sustainability strategy aligned with some of the United Nations' (UN) Sustainable Development Goals (SDG). In this report, our sustainability efforts show their belonging to each corresponding SDG, if applicable. This report uses GRI Standards: core option, which is globally used throughout many industries. The GRI media sector supplement is also included as guidance for reporting key topics on sustainability performance that is meaningful and relevant to the media sector. Also, this report uses SASB-developed sector-specific Key Performance Indicators (KPIs), which complement the Climate Disclosure Standards Board (CDSB) framework's principles on reporting environmental information in the mainstream corporate report. This report uses media & entertainment and telecommunication services' SASB KPIs indicators.





SASB TC-TL-000.B, SASB TC-TL-000.C, SASB TC-TL-000.D)





The MSOs footprint provides Televisa with the ability to leverage an extended telecommunications network. Our Enterprise division offers telecommunications services through a network of more than 43,000 kilometers of fiber. Our network covers most of the important cities and economic regions in the country, and connects with the United States, enabling us to provide high capacity connectivity between the United States and Mexico.

DIVISIONS

MULTIPLE SYSTEM OPERATORS

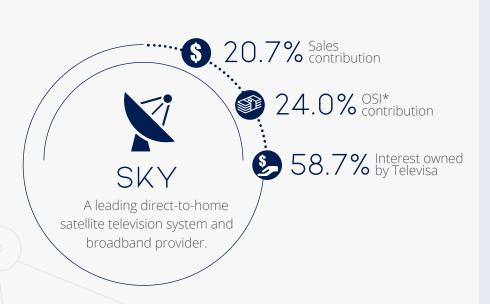
("MSOs") division which offers video, high-speed data, and voice services to residential and commercial customers, including small and medium sized businesses.

ENTERPRISE

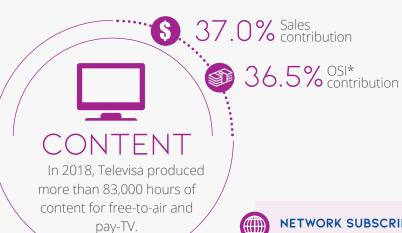
which provides telecommunications services, including voice, data, managed services, as well as integration and cloud services to domestic and international carriers and to enterprise, corporate, and government customers in Mexico and the United States.

REVENUE GENERATING UNITS

	Total RGUs	11,841,772
	Voice	2,978,508
a	Broadband	4,479,017
0	Video	4,384,247









ADVERTISING

Televisa operates four broadcast channels—2, 4, 5, and 9— in Mexico City and complements its geographic coverage through affiliated stations throughout the country. Televisa also sells advertising on its pay-TV networks and online properties.

S Contribution to sales 19.9%



NETWORK SUBSCRIPTION

Televisa produces and distributes 26 pay-TV brands and 74 feeds. In 2018, Televisa produced more than 18,000 hours of content for pay-TV networks.

\$ Contribution to sales 4.5%

+46 MILLION pay-TV subscribers



LICENSING & SYNDICATION

Televisa exports its programs and formats to television networks around the world. In the United States, Televisa distributes its content through Univision under a Programming License Agreement ("PLA"). This year, the PLA resulted in royalties to Televisa of U.S.\$383.6 million dollars. The royalty rate increased to 16.45% in 2018.

S Contribution to sales 9.9%

+75 countries worldwide





GAMING

Casino sites and online lottery business.



FEATURE-FILM DISTRIBUTION

Distributes movies in Mexico and Latin America.



RADIO

Network of owned radio stations, complemented by affiliated radio stations owned by third parties.



SOCCER

A first division soccer team of the Mexican league and owner of Mexico's Azteca stadium.



PUBLISHING

The leading Spanish-language magazine publisher. 98 published titles in 2018.



PUBLISHING DISTRIBUTION

Distributes publications in Mexico and Latin America.





Televisa holds a **10%** direct economic interest in Univision, the leading Spanish-language media company in the United States and the number five network regardless of language. Upon the exercise of the warrants, Televisa would hold approximately 36% of the equity capital of Univision on a fully-diluted, as-converted basis.



OCESA ENTRETENIMIENTO

Televisa holds 40% equity interest in OCESA, a live entertainment company in Mexico, Central America and Colombia. The Company organized **3,109** events in Mexico and Colombia in 2018. The most successful tour in 2018 was Luis Miguel.

*Operating segment income (OSI) is defined as operating income before corporate expenses, depreciation, and amortization, and other expense, net.

For a reconciliation of total operating segment income with consolidated operating income, see Note 25 to our year-end consolidated financial statements.









FINANCIAL HIGHLIGHTS

(GRI 201-1, GRI 201-3, GRI 201-4) (SASB SV-ME-270a.1, SASB SV-ME-270a.2, SASB SV-ME-000.A, SASB SV-ME-000.B, SASB TC-TL-220a.1, SASB TC-TL-220a.3, SASB TC-TL-520a.1)

At Televisa, we contributed USD 5.2 billion in direct economic value to the Mexican economy in 2018. Also, Televisa has brought economic growth and innovation by providing employment opportunities, investing in organizational development programs, and investing in social programs.

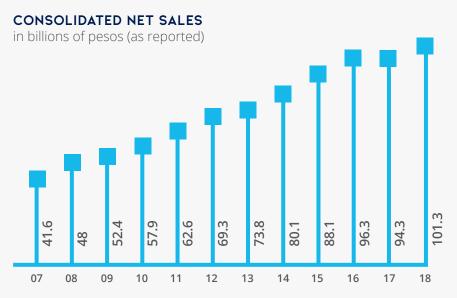
IN MILLIONS OF MEXICAN PESOS, EXCEPT PER CPO AMOUNTS AND SHARES OUTSTANDING	2018	2017	VAR. %
CONSOLIDATED NET SALES	101,282	94,274	8.2%
OPERATING-SEGMENT INCOME*	40,679	37,457	8.5%
SEGMENT MARGIN	38.3%	38.4%	• • • • • • • • • • • • • • • • • • • •
OPERATING INCOME	20,253	4,524	42.2%
MARGIN	20.0%	15.1%	
CONTROLLING INTEREST NET INCOME	6.009	4,524	32.8%
EARNINGS PER CPO	2.07	1.54	
SHARES OUTSTANDING AT YEAR-END (IN MILLIONS)	338,329	342,337	
CASH AND CASH EQUIVALENTS AT YEAR-END	32,068	38,735	-17.2%
NON-CURRENT INVESTMENTS IN FINANCIAL INTRUMENTS	14,448	7,585	90.5%
TOTAL DEBT AT YEAR-END	121,972	122,300	-0.3%

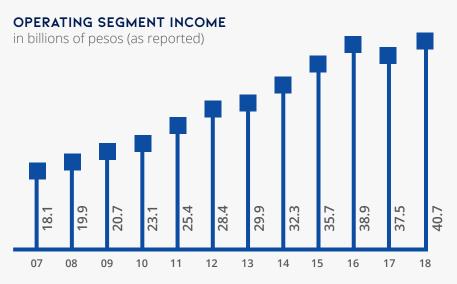
In 2018, the Company did not have monetary losses because of legal proceedings associated with:

- Anticompetitive behavior regulations,
- Libel or slander, or
- Customer privacy.

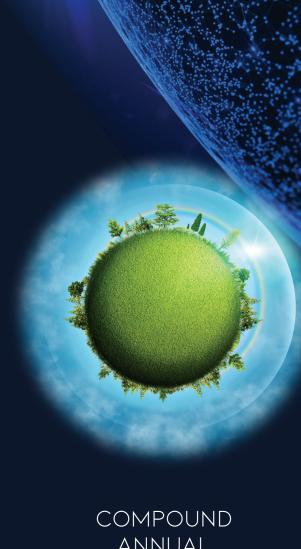
Televisa has brought economic growth and innovation by providing employment opportunities, by investing in organizational development programs, and by investing in social programs.

^{*}Operating segments income (OSI) is defined as operating income before corporate expenses, depreciation and amortization. For a reconciliation of operating segment income with operating income, see Note 25 to our yearend consolidated financial statement.









COMPOUND ANNUAL GROWTH RATE: 8.4%

COMPOUND
ANNUAL
GROWTH RATE:
7.6%



TELEVISA'S BRAND STRATEGY

(GRI 102-2, GRI 102-4, GRI 102-6, GRI 102-7, GRI 102-10, GRI 102-42, GRI 103-1, GRI 103-2, GRI 103-3, G4-M6

We significantly invest in the development of our brand, as we are aware that despite its apparent intangibility, a strong, recognized, and well-positioned brand makes a substantial difference at the profitability level.

Brand management is an essential element of Grupo Televisa, through which we are widely recognized, and we use it as a mechanism to communicate with several stakeholders at national and global levels.

Consistency, confidence, and closeness are the three core attributes of Televisa's brand strategy that audiences appreciate and that have helped us produce powerful narratives, which have effectively contributed to our growth throughout more than eight decades.

Nationally and globally, we remain present in the most relevant moments through meaningful, characters, and stories that are interwoven in the daily life of the audience. The content we generate is focused on informing and entertaining, and generating spaces for families and society.

A strong brand enables a Company to grow consistently, to adapt to market dynamics, to recover after a crisis, and to impact the market value of the products or services offered. As a result, we care about Televisa's brand, sub-brands, content aggregators (such as Las Estrellas), pay-tv channels, radio stations, publishing brands, and short lasting brands (such as our social brands); all of which require the arduous work of branding, positioning, and strategy.

The management of Televisa's brand is based on our Brand Architecture guidelines. Brand management is based on qualitative and quantitative studies, where the performance of the brand's main builders is measured.

The Strategic Planning Direction of Image and Publicity is responsible for managing our brands according to the annual plan, where goals are set. At the beginning of the year, a budget is established for the management of our brand through campaigns, events, and corporate projects that further strengthen brand positioning.



BRAND VALUES

(GRI 102-42, G4-M6, SASB SV-ME-260a.2)

Televisa's brand values are world-class leadership, plurality, diversity, and closeness.

- **WORLD-CLASS LEADERSHIP**: Televisa is a leading media Company in the Spanish-speaking world. We distribute the content we produce to more than 75 countries, and these are dubbed to more than 30 languages.
- **PLURALITY**: Through the wide scope of our content and the use of the Spanish language, Televisa manages to integrate the identity of not only Mexicans, but all Hispanics.
- **DIVERSITY**: Televisa's content reflects the profound diversity of Hispanics and their culture, regardless of their position or place of origin.
- **CLOSENESS**: Televisa has been and remains in proximity to its audiences and customers. We ensure that we are knowledgeable of their needs and know how to effectively respond to them.

SUSTAINABILITY IN OUR BRAND .

(GRI 102-42, G4-M6)

At Grupo Televisa, we are committed to reflecting sustainability in our brand. Our strategy is to strengthen our brand through the support and dissemination of initiatives aimed at increasing brand awareness among our stakeholders.

As part of our brand strategy and commitment to sustainability, we maintain a close connection with Hispanic society by reflecting its enormous diversity. Televisa is recognized for its values (reliable, valuable, unconditional, and empathetic) and its attributes as a world-class leader, plurality-focused, and diverse brand. This has led the Company to receive important awards from external and independent evaluators in social and environmental affairs.

EDUCATION ON THE STRENGTHS OF THE BRAND

We provide information about our brand strategy to employees and customers in order to further focus on strengthening brand awareness and enhancing our public position to reflect our commitment to sustainability.



STAKEHOLDERS	CORE COMMUNICATION MECHANISMS OR PLATFORMS	KEY ACTIONS OF INVOLVEMENT WITH OUR STAKEHOLDERS
CLIENTS	The corporate digital platform where we provide Televisa's official and current information allows us to communicate coherent, transparent, and relevant messages that help us develop a good reputation. The corporate digital platform consists of the televisa.com/ corporativo website and our various social network profiles such as: Facebook/Televisa Twitter @Televisa Instagram/Televisa LinkedIn Televisa	We maintain a more personal relationship with our clients. We went from having a merely transactional relationship to becoming close partners, advisors, and colleagues. We have achieved this through constant communication, based on different initiatives to promote closeness.
CONSUMERS	Physical spaces for education and entertainment.	We are present in day-care centers that are designed especially for children from 7 to 12 years old, and their purpose is to offer didactic and entertainment spaces where children can experience the Televisa brand in a fun way. Through role-playing and team-based dynamics, these spaces offer a unique immersion into the brand, reinforce skills such as teamwork and encourage awareness about taking care of the environment. The objectives of this initiative are to: Offer didactic and entertainment spaces where visitors can live the Televisa brand. Generate symbolic value to the Company, linking it with causes and strategic partners. Position a representative location in each forum, operating under quality standards. Act as a strategic promotional link for business partners. Televisa has presence in the following children entertainment complexes: Kidzania Santa Fe, Kidzania Cuicuilco, Papalote Museo del Niño (an interactive museum) and Granja las Americas (pet zoo).

STAKEHOLDERS	CORE COMMUNICAT MECHANISMS OI PLATFORMS

KEY ACTIONS OF INVOLVEMENT WITH OUR STAKEHOLDERS

- Campaigns through which a brand message is delivered while enhancing festivities that are important for the audience, including but not limited to Father's Day, Mother's Day, Children's Day, among others.
- Brand presence through different projects or events (e.g., cinema).
 - Alliances and sponsorships with film festivals:
- During 2018, we strengthened our alliance with film and creativity festivals, such as the Morelia International Film Festival, Los Cabos International Film Festival and Pixelatl (a festival where Mexican creators and industries combine global animation, comics, and video games), SmartFilms (film festival made with cell phones) and this year we made the alliance with the first EarthX Mexico Environment Festival.

In these events, we promote coverage and dissemination of Mexican talent through diverse platforms.

EMPLOYEES

Internal communication (e.g., Intranet) and training.

Corporate campaigns.

TION

Intranet, an internal website, where we provide all the brand information, corporate culture, purposes, and values of the Company.

When an employee joins Televisa, he or she goes through an introductory course which addresses different topics of the brand, its care, and relevance.



CORPORATE CAMPAIGNS

In 2018, Televisa launched "Mujeres Estelares" campaign in the framework of International Women's Day, to recognize women who are an example and inspiration, and who with their daily actions, promote the development and transformation of their environment and our country.

"Mujeres estelares" managed to unite Televisa's corporate muscle to reach female audiences through various contact points with key messages, programming and special contents in open and paid television, editorial, film and digital. The campaign was also part of the Mothers' Day celebration.

Likewise, at the end of last year, we launched the campaign "Mi propósito eres tú" which, more than being a year-end campaign, was a campaign in which the Company showed the contents and characters that will be present throughout 2019 and which will be the axis of Televisa's communication for its consumers.





BRAND RECOGNITIONS

(GRI 103-1, GRI, 103-2, GRI 103-3, G4-M2, G4-M3, G4-M4, G4-M5, G4-M6)

We are widely recognized for our attributes as a brand that is global, plural, diverse, and close-to-the-audience. According to WPP and Kantar Millward Brown 2018, Televisa has the 5th position of the BrandZ Top 30 ranking of the most valuable brands in Mexico; and 13th place in BrandZ Top 50 of the most valuable brands in Latin America².







CONTENT RESPONSIBILITY (GRI 103-1, GRI, 103-2, GRI 103-3, G4-M2, G4-M3, G4-M4, G4-M5, SASB SV-ME-260a.2)



The creation and distribution of content is a widely recognized business line of Grupo Televisa. We know that our audience is heterogeneous and, consequently, our content must consider their different needs and expectations. We know that to keep on being a sustainable business, it is essential that we remain responsible in our content business.

Grupo Televisa creates content with a focus on social responsibility, including topics on cultural diversity, women's empowerment, gender equality, age discrimination, disability or sexual orientation, among others. These and other social responsibility issues have been an important part of the innovation workshops implemented by the Production Division. In addition, our programming includes a notice about content classification, and some of our channels have subtitles for people with hearing disabilities.

Responsible content management is based on various procedures that allow us to identify the needs of the public and market trends, establish guidelines for the development of content projects, evaluate the viability of projects acquired from third parties, analyze and develop literary assets and narratives, and evaluate and improve pilot tests.

CONTENT RESPONSIBILITY IN EDITORIAL TELEVISA

As a content producer, Editorial Televisa takes its responsibility very seriously, and its main objective is to communicate values that are important both for the Company and for society. These values are reflected in our Code of Ethics, which must be respected by all members of the Company and includes, among other issues, respect for the public, its religious practices and sexual diversity, and instructs to avoid any discrimination on the grounds of ethnicity or social, economic, educational or professional activity.

Additionally, at Editorial Televisa, we respect freedom of expression, and we know that this freedom can be abused if it is not properly supervised. For this reason, there are filters to review our content and verify that biased content or content that represents particular interests that contravene the Company's philosophy or social values is not published.

All/information coming from external sources goes through a review process before it can appear in Editorial

Televisa publications, with the aim of avoiding fake news or information that could deceive or confuse our audience.

Our editors and collaborators receive constant reminders about the social responsibility of their professional commitment, understanding that they should always consider our readers, who trust the information we publish. We seek to build loyalty, achieved by maintaining high-quality content standards and respecting the profiles of each publication and its target audience.

To ensure plurality, in our publications, there is always an opportunity to show different points of view both on simple and controversial topics.

We know that our publications have a significant penetration rate at different social levels since our contents reach all Mexican households as well as other regions and countries such as Central America, Colombia, and Argentina, among others. Therefore, we develop content suitable for all audiences. There are titles





CONTENT RESPONSIBILITY IN TELEVISA DEPORTES

Televisa Deportes is governed by a policy that confirms the values that must be respected by each member of the team and which must be reflected in all programs, news, and publications.

The values that define the communication between Televisa Deportes and the audience are:

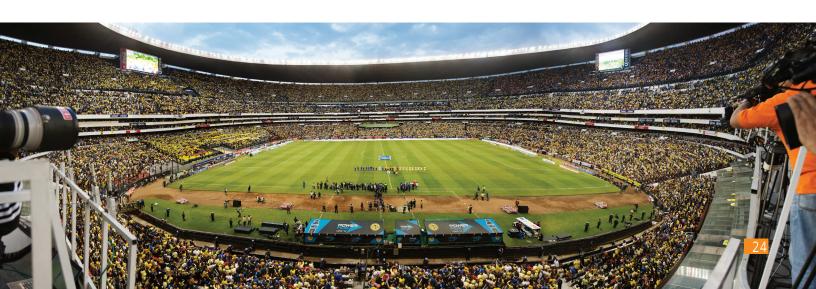
Figure 1. Values for Televisa Deportes



The cornerstone of Televisa Deportes' work philosophy is editorial independence, which is to provide the opportunity for presenters, critics, journalists and anyone who is in contact with the audience to express their opinion without censorship, as long as the following values govern their statements:



The opinion of the presenters must arise from a personal conviction to express themselves freely without external influences and must respect people, ideologies, and institutions. Any opinion must be based on a solid knowledge on the subject and should be structured by the general guidelines of the Company.



SOCIALLY RESPONSIBLE MARKETING

(GRI 103-1, GRI, 103-2, GRI 103-3, G4-M2, G4-M3, G4-M4, G4-M5)

The commercial management area of Televisa is committed to the alignment of the Company's sustainability strategy and is aware of the impact of its daily actions in the construction of sustainable best practices. In this way, all strategies and systems related to customers, suppliers, and employees are governed by a solid code of ethics and a self-regulatory framework aligned with the legal principles of the advertising industry.



In the communication and information industry, we know that every strong and lasting relationship has a critical component of honest practices that build confidence on both sides. We are committed to building even better relationships with our customers, based on the transparency of our strategies and actions. This is reflected in the public access to our commercial model and policies, as well as in the revision, update and publication of rates, as the market demands it. This information is published https://example.com

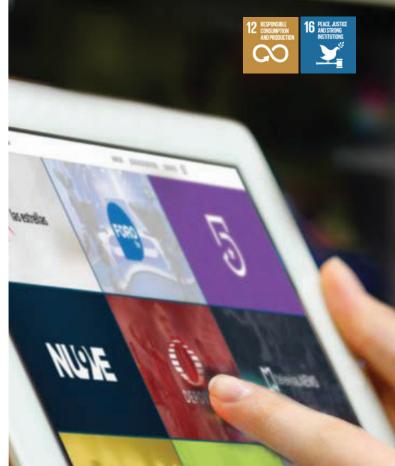
VALUES AND LEGALITY

Several regulatory codes frame of our policies and protect, in the first place, the integrity of our audiences, making sure the advertising content is honest, truthful and respectful to the audience. To do this, we previously verify materials so that they meet the quality control objectives set by the Company. A second subject is our adherence to the Audiovisual Content Classification Guidelines set by the Ministry of the Interior in the programming of the commercial guideline that protects our minor audiences from content not suitable for their

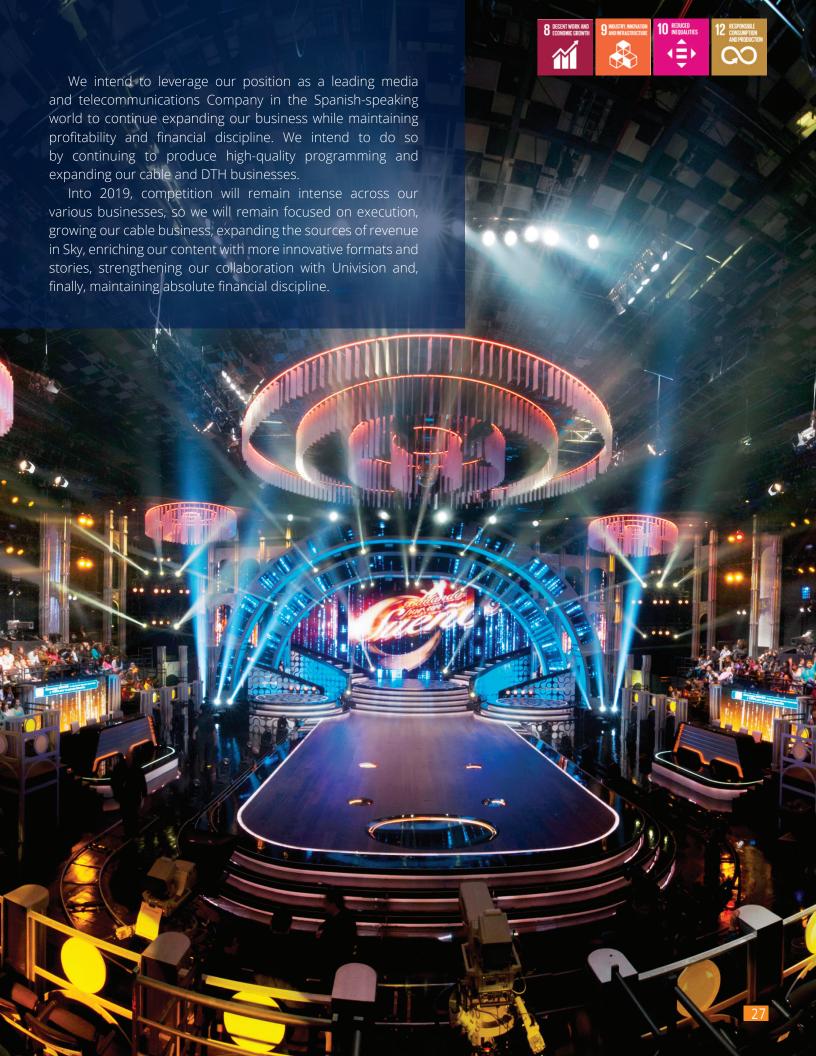
age; we also comply with the Advertising Guidelines issued by the Federal Commission for the Protection against Sanitary Risks (COFEPRIS). The timely disclosure to our customers of the modifications and new clauses that may arise from both regulatory institutions has been of vital importance in both points.

In the same way, we are aware of the importance of being active participants in the advertising industry as well as in the design of ethical frameworks of free and legal competition. In this context, we have joined self-regulatory organizations such as the Council of Self-Regulation and Advertising Ethics (CONAR), Movement for a Healthy Life (MOVISA), National Advertising Association (ANP), Communication Council, among others.

We intend and continue to support actions to improve sustainability practices in our policies and processes. We are building 2019 under these same axes, also adding an axis of corporate culture that permeates these values at all levels of our commercial organization, as well as in the relationship with our customers, suppliers and the transparency of each of our actions.









(GRI 102-19, GRI 102-20, GRI 102-21, GRI 103-1, GRI 103-2, GRI 103-3, 102-12, 102-13, GRI 102-30, GRI 102-31, GRI 102-32, GRI 102-33, GRI 102-34, GRI 203-1, GRI 203-2, G4-M6, G4-M7)























We are strongly committed to continually developing strategies to improve our performance and to implement effective initiatives to positively impact our environment and society. Our sustainability achievements are the result of a constant review and enhancement of our internal policies, procedures, and management systems to improve our corporate performance. Key performance indicators (KPIs) are developed continuously and are managed and monitored in social, economic, and environmental spheres.

As a leading media Company that is committed not only to reduce the negative impact of our operations but also to protect the environment, we demonstrate a strong commitment to sustainability as an essential element of our operations.

Our strategy reinforces our commitment to national and international standards and certifications through which we align our performance to the global agenda by focusing on:

- i) protection and management of our natural resources,
- ii) mitigation of climate change risks,
- iii) responsible management of our waste generation,
- iv) preservation of water resources,
- v) provision of health and safety conditions,
- vi) respect to human rights,
- vii) development of favorable labor conditions,
- viii) support to communities,
- ix) attention to our clients' needs,
- x) collaboration with our supply chain, and
- xi) promotion of ethical performance, among many other actions designed to strengthen our corporate position and to foster sustainable development for the Company and our stakeholders









GRUPO TELEVISA'S STAKEHOLDERS

(GRI 102-13, GRI 102-40, GRI 102-42, GRI 102-44)

We consider our stakeholders in all the decision-making processes of the Company, given that they impact directly or indirectly our operations and those we may influence their actions and decisions.

Since our sustainable performance is relevant to their assessments, evaluations, and the fulfillment of their needs, we establish several mechanisms to identify and respond to their requirements, interests, and concerns. We are aware that transparent communication and effective development and involvement with stakeholders is essential to our performance as we move forward along a sustainable path.

Table 2. Grupo Televisa's Stakeholder's classification

EMPLOYEES k	 To manage and evaluate talent development through training, safety, and promotion programs. To support programs and benefits to employees and their 	Turnover rates.Work environment.	Code of ethics.Internal policies.Internal communication
	families. • To promote employee safety and welfare	• Evaluation	media. • Complaints and suggestions mailbox.
SHAREHOLDERS	 Profitability and transparency of actions and results. 	Financial results.Operating metrics.The information posted on our website.	Annual report.Form 20-F.Quarterly reports.Press releases.Corporate website.
SUPPLIERS	 To reinforce the good performance of our suppliers. Management and compliance with service agreements. 	• Contract policies.	E-mail, corporate website, purchasing department.

STAKEHOLDERS	COMMITMENTS	MEASURING MECHANISMS	CONTACT CHANNELS
STRATEGIC ALLIANCES AND COMMERCIAL PARTNERS	 Generation and development of projects on all platforms. 	Results of strategic alliances.Commercial alliances in different lines of business.	Corporate website.Press releases.Industry's magazines.
CLIENTS / PURCHASERS OF ADVERTISING SPACE	 Attractive commercial proposals on all platforms. 	 Guidelines in advertising spaces available and adaptable for each type of product. Service surveys. Prospective clients. 	Business plans.Corporate website.Events.
GOVERNMENT	 Compliance with quality standards and corresponding regulations. 	Environmental regulationCivil protection.Certifications.Compliance with the Securities Market Law.	Corporate website.Press releases.
PUBLIC	 To provide the public with content and information of quality on all platforms. 	• Market research studies.	 Content across all media platforms and corporate website. Events. Sale of products. Open calls from the public
SOCIETY	• To strengthen closeness to people, and to contribute to society through actions that seek an improvement in the environment in which we live.	 Social responsibility actions and impact on communities. Human resources. Value and social investment of the company. 	 Social campaigns. Corporate website. Fundación Televisa's educational, cultural and entrepreneurial programs
ACADEMY	 Projects. Sharing knowledge and information. Training. Professional practices and social service. Scholarships. 	Project management and results.Participation in events.Student calls.	Networking.Corporative events.Corporate website.Trainees program.

We classify out stakeholders into six different categories, which we refer to as the relevant pillars related to our stakeholders.



Institutions and associations serve as key stakeholders to Grupo Televisa, and we continue to be dedicated to such stakeholders through our promotion of education, welfare and health. These include non-profit entities, financial institutions, businesses, among other institutions in Mexico.

Please refer to the 2018 Annual Report of Fundación Televisa https://informe.fundaciontelevisa.org/informe2018/ for additional information about all the stakeholders classified as organizations and institutions and the initiatives with each one of them.



MATERIALITY ANALYSIS OF GRUPO TELEVISA

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 102-46, GRI 102-47, SASB TC-TL-520a.3)

We aim to constantly improve our social, environmental, and economic performance while meeting or exceeding our stakeholders' expectations and demands at the national and global level.

To effectively perform our operations, we need to be aware of the political, geographical, social, and environmental risks that may affect the achievement of our corporate goals and may represent an important consideration for our stakeholders' assessments and objectives.

As a result, apart from the risk assessments we perform on the financial, legal, political, technological, social, and environmental aspects that affect us, we are aware that ongoing analysis must be performed to identify the relevant topics on which we must allocate our resources to stand out in a global, dynamic and competitive environment.

Therefore, in 2018, we completed our second³ Grupo Televisa materiality analysis that enables us to be aware of the challenges and opportunities in our sector, as well as the core topics to be considered by our consumers, clients and relevant stakeholders.

This analysis allows the Company to understand the impact about aspects relating to business strategy, identify the expectations and needs of stakeholders, and focus the accountability strategy. It combines the internal viewpoint of the different businesses and the external viewpoint of the stakeholders, thus applying the Principles for defining report content of the Global Reporting Initiative (GRI) by the GRI 101 Standard: Foundation.

In addition, the materiality analysis incorporates SASB standards by SASB Materiality Map, which is an interactive tool that identifies and compares disclosure topics across different industries and sectors. Using SASB Materiality Map, we focus sustainability strategies on the most important issues for the Company's media & entertainment, and telecommunications services industries.

METHODOLOGY

The analysis performed for the 2018 Sustainability Report is based on a methodology focused on identifying and analyzing the significant topics for our stakeholders and the Company. We consider the following relevant elements, among others:

1. **IDENTIFICATION** Review and update of the elements identified in the 2014 materiality analysis, to examine the most relevant elements deeply and widen the scope to include those aspects that have recently arisen.

2. PRIORITIZATION of these elements based on a twofold analysis:

A. EXTERNAL ANALYSIS:

- i. Criteria and elements assessed on:
- 1. Dow Jones Sustainability Indexes (DJSI), FTSE4GOOD, and rating firms' methodologies.
 - 2. GRI Standards indicators,
 - 3. SASB Standards indicators,
 - 4. 17 Sustainable Development Goals UN,
 - 5. AA 1000 (AccountAbility 1000) in its three series:
- a. AA1000AS (2008): Assurance of commitments to the focal sustainability issues of the organization.
- b. AA1000SES (2015): standard of excellence for the application of the commitment of the stakeholders to determine materiality; evaluation, design, implementation, and communication of an integral approach of interest groups.
- c. AA1000AP (2018): identification, prioritization, and responses to the challenges of sustainability to improve the corporation's performance in the long term.
- 6. ISO 26 000 in stakeholder engagement and core issues.
- ii. Expectations of stakeholders in terms of social, environmental, and corporate governance criteria.
- iii. Analysis of relevant aspects for the stakeholders identified in the press and on social networks.
 - iv. Consultation with:
 - 1. National and international bodies,
 - 2. Sector institutions,
 - 3. Sector opinion leaders,
 - 4. Relevant companies in the sector,
 - 5. Social regulators/leaders, and
 - 6. Non-Governmental Organizations (NGOs).

B. INTERNAL ANALYSIS4:

- i. Consultation through questionnaires, and interviews with:
 - 1. Employees,
 - 2. Executives, and
 - 3. Top management.

A comparison between Televisa and its industry peers was also performed. For this purpose, and to obtain valuable information for the materiality analysis, interviews were conducted with key executives and employees of the organization, and multiple analysis were based on internal reports and information, external communications, and other sources of information obtained from communications from main sectors where Grupo Televisa operates, such as (a) Content, (b) Telecommunications, (c) Publishing and (d) Other related.

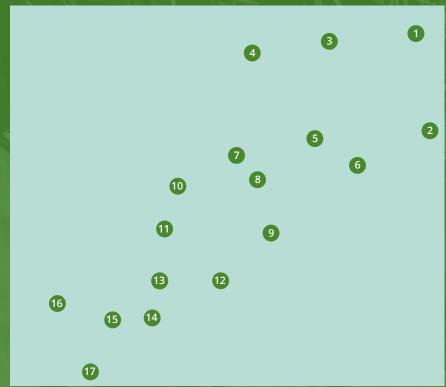
As a result, we identified the main areas in which the Company can improve performance, and then, we consulted with the top management regarding the impact prioritization of topics.

3. VALIDATION Review, validation, and assessment of the results.

We present the result and the materiality matrix shown below because of the identification, impact prioritization, and validation of the material aspects of our stakeholders. Throughout the report, all topics are addressed; in some cases, the scope of each one may consider specific entities, which is stated in every case.



Figure 4. Materiality analysis of Grupo Televisa



MATERIAL TOPICS

- 1. Anticorruption and transparency
- 2. Sustainable management of the supply chain
- 3. Data and information security
- 4. Client and data privacy
- 5. Cornorate governance
- 6. Inclusion, diversity and evaluation of employees
- 7. Freedom of expression and freedom of association
- 8. Energy management
- 9. Human rights, not forced labor, and not child labor
- 10. Labor practices, health and safety at work
- Risk management
- 12. Financial topics
- 13. Environmental management and climate change
- 14. Social impacts in communities
- 15. Biodiversity
- 16. Communication mechanisms
- 17. Relations with the interest groups

- IMPACT FOR THE COMPANY +



PROCESS FOR CONSULTATION WITH STAKEHOLDERS

(GRI 102-42, GRI 102-43)

Grupo Televisa's success depends mostly on our commitment and communication with our stakeholders. Therefore, we continue focused on sustainable development as part of our offerings and commercial strategy, in order to continue meeting the expectations of our stakeholders and creating added value for them.

Our business strategy aims to generate actions that allow a complete integration, full development, and effective participation with our stakeholders. The following table shows the process for consultation with our stakeholders:

Table 3. Process for consultation with stakeholders

STAKEHOLDER	PROCESS FOR CONSULTATION
EMPLOYEES	Code of Ethics, internal policies, internal communication mechanisms, hotlines.
SHAREHOLDERS	Annual report, Form 20-F, quarterly reports, press releases, web page.
SUPPLIERS	Email, web page, purchasing department.
STRATEGIC ALLIANCES	Web page, press releases, sectorial magazines.
CLIENTS	Commercial plans, web page, events.
GOVERNMENT	Web page, press releases.
AUDIENCE	Content through all our platforms (TV and digital), events, and products advertising.
SOCIETY	Social campaigns and web page.
ACADEMY	Binding programs, events, web page, and career opportunities.



ETHICS AND COMPLIANCE (GRI 103-1, GRI 103-2, GRI 103-2, GRI 102-16, GRI 102-17, GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1, GRI 410-1, GRI 412-2, GRI 419-1, SASB TC-TL-230a.1)







The continuous improvement of Grupo Televisa depends on the commitment of each stakeholder to protect and strengthen our image and reputation. This is only achievable by adhering ourselves to the highest standards of personal and professional integrity. Therefore, our Code of Ethics incorporates fundamental principles of ethical conduct to be followed by all who are part of Grupo Televisa to address four main topics: corruption and conflict of interest, discrimination, the confidentiality of the information and anticompetitive practices. The Audit Committee through the Internal Audit Vice-presidency, has supervised the Code of Ethics, updated in 2012. The Audit Committee is currently composed of four independent members.

In alignment with the Code of Ethics, specific guidelines of the integrated system of internal control are established and communicated through written policies and procedures.

The purpose of the Code of Ethics is to formalize our commitment as a Company to perform at the highest ethical levels. Every director, executive, and employee in all of the corresponding divisions and subsidiaries must ensure that the highest level of honesty and integrity is maintained during the execution of their responsibilities, as well as in any action performed on Grupo Televisa's behalf. The Code of Ethics articulates our corporate aspiration, our mission and values; as a result, through the activities we perform, ethical goodwill is an intrinsic and an added value that grants us competitive advantages.

Figure 5. Relevant aspects in the Code of Ethics



CORRUPTION AND CONFLICT OF INTEREST

We are committed to the implementation of programs focused on preventing corruption and conflict of interests, as well as to the specification of their related sanctions. Employees and executives must fully accomplish the internal policies to prevent corruption and comply with the Code of Ethics.



DISCRIMINATION

The Code of Ethics states that all people deserve to be treated equally, without distinction of gender, civil status, age, religion, race, socio-economical class, nationality, political preference, impairment or personal convictions, among others, and prohibits and condemns discriminatory practices.



CONFIDENTIALITY OF INFORMATION

Business information projects and operations are managed with the required confidentiality and discretion, based on an ethical conduct.



ANTITRUST PRACTICES

Antitrust practices must be reported to the Legal Vice-presidency, with the purpose of protecting, promoting and preserving free, fair, honest and vigorous competition.

The Code of Ethics defines ten fundamental values that help us accomplish our business mission and vision, while we continue fulfilling the expectations of our stakeholders about our ethical behavior.

Figure 6. Grupo Televisa values





The Code of Ethics incorporates the fundamental principles of ethical conduct to be followed by all those who are part of Grupo Televisa, so adherence to its content is mandatory. The adhesion represents a declaration of institutional loyalty in order to maintain the image and performance of the Company within the solid values of integrity towards our customers, shareholders, suppliers, employees, and the community.

At Grupo Televisa, the viability and success of our professional work depend, largely, on the credibility we forge with our clients, investors, and the general public. This credibility is based on the commitment to four principles that govern our behavior.

Figure 7. Principles of conduct

DISCIPLINE

• Perform any activity in accordance with internal policies and norms, as well as with applicable laws and regulations, since these promote order to everything that we do and consequently promote the achievement of the organizations objectives and protect the institution's patrimony.

INTEGRITY

- Be consistent between what it is said and done
- Demonstrate a genuine interest in dealing with shareholders, clients, suppliers, employees and authorities in a respectful way, always based on a professional conduct.
- Consolidate our reputation of integrity through an ethical culture.

RESPECT

 Act within a framework of respect and tolerance towards others, since this will allow us to strengthen the interpersonal relationships which are basic for the adequate development of our activities.

DISCRETION

 Treat business information projects and operations with absolute reserve and confidentiality, avoiding disclosure to third parties without previous authorization

On the one hand, our employees sign an adhesion letter to the Code of Ethics when they are hired, assuming the commitment to adhere to and respect the Code of Ethics. On the other hand, certain upper management executives endorse their commitment to the Code of Ethics every two years through an adherence letter sent to the Compliance Department. The omission of this obligation by these executives in place shall be considered as a rejection to the provisions of the Code of Ethics and may result in disciplinary actions or the justified termination of their employment relationship with the Company.



ANTICORRUPTION PRACTICES AND RELATED-PARTIES

(GRI 205-1, GRI 205-2, GRI 205-3)

Grupo Televisa acknowledges the importance of mitigating corruption and bribery risks. We have a solid framework to systematically reduce risks and create value for our stakeholders, based on policies, manuals, internal controls, and training programs.

NON-FINANCIAL RISK MANAGEMENT

The most significant non-financial risks that the Company faces and permanently monitors are: i) fraud, ii) conflict of interest, iii) bribery and iv) coercion. During the fiscal year 2018, no changes were observed regarding the nature and magnitude of the risks concerning previous exercises. In addition, the following activities were carried out aimed at strengthening risk management: updating the antifraud program and policies such as i) declaration of related persons, ii) adherence to the Institutional Code of Ethics, iii) recruitment of personnel and iv) receipt of gifts.

FRAUD

CONFLICT OF INTERESTS



⁵Corruption-related significant risks are assessed by our Code of Ethics, which is publicly available at http://www.televisair.com/~/media/Files/T/Televisa-IR/documents/codes-and-bylaws/codes-and-bylaws.pdf.

ANTICORRUPTION POLICY

Our Anticorruption policy aims to reduce those risks is addressed to employees, agents, and counselors of the Company, and contains the stated prohibition of bribery of public and commercial servants. The policy explicitly prohibits corruption and bribery in any form and states that any act of corruption must be reported to the Complaint System. It is available on the Company's intranet for consultation by employees anytime, and its contents are communicated through several channels, such as mailing campaigns, corporate boards, and wallpapers.

Also, our Anticorruption Manual aims to ensure the correct implementation of the Anticorruption policy by employees, agents, and other parties.

Any act of corruption is considered illegal, including bribes to government officers. The Anticorruption Manual strictly states that no monetary contributions to government, candidates or political parties are allowed.

We also rely on other policies to reduce corruption and bribery risks in procurement operations, such as:

- "Contracts registration and payments of goods and services" policy
- · "Payment to suppliers without contract, registration, and modification to the suppliers' catalog" policy.
- "Purchase of goods and services" policy.
- · "Impulse purchases" policy.

Table 4. Key actors and responsibilities for preventing corruption

KEY ACTOR	RESPONSIBILITY
EMPLOYEES	 To be aware of the internal policies guidelines, its principles, and main consequences. To report, through the Complaint System, any act of corruption linked to a person related to the Company. To notify the Anticorruption Supervision Group, when any person or legal entity, partner, or office who has business projects, contract or any agreement with Grupo Televisa, intends to obtain benefits for the Company in the face of any authority, government official, person or legal entity of the private sector, through corruption and/or improper acts. If receiving a request for a bribe or a suspicious payment, report it immediately through the Complaint System. To cooperate in investigation processes, reviews, and audits.
ANTICORRUPTION COMPLIANCE COMMITTEE	 To monitor the application of the Anticorruption Program Manual. To report to the Audit Committee the adhesion and differences regarding the Anticorruption Program Manual compliance and the measures to be implemented in case of violations. To report to the Audit Committee and the Board of Directors of the Company, when the Anticorruption Compliance Committee considers it necessary, the compliance status of the Company regarding the Anticorruption Program Manual. To establish the required mechanisms to assure that no person related to the Company will suffer retaliation for refusing to perform or for reporting any act of corruption and/or improper act.

KEY ACTOR	RESPONSIBILITY
INTERNAL AUDIT	 Evaluation and implementation of internal controls to prevent and avoid acts of corruption in the Company. To manage, implement, and operate the Complaint System.
HUMAN RESOURCES	- To update the training programs for employees of the Company, as well as the communication mechanisms on anticorruption.
LEGAL	- To monitor and address any legal issues that may arise from the reviews on the anticorruption matter.
ANTICORRUPTION SUPERVISION GROUP	 To monitor the development and implementation of the Anticorruption Compliance Program. To prepare the reports to be presented to the Anticorruption Compliance Committee. These reports must include statistical information regarding the Company's Compliance Program and anticorruption regulations, the reported irregularities and the results of the investigations performed.
COMPLIANCE DEPARTMENT	 To review and respond to investigations and inquiries about aspects related to acts of corruption and/or improper acts. When applicable, approve expenses for attention or acts by the Anticorruption Program Manual. To review and respond to all questions from the people related to the Company, regarding the Anticorruption Program Manual and other similar policies. To gather once a year the compliance certificates in the corresponding format from the relevant executives of the Company.

ANTICORRUPTION TRAINING CAMPAIGN

Grupo Televisa's anticorruption training campaign aims to train 100% of its employees. In 2018, face to face training sessions were delivered to 16,366 employees distributed as follows: 3,995 Televisa employees, 1,265 SKY employees, and 11,106 IZZI employees.

For 2019, we aim to deliver face-to-face training in anticorruption practices to an additional 10,980 employees. There is also a project to expand the scope of trained employees through an online training system.



COMPLAINT SYSTEM

Grupo Televisa provides anonymous and confidential means of communicating complaints through a communication channel for employees. The Complaint System policy establishes guidelines for the receiving and addressing complaints about acts committed by employees or third parties, in addition to what is established in the Company's Code of Ethics.

The Audit Committee is responsible for protecting the anonymity of the people who make a complaint and to ensure that no action is taken against them. Employees and third parties are allowed to report violations of the provisions established by the Code of Ethics and communicate any situation that affects interests, business objectives, and human capital. The Complaint System is confidential, but at the discretion of the complainant, it may or not be anonymous.

Figure 9. The communication channels through which our stakeholders can report complaints or issues are:

WEBSITE

(http://capturadenuncias.televisa.com.mx/DenunciasCaptura/denuncias_tel.aspx).

INTRANET

Only for employees

CALL CENTER

Call free of charge 01-800-007-8477 from anywhere in the Mexican territory (audited by third-party)

TRADITIONAL MAIL

Av. Vasco de Quiroga 2000. Col Santa Fe. Mexico City, postal code 01210, addressed to Audit Committee.

EMAIL

denuncias@televisa.com.mx





INTERNAL AUDIT AND MONITORING SYSTEMS

As a result of the Internal Audit procedures carried out during the fiscal year 2018, no evidence was found to demonstrate the existence of any act of corruption during the year. In addition, no record of any lawsuit alleging corruption filed against the organization and/or its employees was found.

ETHICS RELATED COMPLAINTS

The complaints received mainly refer, among other issues, sexual harassment or conflict of interests. Among the measures taken to address them are administrative sanctions, a warning or in some cases, termination of the contract.

RELATED-PARTIES AND CONFLICT OF INTERESTS

The "Related-Parties Declaration" policy states that Grupo Televisa's top management and its suppliers must declare the existence or nonexistence of related parties by a formal process, each time a new transaction begins or in the case of a modification in the employee's status. The Internal Audit Department is in charge of receiving and analyzing the employees and suppliers' related-party declarations and then sharing it with the Audit Committee. Any data breach detected in the related-party declaration implies the termination of the contract.

In addition to the above, our Code of Ethics prohibits any action or omission that is intended to be carried out or not performed in any matter in which there are conflicts of interest. In accordance with the Code of Ethics, all directors, officers and employees must certify their understanding and compliance with these requirements.



CORPORATE GOVERNANCE



Our corporate governance practices are based on transparency, accountability, equality, and a compliance framework, based on policies aimed to strengthen our structure, generating value, and long-term presence in the market. Our Corporate Governance framework is key to achieve strong risk management, prevention of conflicts of interest, transparent communication, collective decisions and performance evaluation of our operations. We are a Mexican corporation with shares in the form of CPOs listed on the Bolsa Mexicana de Valores, or Mexican Stock Exchange (BMV, for its acronym in Spanish).

Our corporate governance practices are governed by our bylaws, the Ley del Mercado de Valores, or Mexican Securities Market Law, and the regulations issued by the Comisión Nacional Bancaria y de Valores, or Mexican Banking and Securities Commission (CNBV, for its acronym in Spanish) and the BMV. Although compliance is not mandatory, we also adhere with the principles of the Código de Mejores Prácticas Corporativas (Mexican Code of Best Corporate Practices), which was created in January 1999 by a group of Mexican business leaders and is endorsed by the CNBV.

As a foreign private issuer listed on the New York Stock Exchange, or NYSE, we are subject to different corporate governance requirements than a U.S. company under the NYSE listing standards. With certain exceptions, foreign private issuers are permitted to follow their home country practice standards. Pursuant to Rule 303.A11 of the NYSE listed company manual, we are required to provide a summary of the significant ways in which our corporate governance practices differ from those required for U.S. companies under the NYSE listing standards. A summary of those differences is available in our Form 20-F 2018, available at: (http://www.televisair.com/en/reports-and-filings/form-20-f).

The management of our business is vested in our Board of Directors. Our bylaws currently provide for a Board of Directors of up to 20 members, of which at least 25% must be "independent directors." Our bylaws provide that the Executive Committee may generally exercise the powers of the Board of Directors, except for those expressly reserved for the Board in our bylaws or by applicable law. The Company also has an Audit Committee and a Corporate Practices Committee. The Audit Committee is currently composed of four independent members, and the Corporate Practices Committee is composed of three independent members, who are elected by the Board of Directors. The Chairman of each committee is elected and/ or ratified by the shareholders.

BOARD OF DIRECTORS

We understand the importance of independence and composition of the Board of Directors for our stakeholders, and acknowledge that an effective and balanced board results in better management decisions, risk mitigation, and value creation.

According to Article 24 of the Mexican Securities Market Law, for each proprietary director in the Board of Directors, it is possible to designate a respective substitute. Likewise, the applicable law provides that at least 25% of proprietary directors must be independent.

As of today, the percentage of independent directors in our Board exceeds the minimum percentage established by the applicable law and the Code of Best Corporate Practices. In order to have a quorum for a meeting of the Board of Directors, at least 50% of the directors or their corresponding alternates must be present, and its resolutions, to be valid, shall be adopted by the favorable vote of the majority of the directors in attendance. However,



if the Board of Directors meets to discuss certain proposed acquisitions of our capital stock, at least 75% of the directors or their corresponding alternates must be present, and its decisions and resolutions, to be valid, shall be adopted by the favorable vote of the majority of the directors in attendance. In the event of a deadlock of our Board, the Chairman will have the deciding vote.

All proprietary and alternate members of the Board of Directors were elected and/or ratified in their positions by our 2019 annual shareholders' special and general meetings, which were held on April 29, 2019. The Board of Directors is composed of twenty proprietary members, four of whom are related, one of which is outside related, and fifteen are independent.

At our Annual Stockholders' General Meeting, which was held on April 29, 2019, a majority of the holders of the Series "A" Shares voting together elected eleven of our directors and their corresponding alternates, and a majority of the holders of the Series "B" Shares voting together elected five of our directors and their corresponding alternates. At our special shareholders' meetings, a majority of the holders of the Series "L" Shares and Series "D" Shares elected, each series

of shareholders, two directors and their corresponding alternates, who are all independent. Except for one alternate director that can only substitute a particular director, each alternate director may vote in the absence of a director in accordance with the series of shares that designated the corresponding director. Directors and alternate directors are elected for one-year terms by our stockholders at each annual stockholders' meeting.

A majority of the members of our Board of Directors must be Mexican nationals and must be elected by Mexican shareholders. Our bylaws prohibit the appointment of individuals who: (i) are members of the board of directors or other management boards of a company (other than Grupo Televisa or its subsidiaries) that has one or more concessions to operate telecommunications networks in Mexico; or (ii) directly or indirectly, are shareholders or partners of companies (other than Grupo Televisa or its subsidiaries), that have one or more concessions to operate telecommunications networks in Mexico, with the exception of ownership stakes that do not allow such individuals to appoint one or more members of the management board or any other operation or decision making board.

Table 5. Members of the Board of Directors

MEMEBER

EMILIO FERNANDO AZCÁRRAGA JEAN ALFONSO DE ANGOITIA NORIEGA ALBERTO BAILLÉRES GONZÁLEZ JOSÉ ANTONIO CHEDRAUI EGUÍA FRANCISCO JOSÉ CHÉVEZ ROBELO JON FELTHEIMER JOSÉ LUIS FERNÁNDEZ FERNÁNDEZ SALVI RAFAEL FOLCH VIADERO MICHAEL THOMAS FRIES MARCOS EDUARDO GALPERIN

GUILLERMO GARCÍA NARANJO ÁLVAREZ
BERNARDO GÓMEZ MARTÍNEZ
CARLOS HANK GONZÁLEZ
ROBERTO HERNÁNDEZ RAMÍREZ
ENRIQUE KRAUZE KLEINBORT
LORENZO ALEJANDRO MENDOZA GIMÉNEZ
FERNANDO SENDEROS MESTRE
ENRIQUE FRANCISCO JOSÉ SENIOR HERNÁNDEZ
EDUARDO TRICIO HARO
DAVID M. ZASLAV

Please refer to the Company's Form 20-F 2018, pages 100 - 107 for more information regarding our directors' name and date of birth, principal occupation, business experience, first elected year, and positions in other companies' boards of directors (http://www.televisair.com/en/reports-and-filings/form-20-f)

Our bylaws provide that our Board must meet at least quarterly and that a Board meeting may be called by either our Chairman, 25% of the Board members, the Secretary or alternate Secretary of the Board, the Chairman of the Audit Committee or the Chairman of the Corporate Practices Committee.

The Mexican Securities Market Law imposes a duty of care and a duty of loyalty on directors. The duty of care requires our directors to act in good faith and in the best interests of the Company. In carrying out this duty, our directors may be required to obtain the necessary information from the Company's Co-Chief Executive Officers, the executive officers, the external auditors, or any other person.

Our directors may be liable for damages and losses caused to the Company and its subsidiaries as a result of violating their duty of care. The duty of loyalty requires our directors to preserve the confidentiality of information received in connection with the performance of their duties and to abstain from discussing or voting on matters in which they have a conflict of interest. In addition, the duty of loyalty is breached if a stockholder or group of stockholders is knowingly favored, or if, without the express approval of the Board of Directors, a director takes advantage of a corporate opportunity.

The duty of loyalty is also breached, among other things, by (i) failing to disclose to the Audit Committee or the external auditors any irregularities that the director encounters in the performance of his or her duties; or (ii) disclosing information that is false or misleading, or omitting to record any transaction in the Company's records that could affect its financial statements. Directors may be liable for damages and losses caused to the Company and its subsidiaries for violations of the duty of loyalty. This liability also extends to damages and losses caused as a result of benefits obtained by the director or third parties, as a result of actions of such director.

Our directors may be subject to criminal penalties of up to 12 years of imprisonment for certain illegal acts involving willful misconduct that results in losses to the Company. Such as the alteration of financial statements and records. For more information on the legal actions that Grupo Televisa can take for damages to the Company, consult the Form 20-F 2018 (http://www.televisair.com/en/reports-and-filings/form-20-f).

CHAIRMAN OF THE BOARD

Emilio Fernando Azcárraga Jean is the Executive Chairman of the Board and Chairman of the Executive Committee of Grupo Televisa, as well as the Chairman of the Board and Chairman of the Executive Committee of Empresas Cablevision. He previously served as President and Chief Executive Officer of Grupo Televisa.





CHIEF EXECUTIVE OFFICER

A CEO is responsible for the management, conduction, and execution of the Company and its subsidiaries by the provisions of the Mexican Securities Market Law.

Alfonso de Angoitia Noriega and Bernardo Gómez Martínez hold the position of Co-Chief Executive Officers and are also members of the Executive Committee of Grupo Televisa, and members of the Board and the Executive Committee of Empresas Cablevisión.

Our Co-Chief Executive Officers are assisted by the top management, for the exercise of their functions and activities, as well as for the due fulfillment of their obligations.

Under Mexican law, by the mere fact of his or her appointment, a person serving as Chief Executive Officer is the main executive of a company and, in addition to the duties granted to him or her by the Mexican Securities Market Law, has the following duties:

- a) Is the executor of the resolutions and measures issued by the Annual Stockholders' Special and General Meetings, by the Board of Directors and by the Executive Committee.
- b) Appoints and/or removes the Vice-presidents of the Company, as well as other officers and employees that are necessary for the proper attention of the Company's affairs and its subsidiaries, indicating their responsibilities and duties.
 - c) To manage the businesses and assets of the Company.

- d) To nominate the members of the Executive Committee of the Company.
- e) The creation of special committees and the designation of the executives who must integrate them, defining their faculties, duties, and remunerations.

COMPENSATION OF DIRECTORS AND OFFICERS

The information regarding compensation to the members of the Board of Directors of Grupo Televisa and officers, as well as the benefits to which they have access, is published in the Company's Form 20-F 2018 (see page 112, http://www.televisair.com/en/reports-and-filings/form-20-f)

SHARE OWNERSHIP OF DIRECTORS AND OFFICERS

Grupo Televisa publishes the information regarding their major shareholders in our Form 20-F 2018 (see page 114, http://www.televisair.com/en/reports-and-filings/form-20-f).

Antitakeover protections are specified on page 129 of our Form 20-F 2018 (http://www.televisair.com/en/reports-and-filings/form-20-f).

EXECUTIVE COMMITTEE OF OUR BOARD OF DIRECTORS

Our Board of Directors has an Executive Committee. Each member is appointed for a one-year term at each annual general stockholders' meeting. Our bylaws provide that the Executive Committee may generally exercise the powers of the Board of Directors, except for those expressly reserved for the Board in our bylaws or by applicable law. The Executive Committee is currently composed by Emilio Azcárraga Jean, Alfonso de Angoitia Noriega, and Bernardo Gómez Martínez.

AUDIT COMMITTEE

The Audit Committee is currently composed of four independent members: Francisco José Chevez Robelo, as Chairman, Alberto Javier Montiel Castellanos, José Luis Fernández Fernández and Guillermo García Naranjo Álvarez. The Chairman of the Audit Committee was ratified at our annual stockholders' meeting held on April 29, 2019, and our Board of Directors appoints the remaining members.

The Audit Committee is responsible for, among other things: (i) submit to the Board of Director's approval, the annual designation and/or ratification of the firm engaged to perform the external audit, as well as the engagement of services other than those related to the external audit to be performed by the external auditors; (ii) evaluating the performance of our external auditors and analyzing their reports; (iii) discussing our financial statements with the

persons in charge of their preparation, and based on such discussions, recommending their approval to the Board of Directors; (iv) informing the Board of Directors of the status of our internal controls and their adequacy; (v) requesting reports of executive officers whenever it deems appropriate; (vi) informing the Board of any irregularities that it may encounter as part of the performance of its duties; (vii) receiving and analyzing recommendations and observations made by the stockholders, directors, executive officers, our external auditors or any third party and taking the necessary actions; (viii) review and approve, if applicable, certain related party transactions that are not considered material in accordance with the Mexican Securities Market Law; (ix) calling stockholders' meetings when requested; (x) providing opinions to our Board of Directors with respect to specific matters required under the Mexican Securities Market Law; (xi) requesting and obtaining opinions from independent third parties, as it deems convenient, in connection with the performance of its duties; and (xii) assisting the Board in the preparation of annual reports rendered by the Board to the shareholders and other reporting obligations.

The Chairman of the Audit Committee shall prepare an annual report to our Board of Directors with respect to the activities of the Audit Committee, which shall include, among other things: (i) the status of the internal controls and internal audits, and any deviations and deficiencies thereof, taking into consideration the reports of external auditors and independent experts; (ii) the results of any preventive and corrective measures taken based on results of investigations regarding non-compliance of operating and accounting policies; (iii) the evaluation of external auditors; (iv) the main results from the review of our financial statements and those of our subsidiaries; (v) the description and effects of changes to accounting policies; (vi) the measures adopted as result of observations of stockholders, directors, executive officers



and third parties relating to accounting, internal controls, and internal or external audits; and (vii) compliance with stockholders' and directors' resolutions.

CORPORATE PRACTICES COMMITTEE

The Corporate Practices Committee is currently composed of the following independent members: José Luis Fernández Fernández, as Chairman, Guillermo García Naranjo Álvarez and Eduardo Tricio Haro. The Chairman of the Corporate Practices Committee was ratified at our annual stockholders' meeting held on April 29, 2019, and our Board of Directors appoints the remaining members.

The Corporate Practices Committee is responsible for, among other things: (i) reviewing and approving corporate goals and objectives relevant to the compensation of the Co-Chief Executive Officers, and evaluating the Co-Chief Executive Officers' performance in light of those goals and objectives; (ii) reviewing and approving the annual base salaries and annual incentive opportunities of the relevant executive, evaluating the executive officers' performance and recommending executive officer compensation policies and guidelines to our Board of Directors; (iii) reviewing all other incentive awards and opportunities (cash-based and equity-based), any employment agreements, any change in control agreements and change in control provisions affecting compensation and benefits and any special or supplemental compensation and benefits for the relevant executive and individuals who formerly served as executive officers; and (iv) reviewing and recommending certain material transactions entered into with related parties, in accordance with the Mexican Securities Market Law.

The Chairman of the Corporate Practices Committee shall prepare an annual report to the Board of Directors with respect to the activities of the Corporate Practices Committee, which shall include, among other things: (i) observations with respect to the performance of the relevant executive; (ii) material related party transactions entered into during the course of the fiscal year; and (iii) the compensation packages of the relevant executive.

EXTERNAL AUDITORS

KPMG Cárdenas Dosal, S.C. acted as our independent registered public accounting firm for the fiscal year ending on December 31, 2018.

The chart below sets forth the total amount billed by our independent registered public accounting firm for services performed in 2018, and breaks down these amounts by category of service:



Table 6. Amount billed by an independent registered public accounting firm for services (in millions of Pesos) in 2018

TOTAL	109.6
OTHER FEES	2.2
TAX FEES	13.5
AUDIT-RELATED FEES	1.2
AUDIT FEES	92.7



RISK MANAGEMENT

(GRI 102-15, GRI 102-30, GRI 201-2, GRI 205-1, SASB TC-TL-520a.3)













At Grupo Televisa, we evaluate the substantial risks that could affect our business. The Director of Corporate Finance, Risk Management, and Treasury is the responsible for risk management, and reports directly to the Corporate VP of Finance. Decisions are made with the approval of both the Corporate VP of Finance and the Investment and Risk Management Committee. The person responsible for supervising and auditing the performance of risk management is the VP of Internal Audit, who reports to the Executive Co-CEOs and to the Audit Committee.

The Investment and Risk Management Committee includes ESG criteria (environmental, social and corporate governance) for USD investments in Banking and Private Debt; considering in its case, some of the Principles for Responsible Investment (PRI) established as a roadmap for the implementation of socially responsible investment. The six principles of the Principles of Responsible Investments (PRI, an initiative supported by the United Nations) that help investors integrate environmental, social, and corporate governance issues into decision-making and their asset management practices.

The result of the risk analysis related to economic performance is included in our Form 20-F 2018, which is divided into four main areas:

- Risks related to Mexico
- Risks factors related to our major stockholders
- Risks factors related to our business
- Risks factors related to our securities

Below, we briefly mention the main risks considered for each area. However, the breakdown of these risks can be found in our Form 20-F 2018: (http://www.televisair.com/en/reports-and-filings/form-20-f).

SOME RISKS OF GRUPO TELEVISA

Risk factors related to Mexico

o Economic and political developments in Mexico may adversely affect our business.

o Mexico has experienced adverse economic conditions, which could have a negative impact on our results of operations and financial condition.

o Developments and the perception of risk in other countries, especially in Europe, the United States and emerging market countries, may materially adversely affect



the Mexican economy, the market value of our securities and our results of operations.

- o Uncertainty in global financial markets could adversely affect our financing costs and exposure to our customers and counterparties.
- o Currency fluctuations or the devaluation and depreciation of the peso could limit the ability of our Company and others to convert pesos into U.S. dollars or other currencies, which could adversely affect our business, financial condition or results of operations.
- o An increase in interest rates in the United States could adversely impact the Mexican economy and may have a negative effect on our financial condition or performance.
- o Renegotiation of trade agreements or other changes in foreign policy by the presidential administration in the United States could adversely affect imports and exports between Mexico and the United States and other economic and geopolitical effects may adversely affect us.
- o High inflation rates in Mexico may decrease demand for our services while increasing our costs.
- o High-interest rates in Mexico could increase our financing costs.
- o Political events in Mexico could affect Mexican economic policy and our business, financial condition and results of operations.

- o Mexico has experienced a period of increased criminal activity, and such activities could adversely affect our financing costs and exposure to our customers and counterparties.
- o The imposition of fines by regulators and other authorities could adversely affect our financial condition and results of operations.
- o Existing Mexican laws and regulations or changes there to or the imposition of new ones may negatively affect our operations and revenue.
- o The amendment to the regulations of the General Health Law on Advertising could materially affect our business, results of operations and financial condition.
- o The reform and addition of various provisions of the Mexican Constitution related to telecommunications, the Mexican Telecommunications, and Broadcasting Law, and other recent actions of the Federal Telecommunications Institute may significantly and adversely affect the business, results of operations and financial results of some of our business segments.

Risk factors related to our major stockholders

o Emilio Azcárraga Jean has and will have substantial influence over our management and the interests of Mr. Azcárraga Jean may differ from those of other stockholders.

o As controlling stockholder, Emilio Azcárraga Jean can limit our ability to raise capital, which would require us to seek other financing arrangements.

• Risk factors related to our business

- o The operation of our business may be adversely affected if the Mexican government does not renew or revokes our broadcast or other concessions.
- o We face competition in each of our markets that we expect will intensify.
- o The seasonal nature of our business affects our revenue and a significant reduction in fourth quarter net sales could impact our results of operations.
- o DirecTV has certain governance and veto rights over some operations of Innova.
- o Loss of transmission or loss of the use of satellite transponders could cause a business interruption in Innova, which would adversely affect our net income.
- o Any incidents affecting our network and information systems or other technologies could have an adverse impact on our business, reputation, and results of operations.
- o The results of operations of Univision Holdings, Inc. may affect our results of operations and the value of our investment in that company.
- o We have previously identified material weaknesses in our internal controls over financial reporting, and any future material weaknesses or failure to achieve an effective system of internal controls, may cause us not to be able to report our financial results accurately. In addition, the trading price of our securities may be adversely affected by a related negative market reaction.
- o Changes in U.S. Tax Law might adversely affect the results of operations of our U.S. subsidiaries and joint venture entities.

Risk factors related to our securities

- o Any actions stockholders may wish to bring concerning our bylaws or the CPO Trust must be brought in a Mexican court.
- o Non-Mexicans may not hold series "A" shares, series "B" shares or series "D" shares directly and must have them held in a trust at all times.
- o Non-Mexican holders of our securities forfeit their securities if they invoke the protection of their government.
- o Non-Mexican holders of our securities have limited voting rights.
- o Our antitakeover protections may deter potential acquirers and may depress our stock price.
- o GDS holders may face disadvantages when attempting to exercise voting rights as compared to other holders of our securities.
- o The interests of our GDS holders will be diluted if we issue new shares, and these holders are unable to exercise preemptive rights for cash.
- o The protections afforded to minority stockholders in Mexico are different from those in the U.S.
- o It may be difficult to enforce civil liabilities against us or our directors, executive officers, and controlling persons.

Through a risk assessment performed, the significant risks identified were: (i) fraud, (ii) conflict of interests, (iii) bribery, and (iv) coercion. We also identified several activities that are related to those risks, such as the provision of services to third persons in the form of entertainment, travel, and gifts. These risks are mitigated by strictly monitored mechanisms as detailed in chapter Ethics and compliance.

Likewise, the Internal Audit Department drafts the Annual Internal Audit Plan, which is based on a risk assessment approach, considering various weighting factors such as: i) Inherent Risks, ii) Risk of fraud iii) Level of control iv) Results of the last audit, v) Financial figures and vi) EBITDA. The Annual Audit Plan is approved by the Audit Committee, and the progress and main findings are presented to the Audit Committee on a quarterly basis. Additionally, Grupo Televisa works on identifying risks related to climate change to evaluate the critical functions necessary for the continuity of our business operations.

RISKS RELATED TO CLIMATE CHANGE

- · Operations and people affected by polluted water.
- · Sandstorms or dust flows in quantities or conditions that may affect the location.
- Extreme heat in working conditions.
- · Flood, superficial waterfall.
- · Operations and people affected by high air intensity/wind.
- · Landslides.
- · Damages of electrical, electronic and computer equipment caused by a thunderstorm.
- · Heavy rainfall.

EFFECTS RELATED TO THE RISKS

- Building collapse.
- · Deficiency in the product.
- · Explosion/Fire.
- Extreme air pollution.
- Shortage of resources or fuel.
- · Leaks or emissions of hazardous materials.
- · Loss of gas supply.
- Transport accidents.
- · Lack of drainage/overflow of collection system.
- · Lack of ventilation (positive pressure induction).
- · Lack of equipment.

OUR OPPORTUNITIES VS RISKS IDENTIFICATION

- To identify and evaluate environmental problems.
- To compare new and traditional technologies that are used in determining the effectiveness of different controls and mitigating techniques designed to reduce risks.
- · Location of potentially dangerous facilities.
- To improve the likelihood of business continuity, no matter what adverse event occurs.
- To reduce or eliminate wasted time trying to solve a problem.
- To avoid fines derived from non-compliance with regulatory requirements.
- To avoid the deterioration of Grupo Televisa's image derived from a business or operational failure.
- Ensuring a robust and fault-tolerant operation.
- To have, in the long-term, a level plan which minimizes the organization's dependence on limited energy resources.

RISK MANAGEMENT

• Grupo Televisa works in a culture of risk prevention with a training program for its staff, focusing on what to do in case of contingencies.



WORKFORCE

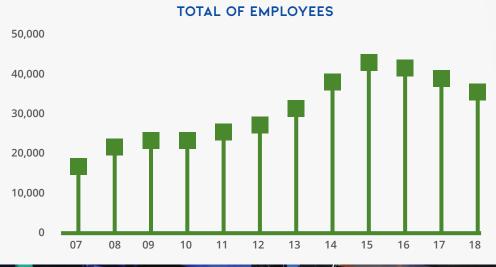
(GRI 102-7, GRI 102-8, GRI 102-41, GRI 103-1, GRI 103-2, GRI 103-3, GRI 401-1, SV-ME-260a.1)

Our talent is the foundation of the success, innovation, and professionalism that have led Televisa to stand out as a leader in our field. We are a team made up of individuals with strong experience and emerging talent who possess unique abilities in our professional fields. We further enhance their careers in the Company with training programs, performance evaluations, and higher benefits. We are committed to offering solid labor conditions to our employees, by respecting their human and collective rights and providing a working environment that enables them to improve their performance and increase their engagement.

At Televisa, we understand that our subsidiaries' employee talent is undoubtedly the key to achieving excellent performance in all areas of our business. Therefore, their growth as professionals is an important part of our business strategy.

As of December 31, 2018, our workforce consisted of 36,686 subsidiaries' employees⁶, decreasing by 8.7% as compared to the previous year. Most of our employees were located in México (99.43%), except for our employees working in other Latin American countries and the United States (0.57%). The percentage of unionized employees within the subsidiaries of Grupo Televisa represented 43.41% of the total workforce⁷, while non-unionized employees represent 56.59%.

Figure 11. Workforce 2007 - 2018





Our unionized employees carry out their activities in compliance with the collective labor agreements which terms exceed those required by the authorities and applicable regulations. There is no difference in the base salary between men and women as the position, not gender, defines salary considerations. This strengthens the Company's ability to attract and retain talent. In some cases, the employees of the subsidiaries of Grupo Televisa receive higher benefits than those established by the applicable law in the countries where they work.

Unionized employees of the subsidiaries of Grupo Televisa performing in radio and television can work under the following types of contracts:

- i) Collective contracts, which are signed between individuals and a trade union representation,
- ii) Industry contract (Contrato Ley), which is the same contract that governs all employees of the radio and television industry, and
- iii) Clauses agreements, which are an addendum to the industry contract.

The wide range of age among our employees is a key to boost, enrich, and strengthen the necessary abilities and experience of a diversified team focused on the achievement of our objectives.

In 2018, most of our labor force (36.6%) was between age 31 and 40. For executive levels, there was a significant redistribution of the age categories due to the incorporation of an important number of employees between 31 to 40 years old in 2018.



OUR 2018 WORKFORCE DATA

NUMBER OF EMPLOYEES BY AGES DATA

NUMBER OF EXECUTIVES BY AGES

Under 20 0

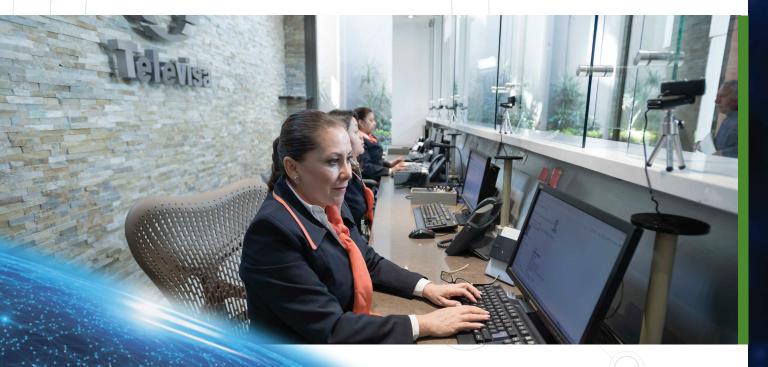
Between 21 and 30 76

Between 31 and 40 355

Between 41 and 50 396

Between 51 and 60 186

Over 61 40



TOTAL OF NON-EXECUTIVE EMPLOYEES, BY AGE

TOTAL OF UNIONIZED EMPLOYEES, BY AGE

Under 20 259

Between 21 and 30 5,465

Between 31 and 40 7.485

Between 41 and 50 4,386

Between 51 and 60 1,816

Over 61 180

Under 20 100

Between 21 and 30 4.278

Between 31 and 40 5,733

Between 41 and 50 3.689

Between 51 and 60 1.913

Over 61 120

As a Company, we require solid teamwork with advanced technical skills to provide top-quality service in our sector. In 2018, we hired 13,060 new employees, all of them to work in Mexico.

2018 NEW *** EMPLOYEES' NUMBERS

Women 4,563

Men 8.497

Executives 160

Non-executives 9,515

Unionized 3,385 positions

On the other hand, the number of employees who left the Company in 2018 was 10,228 people, resulting in an annual turnover rate of 30.81%.

3,593

6,635

The reasons employees left their job include the following:

4,500

Resignations

1,471

Dismissed employees

4,257

Employees that left for other reasons (Absenteeism, Death, Retirement, Project Termination, Contract Expiry, Transfer, Disability, etc.)

THE ATTRACTION OF THE BEST ENTERTAINMENT TALENT FOR CEA TELEVISA

Throughout the last 32 years, we have been committed to discover, develop, and retain high-level talent that contributes to high-quality performance to our multimedia content. Our goal is to attract massive audiences, thus producing the sustainable growth of our Company. The Center for Arts Education (CEA) is dedicated to selecting, among thousands of young people from all over the world, those who show the best interpretive skills as actors, dancers, singers, comedians, and announcers. We train them with a very rigorous acting technique and, at the same time, we emphasize the importance of ethical and humanistic principles in their performance. This program consists of several hours of classes every day for three years.

Thanks to this system, we annually develop top-level talent that contributes to our business growth. All incoming students receive a full scholarship. Each year, approximately 4,000 applications are received from 48 different countries in Latin America and Europe, among which we select 50 students. Over three years, their teachers constantly evaluate these students; those who are not at the highest level are asked to leave the program. Approximately 50% of them graduate and then promote themselves among the producers and affiliates of our Company. Today, 85% of the talent hired for the main roles of our programs graduated from the CEA.

COMPENSATION AND BENEFITS

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 201-3, GRI 401-2, GRI 401-3)





We believe that one of the most important strengths of our group is the recruitment and performance of our team, along with their ideas and experience. For this reason, we are proud to offer and maintain a wide range of resources and opportunities for our employees in order to maximize their development and their performance inside and outside their workplace.

We acknowledge that the main indicators of talent management (e.g., tenure, turnover, performance) can be improved if there is an attractive compensation and benefits plan. Hence, we continue promoting flexible work hours and remote work for our employees, as well as reinforcing maternity and paternity plans, discounts in supermarkets and stores, and more than 600 discount agreements related to health, education, traveling, vehicles, gastronomy, entertainment, and specialized services.



 Table 7. Benefits for our employees in Mexico

BENEFITS	REGULAR CONTRACT	TEMPORARY CONTRACT
Medical Service	•	•
Breakfast, lunch and dining service with minimum cost to employees	•	•
Disability insurance	•	
Lab studies	•	•
Nutritional advice	•	•
Fitness classes	•	•
Agreements with sports centers and various shops	•	•
Life insurance	•	
Insurance of major medical expenses	•	
Health check-up service (executive level)	•	
Stock purchase plan (for eligible participants, who consist of unionized and nonunionized employees, including key personnel)	•	
Discounts in supermarkets, departmental stores, and cars with commercial exchanges	•	•
Free studies of mammograms, prostate and blood antigens	•	•
Daycare discount	•	•
Discounts on dental care	•	•
Discounts in schools for workers and their families	•	•
Hiring private car insurance at preferential rates	•	•
Psychological attention	•	•
Pension and retirement plans	•	
Loans of money at preferential rates through the Savings Bank	•	

In addition to the above, Grupo Televisa demonstrates offers its commitment to employee development, through a policy framework, which includes:

- Personnel hiring policy
- Performance evaluation policy
- Training policy
- Granting of scholarships policy
- Flexible hours policy
- Home Office policy
- Employee food policy
- Overtime calculation policy for payment
- Night transportation assistance payment policy
- Lactation period determination policy
- Granting of economic resources for medical treatments "Nómina con Causa" (payroll with cause) policy
 - Wages increase policy
 - Personnel transfers' policy
 - Personnel movement policy

Human Resources, Administration and Finance departments and the Vice-presidency of Internal Audit are responsible for the implementation of these policies. Organizational and salary studies are constantly carried out to identify those employees that are below the salary tabulators, and strategies are developed in order to correct the identified deviations.

The Compensations area aims to avoid and correct salary deviations and to ensure that salary management is aligned with the Company's remuneration policies. Every year, formal audits are performed to evaluate compensation levels based on these policies.

Our Equal opportunities policy rules actions that help improve the conditions of equal opportunities for employees and service providers of the Company. Opportunity equality is the practice that promotes non-discrimination in the Company and provides the same opportunities to all employees or service providers regardless of gender, marital status, race, social and economic class, nationality, political preference, disability, personal convictions, and ethnicity, among others.









NTERNAL COMMUNICATION

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 402-1)

In Grupo Televisa, each campaign is defined through a "brief" where the objective, the means to be used, the contents that will be sent and the periodicity are specified. We do this directly with our "internal customers" so that the campaign is suitable for them according to their needs. Once this program has been approved with the internal customers, the internal communication area checks that the other campaigns are "alive" and distributes the materials as conveniently as possible to not saturate the employees.

INTERNAL COMMUNICATION IN IZZI

IZZI has a Communication Committee where the releases are presented, defining the purpose, scope, information, means, and frequency to be approved and published. IZZI has an intranet where different actions that are being carried out are published, as well as addressing significant issues, as listed below:

Figure 12. 2018 Internal communication material related following subjects

Campaign on organizational restructuring



Campaign on issues of sexual and labor harassment



Campaign against labor mobbing



Labor Inclusion Campaign



Complaints system campaign



descencios posden ser anóminos y la pusodes hacer a francés de los sigüentes en timos de 2001 al de 40-40-40 mon acera para de la habita blacara. Las de 2001 al de 40-40-40 mon acera para de la habita blacara. En propriatorio de 2004 d

Gender equality campaign



Anticorruption Campaign



Inclusion
campaign
"Éntrale
initiative":

Industrial health and safety campaign

Use of personal protective equipment campaign





Grupo Televisa has been making organizational climate diagnosis since 2011 based on an internal survey. For 2018, we evolved with a new survey that allowed us to measure 16 factors necessary to evaluate the current level of satisfaction.

THE 16 FACTORS ARE:

- 1. STRATEGIC ALIGNMENT
- 2. FELLOWSHIP
- 3. COMMUNICATION
- 4. WORK CONDITIONS
- 5. GOALS FULFILLMENT
- 6. DEVELOPMENT
- 7. ETHICS AND VALUES
- 8. WORK AND REST DAYS
- 9. LEADERSHIP
- 10. REGULATIONS
- 11. BENEFITS
- 12. ACKNOWLEDGMENT
- 13. WORKPLACE SAFETY
- 14. STAFF SERVICES
- 15. SALARIES
- 16. WORK VOCATION

The survey was performed in December 2018 with a participation of 69% of the total population, of which 69% were men and 31% women, obtaining a total satisfaction score in Grupo Televisa of 77.24%. The three factors with the highest scores were: Regulations, Fellowship, and Goals Fulfillment.

The result of this diagnosis allows the establishment of improvement action plans and programs, in the constant search of making the Company outstanding for its competitiveness and the well-being of our collaborators, fostering a healthy Organizational Climate.

THE ORGANIZATIONAL CLIMATE IN IZZI

The organizational climate assessment is carried out in conjunction with Televisa's corporate where the methodology is defined and requested data is sent. Then, the survey is applied with IZZI's staff support; at the end, general improvement plans are made to follow, complemented and followed up by the training area.

At IZZI, we have decided to transform our organizational culture. Therefore, we begin to align our efforts with GREAT PLACE TO WORK (GPTW) to obtain the best of our main asset: our collaborators.

- 135 focus groups were carried out in which 3026 collaborators participated in the initial diagnosis of the current culture in IZZI.
- The Institutional Philosophy was defined with Mission, Vision, Values, and Principles
- 39 training instructors took Train-The-Trainer (TTT) taught by GPTW, "build your excellent place to work."







TRAINING AND DEVELOPMENT

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 404-1, GRI 404-2)

The training and development for Grupo Televisa is a continuous process that seeks to empower collaborators with their knowledge, skills, and attitudes that allow them to respond to current and future challenges, leading them to reach their maximum potential as professionals and individuals focused on achieving the business' objectives.

In order to stay positioned at the forefront of our business, personnel is trained in administrative and technical courses, as well as in new technologies, achieving effective results in their jobs.

A free and confidential Emotional Development Program is offered to employees and direct family members such as parents, siblings, spouse and children, with the intention that employees maintain a satisfactory personal life and can improve on their personal aspects.

To promote culture strengthening and allow a better understanding of regulations within the Company, each year, employees receive training on Anticorruption issues, Code of Ethics knowledge and Information Security. This is how we can comply with regulatory issues, such as the Sarbanes-Oxley Act.

SEEKS TO
EMPOWER
COLLABORATORS
WITH THEIR
KNOWLEDGE,
SKILLS, AND
ATTITUDES

Figure 13. Normative training program



ANTICORRUPTION COURSE

It allows recognizing the importance of complying with national and international anticorruption norms, as well as knowing the behaviors defined in Grupo Televisa's Anticorruption policy.



CODE OF ETHICS COURSE

Recognize the importance of organizational ethics as guiding principles shared by all the employees of the group and that determine the appropriate behaviors with their public.



INFORMATION SECURITY COURSE

It aims to understand the importance of protecting information, distinguish different technological attacks and identify the main policies of Information Security.

Currently, we have two policies that establish the institutional framework to regulate training in the Company:

- a) Personnel training policy, and
- b) Granting of Scholarships policy.

As a result of the implementation of our training model, in 2018, we taught 16,937 courses and workshops with the participation of 210,806 attendees and a total of 956.641 hours.

Table 8. Employee training numbers 2016-2018

YEAR	COURSES/ WORKSHOPS	ATTENDEES	HOURS	HOURS PER FULL-TIME EMPLOYEE (FTE)
2018	16,937	210,806	956,641	26
2017	2,968	28,575	30,694	5.6
2016	4,853	42,490	45,644	11

Of the total training hours, 8,248 were related to the creation and disclosure of value. Of the total trained personnel, 13,016 employees participated in courses related to technological changes in their workplace.

As part of the training initiatives focused on strengthening work diversity, we offered two Diploma courses to favor labor inclusion, where participants develop professional skills to design an inclusion project according to the Company needs.

In the regulations courses, a Dissemination of the Code of Ethics workshop took place for 15,393 participants as follows: 9,610 people in 1,470 face-to-face sessions and 5,783 employees participated in the online version of the workshop.



Table 9. 2018 training data

	NO. COURSES			NO. PARTS			NO. HRS		
	A/H	T/E	TOTAL	A/H	T/E		A/H	T/E	TOTAL
TAL	9,164			110,137	100,669		•		956,641

A/H Administrative-Human. T/E Technical-Specific

Training participants:

	MEN	WOMEN	TOTAL
TOTAL	140,465	70,341	210,806

	PERMANENT	TEMPORARY	TOTAL
TOTAL	210,551	255	210,806

	EXECUTIVES	MIDDLE MANAGEMENT	OPERATORS	TOTAL
TOTAL	480	5,881	204,445	210,806



Regulations Courses:

	ETHICS	INDUCTION	ANTICORRUPTION
TOTAL	1,471	1,170	636

^{*}Online courses.

	ETHICS			INDUCTION			ANTICORRUPTION		
	Man	Woman	TOTAL	Man	Woman	TOTAL	Man	Woman	TOTAL
TOTAL	10,082	5,311	15,393	5,517	2,996	8,513	9,678	5,423	15,101
	65%	35%		65%	35%		64%	36%	

During 2019, a Skills Development program will be deployed to 1,500 middle managers.

Figure 14. Competencies



These actions were taken for our collaborators to be more competitive and productive to perform their tasks and thus contribute with their efforts to the achievement of the Company's objectives.

EVALUATION AND MONITORING OF TRAINING

- Modifications to the Training policy will be made to indicate to the users that they must submit the participation certificates in order to close their file.
 - Currently, all corporate training is subject to an assessment of perception and knowledge.
 - The detection of training needs is done at the management level on an annual basis.

AWARENESS AND ORIENTATION IN DIVERSITY AND INCLUSION

By 2019, the following activities are planned:

- Identify personnel with disabilities.
- Carry out awareness messages on diversity or inclusion at the management level.
- Carry out a mailing and wallpaper campaign.





PERFORMANCE, MANAGEMENT, AND EVALUATION

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 404-3)

The performance evaluation program has the purpose of measuring the progress of our employees based on their competencies to identify strengths and areas of opportunity and thus, define organizational development plans. During 2018, this process was applied in the Televisa service units to the executives and middle managers, with a reach of 95.7%.

The objective of the performance evaluation program is to identify talent with high potential, improve communication between managers and subordinates, promote a high-performance culture and identify performance gaps to optimize the processes of attraction and talent development.

The Development Department coordinates the

performance evaluation program annually, which is implemented through the Human Resources Management System platform and is based on a dictionary of institutional competencies defined by the Company. In 2018, three competencies were evaluated: Adaptability, Drive Results Achievement, and Customer Focus, which were rated on the Likert scale with the following criteria:

• Evaluation of the subordinate's manager and self-evaluation of all evaluated managers.

In 2018, 1,420 non-unionized employees of subsidiaries of Televisa were evaluated, distributed as follows:

- Executives: 242 (17.04%).
- Middle management: 1,178 (82.96%).



The Performance Evaluation program is applied continuously and annually, is part of an ongoing improvement effort, is carried out by best practices and is subject to internal and external audits.

PERFORMANCE, MANAGEMENT, AND EVALUATION IN IZZI

In IZZI, the objectives are defined for each position, from VPs to managers, which are aligned with the strategic guidelines of the Company; a load of objectives in the system is managed, and the evaluation is carried out once a year, carrying out communication and monitoring campaigns for compliance with the Company-wide evaluation. Currently, seven defined competencies are evaluated on the Likert scale.

IZZI employees who receive periodic performance and professional development evaluations:





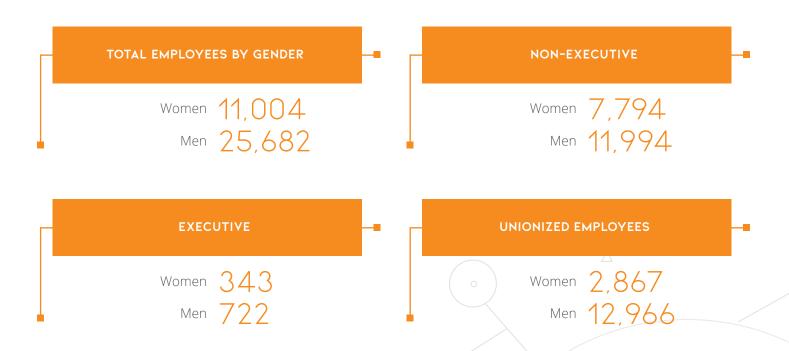
EQUALITY AT WORK

(GRI 405-1, GRI 405-2, GRI 406-1, GRI 103-1, GRI 103-2, GRI 103-3, SASB SV-ME 260a.1)



Grupo Televisa has been selected as one of only four Mexican companies to be included in the 2019 Bloomberg Gender-Equality Index (GEI). By including Grupo Televisa in the GEI, Bloomberg recognizes Grupo Televisa's commitment to advancing gender equality and its continuous effort to build a diverse workforce that promotes an inclusive culture. The GEI is a reference index, which selected 230 firms committed to transparency in gender reporting and advancing in gender equality from ten different sectors in 36 countries and regions. We encourage the integration of a team based on equal opportunities to differentiate ourselves as a leading Company in our sector. By maintaining operations in several countries, we adapt to the different culture in each location while we continue to promote diversity, inclusion, and equality.

For Grupo Televisa, the attraction, retention, salary and compensation conditions are not related to gender, marital status, religion, race, social class, nationality, political preference, disability, personal convictions or ethnicity, among others. In this line, the gender distribution of Grupo Televisa is as follows.



At Grupo Televisa, we do not promote a wage gap between men and women. Our policy of equal opportunities provides that salaries are established based on the performance and job category of each employee.

- Of the 10% of the best-compensated employees of the Company, 29.28% are women.
- 35.93% of the Company employees working in IT and engineering are women.
- 30.96% of the employees promoted during 2018 were women.

We promote the integration of teams based on equal opportunities in order to distinguish ourselves as a leading Company in our sector. By maintaining operations in different countries, we adapt to the culture in each place and promote diversity, inclusion, and equity.





INCLUSION AT WORK

(GRI 405-1, GRI 405-2, GRI 406-1, GRI 103-1, GRI 103-2, GRI 103-3)

We ratify our commitment to increasing the direct employment of people with disabilities through Éntrale, an initiative of the Mexican Business Council. This alliance promotes the implementation and consolidation of labor inclusion programs for people with disabilities inside the organizations. Emilio Azcárraga Jean, Executive Chairman of the Board of Directors of Grupo Televisa and cofounder of this valuable initiative, leads the movement in Grupo Televisa, enabling access to the organization to a network of inclusion services facilitators, specialized in advising companies in the design and implementation of their program of labor inclusion to provide better opportunities for all.

IZZI OBTAINS RECOGNITION FOR ITS COMMITMENT TO INCLUSION

In 2018, IZZI obtained the recognition of "Outstanding Practices in Accessibility" by the association "Movimiento Congruencia," in the 2018 Incluye Awards.

- IZZI adheres to the Equal opportunities policy, as well as to its declarations on issues of inclusion and diversity.
- Three new customer service branches were adapted with adequate accessibility for people with disabilities; we added 7 in Mexico City.
- Regarding the branches adaptation, three new vacancies were created for people with disabilities, which generates a positive impact on vulnerability risk groups.





HEALTH AT WORK

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4)



Given that occupational health and safety related issues are relevant topics for the Company, we continuously manage, monitor and enhance KPIs, targets, and initiatives to reduce potential risks in our facilities while preventing accidents, illnesses, and unfavorable working conditions.

To maintain the physical integrity of our employees and to reduce the number of accidents, days of disability, occupational diseases, the severity of accidents and absenteeism rates due to accidents and occupational diseases, we maintain constant training, communication and surveillance mechanisms. Health and safety at work programs are carried out in the following business units: San Angel, Chapultepec, Santa Fe, Intermex, Bestel, IZZI, SKY, Radio, Play City, and Regional Televisions.

The safety and protection of our employees is a relevant matter for our Company. Therefore, we manage this issue through a corporate structure that establishes the policies, strategies, guidelines, and standards to be

followed by Grupo Televisa and its subsidiaries based on Mexican laws, regulations and official norms, as well as on various international standards implemented locally by the formal structures of each operation.

Our commitment is based on the legal compliance established by the Federal Labor Law, trade union agreements and Health and Safety at Work regulations, as well as all applicable law on occupational health and safety established by the Secretaría del Trabajo y Previsión Social (Secretary of Labor and Social Welfare), the Occupational Health and Safety Assessment Series (OHSAS), the National Fire Protection Association (NFPA), and the American National Standards Institute (ANSI), among others.

We have established mechanisms for guidance and reporting complaints on the subject of equality in health and safety conditions at work. This mechanism is handled through communications to an email account that belongs to the Industrial Security and Civil Protection area. All

Company employees can send an e-mail to the account carete@televisa.com.mx, through which, an administrator will receive and respond to all emails received, channel complaints and requests for guidance, and follow up on the emails until they have been resolved.

In 2018, the following investments were made to increase wellness, health, and safety of our workers in our facilities and locations.

Table 10. Investments in facilities and locations to increase our workers' wellness, health and safety in 2018

TOPIC	DESCRIPTION	BEFORE	AFTER
LIGHTING IMPROVEMENTS	We adjusted buildings to improve lighting, offering new technologies in LED lighting, in order to save in the electrical consumption of the building.		
IMPROVEMENTS FOR NATURAL LIGHT	Improvements were made to maintain the temperature comfort of the building, for a better quality of temperature, lighting, and comfort, to reduce the energy cost in the air conditioning equipment.		
ERGONOMIC PLACES	Improvements were made to several floors and buildings of our Headquarters in Santa Fe, by optimizing the distribution of desks, distributing business areas efficiently, and optimizing lighting, air conditioning, and Wi-Fi signal.		

NOISE

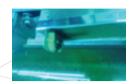
A noise enclosure was installed in the emergency plants, reducing the level of noise from 89 dB to 72 dB.





AIR QUALITY

Lamps with germicidal irradiation (UVC) were installed in order to improve the air quality inside the buildings and eliminate the bacterial load of the air. Ultraviolet irradiation is capable of eliminating airborne microorganisms.





TEMPERATURE

Maintenance of the cooling towers was performed in order to improve the cooling of hot water in the air conditioning system, optimizing the reuse of water considerably for this process and cooling it in less time.





SAFETY AT WORK IN OUR FACILITIES

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4)

Our operations are supervised by the Internal Committee on Safety and Civil Protection and the Health and Safety Commission and aim to comply with our internal health policy that promotes the physical, mental and social well-being of our employees as part of our sense of integrated responsibility. In addition to these responsibilities, its core functions include:

- To design and regulate the corporate strategies of legal compliance, prevention of accidents, and/or diseases.
 - · Compliance with applicable regulations.

- To design and develop policies, guidelines, and institutional standards.
- Management of the human and financial resources of the area.
- To support the areas of operation in the planning and execution of preventive and/or corrective actions.
- Coordination, control, and supervision of the functions and activities of service providers.
- To design content and guidelines for institutional communication.





- · Evaluation of risks and opportunities for improvement.
- · Management and control of internal civil protection programs.
- To ensure the implementation of corporate strategies in operation.
- · To audit and monitor established preventive programs.
- To ensure the integration and functioning of the Committee on safety and civil protection and the health and safety commission.
 - To audit the handling of accidents, morbidity and established programs.
 - To ensure the execution of partial and general simulations in the locations.
 - To ensure training in hygiene, industrial safety, and civil protection.

Our Committee is dedicated to minimizing and/or eliminating the risks of our employees in the facilities of Grupo Televisa and its subsidiaries through complying with legal requirements focused on preventing accidents and illnesses in aspects of hygiene, industrial safety, civil protection, and health. Our facilities are subject to periodic audits in order to maintain the physical integrity of our employees, improve safety conditions, support the Company's financial indicators, promote institutional compliance and regulations, cover the needs and expectations of different operations, and perform world-class practices in safety training.

In addition, forums, work locations, and warehouses comply with safety systems, measures, and mechanisms set by the Civil Protection Department, which are fire protection systems, hydrants and extinguishers, smoke detectors and fire alarm monitoring systems, as well as cleared circulation corridors, platforms, and warehouses, among others.

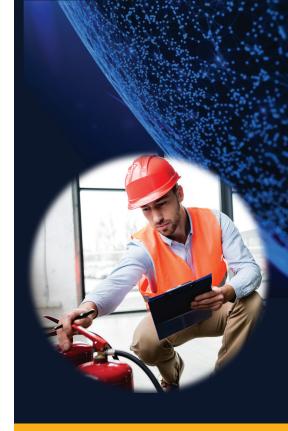
Warehouse personnel is protected with uniforms that include boots, gloves, girdles, and helmets. Inside the Company's facilities, they are provided with goggles and chemical respiration masks. We have also implemented specific measures such as water curtains in our furniture varnish work set, used to mitigate the impact of solvents on our workers.

The personnel that operates in the upper part of the forums, in charge of performing work at height, are provided with lifelines and anchorage points to avoid falls and increase their safety conditions. Also, personnel from the area of Safety and Industrial Hygiene and Civil Protection has an international certification issued by IRATA - INTERNATIONAL, which has allowed us to promote and develop internal security systems in order to work more safely and effectively at heights.

We have identified the medical conditions and chronic diseases of our technical staff and personnel in the areas of production services. The Company's medical service and Human Resources Department compare these conditions with the medical history of the workers.

Based on the above, a protocol has been created for medical emergencies within the facilities and locations, and the Company tracks personnel who are located in each production area and the related measures that must be taken according to their medical condition.

Moreover, specialized consultants are hired to perform calculation reports that govern the construction of fixed sets and thus promote the safety of actors, production and technical personnel working on the locations.



DEDICATED TO MINIMIZING AND/ OR ELIMINATING THE RISKS In addition, within the facilities and forums, there is an ambulance located in a strategic place to guarantee its rapid movement to transfer if it is needed. In this line, Grupo Televisa demonstrates its commitment to health and safety through a policy of "Medical care and transfer of injured people" by which our employees know and execute the protocol of care for an injured person within the Company's facilities and, if applicable, perform the transfer of the injured person to a medical unit.

During 2018, the topic of health and safety was reinforced through the awareness and training of our staff through the following courses:

- NOM-009-STPS-2011, Safety Conditions for Work at Height,
- NOM-017-STPS-2008, Personal Protection, Selection, Use, and Management Team in the Work Centers,
- NOM-018-STPS-2015 Harmonized System for the Identification and Communication of Hazards and Risks by Hazardous Chemical Substances in Work Centers,
 - NOM-019-STPS-2011 Constitution, Integration, Organization and Operation of Safety and Health Commissions,
 - Prevention and attention of spills of dangerous chemical substances
 - Emergency Protocols,
 - Use and Handling of Manual Stations,
 - Use and management of fire extinguishers and hydrants,
 - Training of Brigades,
 - Work Training at height,
 - Civil Protection Multidisciplinary Course,
 - ENERGEN fire extinguishing system,
 - Basic Life Support,
 - Evacuation and Communication,
 - Firefighting in the field,
 - Structural Security and Damage Assessment,
 - Search and Rescue,
 - Access by Ropes in Heights,
 - Rescue in Heights,
 - Emergency Brigades,
 - First Aid,
 - Drills,
 - Handling of Hazardous Materials,
 - Fire Preventive Measures for Electric Risk,
 - Signaling,
 - Preventive Measures of LP Gas,
 - Use of Personal Protection Equipment, and
 - Nutrition.





As part of the safety, health, and wellness initiatives promoted during 2018, the following are highlighted.

civil Protection WEEK. The participation of employees was generally encouraged, as well as the brigade personnel in the most important service units such as San Angel, Chapultepec, and Santa Fe. A tour with an interactive robot was carried out in all areas, and personalized invitations to be part of the emergency brigades were made from the brigadiers to employees. Express training was performed on first aid and firefighting, and the brigadiers were presented to staff while demonstrating their acquired knowledge.

"FOR EMPLOYEES WITH DISABILITY" SAFE AREA. A mapping of the staff with disabilities was carried out in the main offices (Santa Fe, San Angel, and Chapultepec). Also, a compatibility analysis was elaborated in order to obtain information to make improvements for the future for staff with disabilities.

NOM-018-STPS-2015 Harmonized system for the identification and communication of hazards and risks from hazardous chemical substances. Analysis and identification of hazards and risks based on standard, of each substance within the facilities and according to the safety sheets, for the new labeling of substances. The training was given, and recommendations were made to the areas with these types of substances for the implementation of the system.

IMPLEMENTATION OF SAFE WORKING STANDARD IN HEIGHTS. The safety of internal and external personnel working at heights has been increased through the

establishment, training, and follow-up of safe operating guidelines at heights, which allows improving safe practices and generating a culture of prevention habits based on self-care.

HEALTHY LIFE. Promotion of health encouraged through several means such as the following.

- Healthy Living initiative. A platform that communicates and disseminates aspects of health such as self-care and quality of life. It is used to spread information on useful topics directly related to the lifestyle. Among others, the communications are sent via the intranet, articles in the Company's electronic magazine and electronic boards.
- Clinic of overweight and dyslipidemias. Initiative consisting of professional preventive consultation and follow-up of the employees to prevent related pathologies associated with diet and lifestyle, in addition, to address the detected diseases to specialized doctors.
- Health days. An initiative focused on bringing healthcare resources from public or private institutes to the employees, seeking the early detection of diverse pathologies and the immunization of specific diseases.
- Human development program. Initiative to support and manage different options oriented to address psychological issues through alliances with specialized clinics.

In addition to the above, all suppliers working in specialized works are requested to operate with the basic equipment required by the Civil Protection Department. Our internal personnel is provided with protective equipment.

There were no deaths due to accidents or occupational disease in 2018.

Table 11. 2018 Health and safety data

2018	NUMBER OF ACCIDENTS THAT OCCURRED:	NUMBER OF WORKERS EXPOSED:	ABSENTEEISM RATE (%)	NUMBER OF DAYS LOST:
MEN	187	25,268	0.07	4,418
WOMEN	64	10,670	0.06	1,701
TOTAL	251	35,938	0.07	6,119

	FREQUE	NCY INDEX	-		GRAVI'	TY INDEX
Year	Men	Women	Total	Year	Men	Women
2015	1.95	3.72	2.45	2015	0.09	0.11
2016	4.26	2.00	3.58	2016	0.09	0.02
2017	7.29	4.31	6.42	2017	0.15	0.07
2018	3.58	2.90	3.38	2018	0.08	0.08
			•			

At Grupo Televisa, it has been possible to reduce the frequency indices of disabling accidents up to 48% and of Gravity Indexes by up to 38%.

AZTECA STADIUM: THE SAFETY OF ASSISTANTS, OUR PRIORITY

The Azteca Stadium is one of the largest stadiums in North America, with a capacity of 84,500 people¹⁰. It was inaugurated in 1966 and has been considered one of the most iconic stadiums in Mexico. Major sporting events have been held, such as the 19th Olympic Games, the IX and XIII World Cups, and the Century Game and various meetings of the National Football League (NFL), among other events.

Music icons such as Elton John, Michael Jackson, and U2 have performed there. Also, in 1999, Pope John Paul II held a mass there. Since the beginning, Grupo Televisa has owned the stadium. We are aware that hundreds of

thousands of people who visit our stadium imposes a great responsibility for us. Therefore, we have a program of security and civil protection, through which we seek to safeguard the life and integrity of each attendee. Before each event, the following actions are performed:

- Inspection by the Public Security and Civil Protection authorities,
 - · Establishment of a logistics and emergency plan,
- Coordination of the activities of the authorities, such as civil protection, public safety, firefighters, trade and entertainment inspectors, medical services, private security, among others,
- Establishment of meeting points in the case of an emergency, and
- Safety rings installation: the first, at the entrance of the city. The second, at a minimum distance of 500 meters from the Stadium. The third, at the entrance of the Stadium.

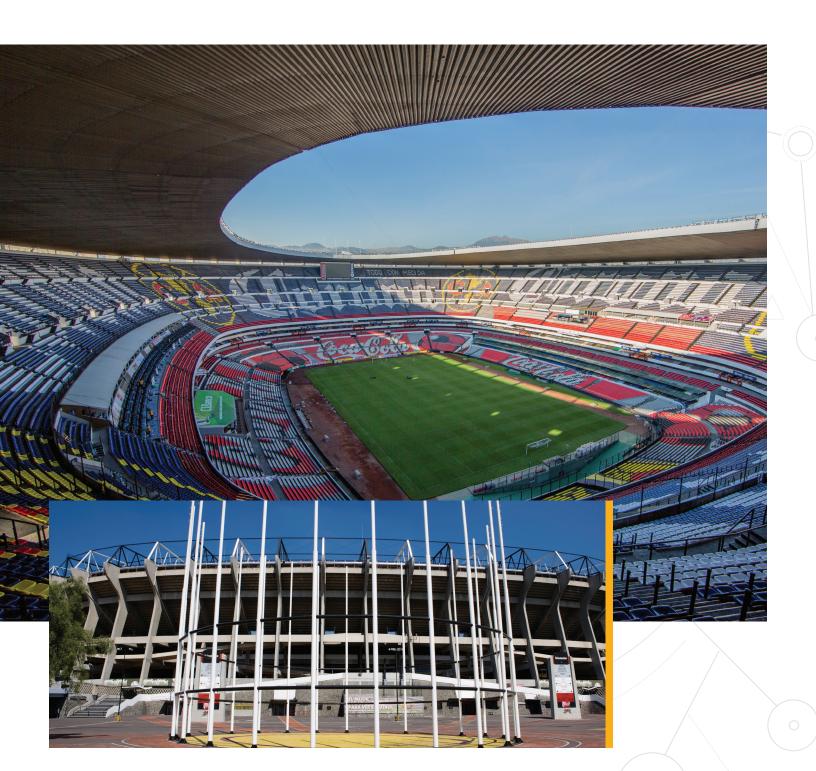
Also, we continuously train our private security forces.

¹⁰ Sources: https://www.estadioazteca.com.mx/linea-del-tiempo/ http://ligamx.net/cancha/reglamentos

The authorities certify them, which is essential for them to carry out their work. Our focus is based on risk prevention and mitigation, while we maintain strict security control during an event.

We continuously carry out internal security audits, for both internal and external personnel, as well as the physical characteristics of the facilities in order to comply with applicable regulations in this area.

As part of our commitment to safety, and in order to continue our close cooperation with the authorities, we have signed our participation to the "Safe Stadium" Security Manual, coordinated by the Public Safety and Civil Protection authorities, Stadium Security Directors, Private Security and the LIGA MX/ASCENSO MX, for the professional soccer matches that take place in the national territory. In 2015, this manual was publicly presented in the Azteca Stadium.





ENVIRONMENTAL RESPONSIBILITY

We are committed to contributing to the wellness of our planet, not just by communicating the key roles and contributions of the environment to the sustainable development of society, but also by implementing solid and constant actions through our Environmental Management Systems (EMS) at an operational level.

COMMITMENT TO SUSTAINABILITY

We have made, and will continue to make, the sustainable development part of our offerings and commercial strategy in order to keep meeting the expectations of, and creating added value for, our stockholders. We have focused on, among other things, analyzing our emission of greenhouse gases, establishing reduction goals, complying with the Ley General de Cambio Climático, or General Law on Climate Change, and creating and strengthening alliances with renewable energy generators.

Our achievements in the environmental area are the result of our consistent review and enhancement of our internal policies, procedures and plans regarding sustainability; our emphasis on the relevance of sustainability as being a critical business focus of our management committees and directive groups; and the establishment of key performance indicators in social, economic and labor-related matters, which allow us to evaluate our internal and external impact.

We develop and implement energy efficiency programs, as well as other initiatives to reduce water consumption and waste generation. Some of our core voluntary environmental initiatives and certifications are mentioned in the following table.



 Table 12. Voluntary environmental initiatives and certifications

EXTERNAL INITIATIVES - TELEVISA						
PRINCIPLE / LETTER / INITIATIVE / CERTIFICATION	ISSUING INSTITUTION	BRIEF DESCRIPTION	LOCATION / TELEVISA FACILITY	WEB LINK OF THE SITE (IF APPLICABLE)		
ISO-14001:2015	Sociedad Internacional de Evaluación y Gestión, .S.C. (SIGE)	SGA Certification Transition	Santa Fe, San Ángel and Collection Center	https://www.sige. org.mx/		
ENVIRONMENTAL QUALITY	Secretary of Environment and Natural Resources (SEMARNAT)	Evaluation and certification of environmental performance and compliance with the regulations of the Company	Santa Fe, San Ángel, Collection Center, Chapultepec and Distribuidora Intermex	http://www.gob. mx/semarnat		
ENVIRONMENTAL COMPLIANCE	Secretary of Environment (SEDEMA-CDMX)	Evaluation and certification of an environmental performance superior to that requested by the current local regulations	Santa Fe, San Ángel, Collection Center, Chapultepec and Distribuidora Intermex	http://www. sedema.cdmx. gob.mx/		
SUSTAINABLE BUILDING	Secretary of Environment (SEDEMA-CDMX)	Evaluation and certification of sustainability and environmental efficiency in buildings	Azteca Stadium and Insurgentes Theater	http://www. sedema.cdmx. gob.mx/		
CDP	Carbon Disclosure Project (CDP)	Information disclosure on the environmental impact of the Company	Grupo Televisa with information on water and emissions	https://www.cdp. net		



	EXTERNAL INITIATIVES - TELEVISA						
PRINCIPLE / LETTER / INITIATIVE / CERTIFICATION	ISSUING INSTITUTION	BRIEF DESCRIPTION	LOCATION / TELEVISA FACILITY	WEB LINK OF THE SITE (IF APPLICABLE)			
GLOBAL COMPACT (ONU)	United Nations (ONU)	Promote social, environmental and sustainability principles of universal nature in the business sector	Grupo Televisa with information on human rights, labor relations, environment and corruption	https://www. unglobalcompact. org/			
CARBON FOOTPRINT	KPMG	Emissions of the Company to the environment, by operation	Grupo Televisa with information on water, energy, and emissions				
EMISSIONS REPORT (RENE)	Secretary of Environment and Natural Resources (SEMARNAT)	CO2e emissions from installations that exceed the maximum required by the standard (voluntary)	Grupo Televisa with information on emissions (Reported by Televisa and Televimex)	http://www.gob.mx/ semarnat			

We have set goals and targets that help us assess the progress of our main environmental programs, such as waste recycling (including hazardous and particular management waste), internal environmental training, and reduction of electricity consumption. This year, our measurement, coverage, and consistency were improved as compared to previous years.

Environmental analysis information contained in this chapter exceeds 50% of the total entities and facilities that constitute Grupo Televisa. Emissions, energy, and water indicators cover over 70% of Grupo Televisa's companies¹¹; the selection of those companies was based on materiality. Regarding waste generation, the entities and facilities considered were Televisa, S.A. de C.V. (San Angel, Collection Center, Santa Fe, and Chapultepec), Altavista Sur Inmobiliaria, S.A. de C.V. (Rojo Gomez), and Fútbol del Distrito Federal, S.A. de C.V. (Azteca Stadium).















ENVIRONMENTAL MANAGEMENT POLICY

Grupo Televisa continues to align its operations with international environmental standards and best practices in the industry. We understand that the evolution of environmental programs moves towards a more comprehensive framework focused on stakeholders' inclusiveness and training, awareness, and competency programs. The purpose of the migration to the new version of this international standard is to continue improving our environmental performance and provide greater protection to natural resources.

We perform our operations under an internal environmental policy, which is in line with the Environmental Management System Mexican Standard¹² NMX-SAA-14001-IMNC-2015. It assesses three main topics: (i) legal requirements on a national, state and local level; (ii) employee training program; and (iii) establishment of responsibilities and corrective and preventive actions. Table 13 shows some of the general requirements of the environmental management system.

Table 13. Some of the environmental management system requirements

NAME	PURPOSE	GENERAL ASPECTS
THE MATRIX OF LEGAL REQUIREMENT	Identify and update internal and external legal requirements regarding environmental impact, as well as establishing electronic records of laws, regulations, and norms.	The matrix includes general information on specific requirements, governmental office, federal or local level, affected activities, time of the requirement, and the response in Grupo Televisa.
TRAINING	Implement activities to increase environmental consciousness, and train people who perform critical environmental tasks in their actions.	The training program involves both the Environmental and Human Resources area and covers aspects such as response to emergencies, skills, and competencies, and special needs or additional training.
CORRECTIVE ACTION OR PREVENTIVE ACTION REQUEST	Define the responsibilities to inquire, apply, and confirm the effectiveness of the corrective and preventive actions regarding potential or actual noncompliances.	If a non-compliance action is detected, a procedure to analyze the event is followed. It comprehends forming a working group to solve the non-conformity, identifying the cause of the problem, and defining its consequences.

RESPONSIBLE PARTICIPANTS OF THE ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

1. EMS Decision-Making Committee: Responsible for following up with these activities and allocating the necessary economic and human resources.

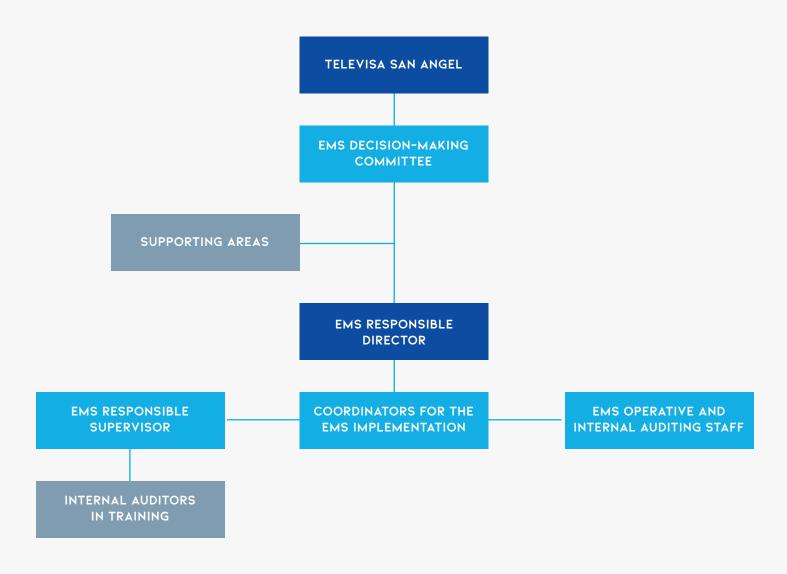
Supporting areas:

- 2. EMS Responsible Director: Responsible for reviewing and approving environmental aspects of each area in the diagnostic format.
- 3. EMS Responsible Supervisor: In charge of performing field review and verification of the EMS

documentary process, as well as coordinating updates in the EMS.

- 4. Coordinators for the EMS implementation: Responsible for participating in the activities performed in their area and identifying inputs and output of the processes.
- 5. EMS Operative and internal auditing staff: Responsible for performing and witnessing the development of the audit process.
- 6. Internal auditors in training: Responsible for participating partially in audits, including in the inquiring and the collection of evidence processes.

Figure 15. EMS organization chart





EXTERNAL CERTIFICATIONS

(GRI 102-12)

Our EMS is certified by external third parties, as a result of our compliance with international and national standards. Several facilities have been granted with the Environmental Quality certificate issued by the Secretaría de Medio Ambiente y Recursos Naturales (Secretary of Environment and Natural Resources) and the Procuraduría Federal de Protección al Ambiente (Federal Environmental Protection Agency).

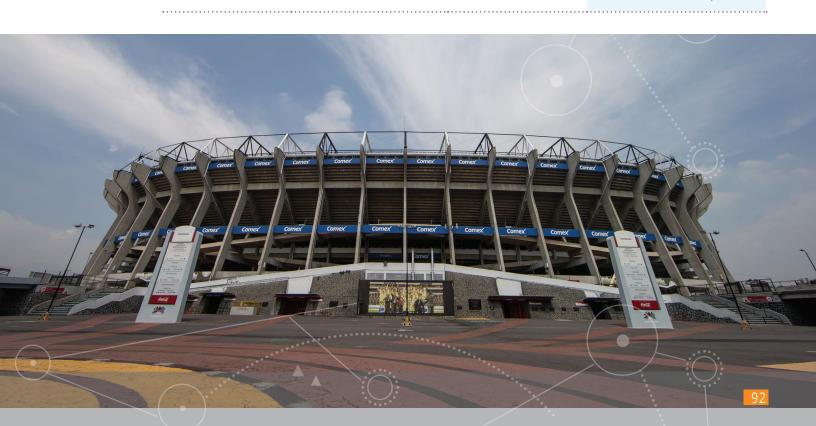
Table 14. Environmental certifications

	SEDEMA					
INSTALLATION	NEW CERTIFICATIONS	OBTAINING DATE AND REGISTRATION NO.	ANNUAL REVIEW	EXPIRATION DATE		
SAN ANGEL	Change to sustainable buildings	Certified, revalidation report accepted on April 19, 2017 (registry R1EMO13-038110- SE15, Sedema- PAA-023/2017)	Due April 2019	Carried out in November 2018, pending response to deliver Sedema Report		
COLLECTION CENTER	Change to sustainable buildings	Certified, revalidation report accepted on April 19, 2017 (registry R1EMO02- 043305-IN16, Sedema- PAA-023/2017)	Due April 2019	Carried out in November 2018, pending response to deliver Sedema Report		
SANTA FE	Change to sustainable buildings	Certified, revalidation report accepted on April 19, 2017 (registry R1EMO12- 043204-IN16Sedema- PAA-021/2017)	Due April 2019	Carried out in November 2018, pending response to deliver Sedema Report		

	SEDEMA			
INSTALLATION	NEW CERTIFICATIONS	OBTAINING DATE AND REGISTRATION NO.	ANNUAL REVIEW	EXPIRATION DATE
DISTRIBUIDORA INTERMEX/ GONARMEX	Setup for May 2019	In process		
AZTECA STADIUM		Ma-07/150416- DSedema-29/011215 notification degree dated December 12, 2016 certificate May, 2017	Annual revision October - December 2019	Recertification report delivered in December 2018, pending response for Sedema
INSURGENTES THEATER		Registry 01EDO18- 003010-ET16, Sedema- PAA-086/2018	Annual revision September 2019	November 22, 2018 to November 22, 2020
CLUB AMERICA	Setup to August, 2019			
				Carried out in November



Carried out in November 2018, pending response to deliver Sedema Report



	PROFEPA					
INSTALLATION	NEW CERTIFICATIONS	OBTAINING DATE AND REGISTRATION NO.	RECERTIFICATION	EXPIRATION DATE		
SAN ANGEL		RC915644 30 October 2018	June 2020	November 2020		
COLLECTION CENTER		RC915416,29 August 2018	June 2020	September 2020		
SANTA FE		RC41404, 24 October 2017	July 2019	November 2019		
DISTRIBUIDORA INTERMEX/ GONARMEX	Setup for May 2019					
AZTECA STADIUM	Setup for July 2019					
ROJO GOMEZ	Setup for June 2019					

SGA ISO 14001				
INSTALLATION	OBTAINING DATE AND REGISTRATION NO.	ANNUAL REVIEW	EXPIRATION DATE	
SAN ANGEL	SGA2018-006, 12 September 2018, original certificate October 29, 2015	September 2019	11 September 2021	
COLLECTION CENTER	SGA2018-004, 12 September 2018, original certificate October 29, 2015	September 2019	11 September 2021	
SANTA FE	SGA2018-005, 12 September 2018, original certificate October 29, 2015	September 2019	11 September 2021	
DISTRIBUIDORA INTERMEX/ GONARMEX	Scheduled to October			
ROJO GOMEZ	Scheduled to October			

Table 15. Environmental certifications costs

INSTALLATION CERTIFICATION COSTS FOR 2018 (MEXICAN PESOS)

INSTALLATION	SEDEMA	PROFEPA	SGA ISO 14001
CLUB AMERICA	596,000.00	AT 2019	AT 2019
INTERMEX	180,000.00	137,500.00	67,945.00

TOTAL: 981,445.00

TOTAL: 1,267,700.01

COSTS OF RE-CERTIFICATIONS OF CERTIFIED INSTALLATIONS				
INSTALLATION	SEDEMA	PROFEPA	SGA ISO 14001	
SAN ANGEL	AT 2019	179,300.00	65,666.67	
CENTRO DE ACOPIO	AT 2019	150,700.00	56,666.67	
SANTA FE	AT 2019	IN PROCESS	57,666.67	
ESTADIO AZTECA	697,000.00	AT 2019	AT 2019	
TEATRO INSURGENTES	60,700.00	AT 2019	AT 2019	

Table 16. Expenses and investments for the protection of the environment (G4-EN31)

EXPENSES AND INVESTMENTS FOR THE PROTECTION OF THE ENVIRONMENT					
TYPE OF COST	PROJECT DESCRIPTION	TOTAL, IN THOUSANDS OF MEXICAN PESOS			
WASTE TREATMENT	Removal and destruction of hazardous waste	307.9			
WATER	Analysis of drinking water, residual and emissions to the atmosphere, CRIT	2,000			
ENVIRONMENTAL AUDITS	SEDEMA and PROFEPA audits	285.7			
ENVIRONMENTAL AUDITS	ISO-14001 Audit	110			
ENVIRONMENTAL AUDITS	SEDEMA Audits	317			

NOTE: The waste treatment includes the purchase of drums and does not include the batteries that are within the Recycling Program, as well as the vinyl paint that is destined for donation.

EFFICIENT ENERGY CONSUMPTION

(GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5)

Energy is one of the main sources of our environmental impact. As a result, we monitor fuel and electricity consumption from the Company and its subsidiaries. Fuel consumption comes from the following sources: gasoline, diesel, natural gas, and LP gas. Gasoline is used in staff transportation to the Santa Fe, San Angel and Chapultepec facilities; diesel is used in emergency generators and other different services; natural gas is used in machines such as stoves, ovens, and heaters; and LP gas is used mainly in the employees' dining room. The following figures show the fuel consumption variation for 2015-2018.

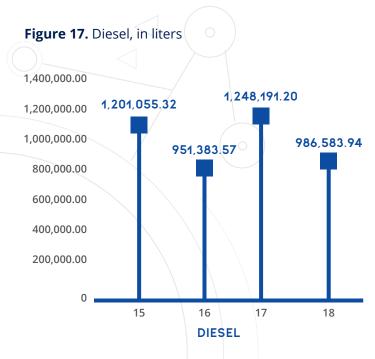


Figure 16. Gasoline, in liters

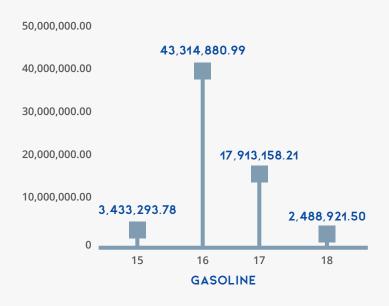
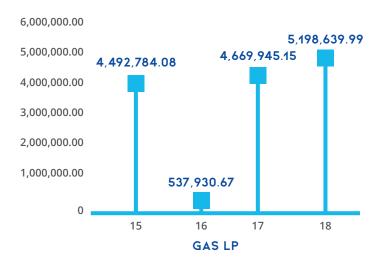


Figure 18. Natural gas, in liters



Figure 19. LPG, in liters

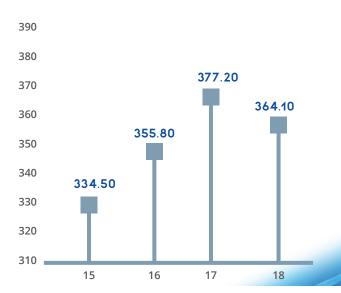


Grupo Televisa's utility vehicles take part in a preventive service and vehicle inspection program that aims to keep an efficient operation while reducing pollutant gases emissions. We also evaluate schedules to increase efficiency and minimize the mileage traveled by a person.

ELECTRICITY CONSUMPTION

In 2018, the electricity consumption of Grupo Televisa was 364,195,429 KWh, decreasing by 3.6% as compared to the previous year. The comparative chart is shown as follows.

Figure 20. Electricity consumption 2015-2018, KWh (in millions)

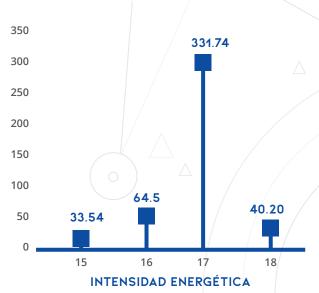


We continued the energy efficiency program to reduce electricity consumption in our headquarters by changing the lighting system to LED and installing movement sensors. With these actions, we aim to achieve local reductions, thus lowering the increasing rate of electricity consumption, which has been 6.2% per year, on average.

TOTAL ENERGY CONSUMPTION AND ENERGY INTENSITY

The energy consumption related to electricity was 1,309,979.26 GJ. In addition, energy consumption resulted from fuels accounted for 164,664.95 GJ. As a result, considering fuels and electricity, the total energy consumption of Grupo Televisa is 1,474,644.22 GJ¹³. In 2018, the energy intensity, regarding the number of employees, was 40.2 GJ/employee.

Figure 21. Energy intensity of Grupo Televisa 2015-2018, in GJ/number of employees



¹³The amount is lower than last year because several companies did not report their fuel consumption









RENEWABLE ENERGY

(GRI 302-4, GRI 302-5)

In Grupo Televisa, we are committed to the introduction of renewable energy into our operations in order to contribute to the national goal of reaching 35% of clean energy generation by 2024, as well as to the Sustainable Development Goal (SDG) number seven, regarding fostering the use and access to affordable, reliable, sustainable and modern energy for all.

In 2018, the energy trigeneration plant at the San Angel facility began operating. The project consists of taking advantage of the energy contained in the fuels of the operation by re-integrating it into the process, or to other operating processes. The trigeneración plant of San Angel consists of three electricity motors/generators and calculated to support 100% of the electrical requirements of those facilities. This equipment is powered by natural gas.

In San Angel, we consume the electricity provided by the generators and take advantage of the heat produced by the

engines, which is ultimately energy, to generate the frozen water used for centralized air conditioning systems. This is done through an Absorption Machine that is installed on the roof of the building where the plant is located.

Another part of the heat produced by the engines is used to generate steam and hot water used in dry cleaning, in the kitchen, and some showers of the San Angel set. This is done using a boiler that is also located on the roof of the building. Instead of dissipating the heat produced by the engines through radiators and fans, it is used to generate ice water, steam, and hot water, at the same time as electricity, with the same consumption of natural gas.

Trigeneration is considered clean energy. It is an efficient generation, since it uses all the calorific power of natural gas, with high-energy efficiency and minimal waste.

This plant estimates the following savings in energy use:







HOT WATER: 4,488 MMBTU/YEAR STEAM: 14,599 MMBTU/ YEAR. ELECTRICITY: 15,260,006 KWHE/YEAR COLD WATER: 8,741,919 KWHC/YEAR.











GREENHOUSE GAS EMISSIONS

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 201-2, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5)

At Grupo Televisa, we acknowledge that mitigating climate change is not only the government's but everybody's responsibility. Companies have a unique opportunity of changing the planet's destiny by implementing climate change prevention and mitigation actions through transparent accountability and high-impact programs.

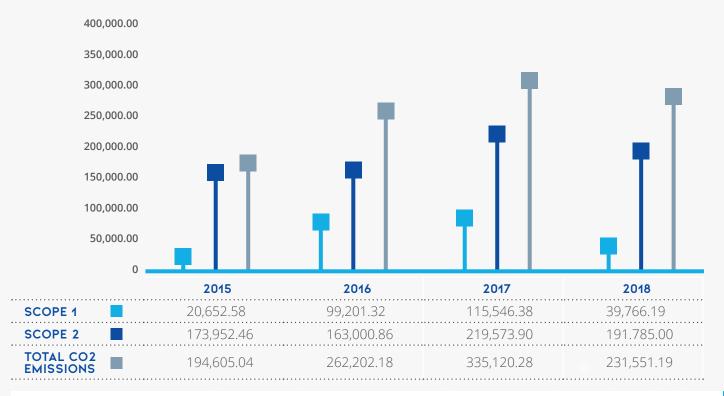
Grupo Televisa aims to mitigate its greenhouse gas (GHG) emissions by quantifying them, identifying the main sources of those emissions, and managing systematic actions to reduce them.

On a yearly basis, we publish our GHG inventory based on international standards and national regulations, such as the Mexican methodology to calculate GHG called the "Secretarial agreement that sets out the technical issues and formulas for the implementation of methodologies to calculate gas emissions of greenhouse compounds", issued by the Secretaría de Medio Ambiente y Recursos Naturales

(Secretary of the Environment and Natural Resources). The inventory provides us with an understanding of how much we are reducing or increasing our emissions through the years, and to quantify them separately as direct, indirect, and other indirect emissions, which are also known as Scope 1, Scope 2 and Scope 3, respectively.

In Grupo Televisa, scope 1 emissions are generated directly from our operations from fixed and mobile sources that consume fuel, such as gasoline, diesel, natural gas, and LP gas. Scope 2 emissions are produced as a result of the operation of the Company, although they are not associated directly with it; such as emissions related to electricity consumption. All other indirect emissions generated by Grupo Televisa's operations, i.e., emissions from flights, are classified as scope 3 emissions. In 2018, total CO2e emissions were 231,551.19 tons, decreasing 30.9% as compared to last year.

Figure 22. Tons of CO2e during 2015-2018 by scope 1, scope 2, and total emissions 14 15



¹⁵In compliance with the requirements of the General Law on Climate Change, one of our main objective 98 is to continue identifying those facilities that exceed 25,000 tCO2e and report to the authorities accordingly

Table 17. The intensity of emissions in Tons of CO2e by number of employees5

	2015	2016	2017	2018
TOTAL OF CO2 EMISSIONS	194,605.03	262,202.18	335,120.28 ^	231,772.50
TOTAL OF EMPLOYEES	43,964	42,288	39,988	36,686
INTENSITY OF EMISSIONS	4.4 🛆	6.2	8.4	5.6







WASTE MANAGEMENT

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 301-2, GRI 301-3, GRI 306-2, GRI 306-3, GRI 306-4, SASB TC-TL-440a.1

Waste reduction is one of the main pillars of our environmental management program. Through an effective reduction plan and recycling alternatives with third parties, we aim to reduce our ecological impact. In 2018, Grupo Televisa generated a total of 2,469.49 kilograms of waste.

Table 18. Waste disposed

	\					Y
WASTE DISPOSED	UNIT	2014	2015	2016	2017	2018
TOTAL WASTE DISPOSED	metric tons	96	20	448.3	6,961.4	2,469.5

Our waste management plan monitors the type of waste generated by Grupo Televisa based on local and federal regulations, the reduction and recycling plan, the disposal process for hazardous waste and the emergency plan in case of a spill. This year, we recycled PET, cardboard, paper, scrap, aluminum, and plastics and sold them to a third party. In 2018, the total amount of recycled waste was 128,607.00 kilograms. The percentage of recycling per material is shown below.

Figure 23. Percentage of recycled waste by material in 2018

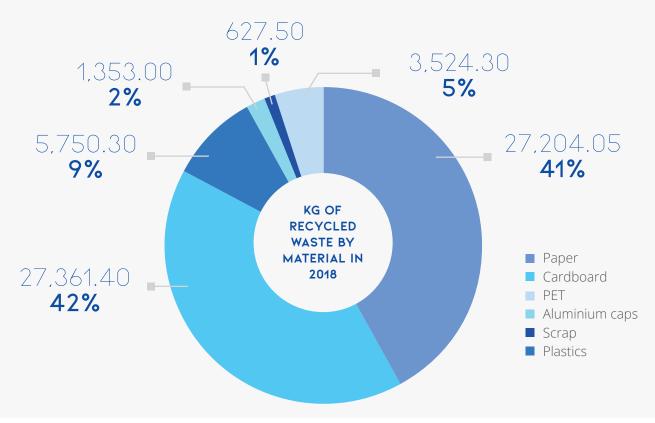


Table 19. Management of recycled materials

MATERIALS	BRIEF DESCRIPTION OF THE MANAGEMENT AND DESTINATION OF THE MATERIALS COLLECTED, BY TYPE OF MATERIAL.
	Form of management, disposition, and/or destination of the material.
PAPER	Paper pulp is used to manufacture paper for printing and writing, cardboard boxes, and other paper products with a percentage of recycled paper.
PAPERBOARD	New cardboard products can be made such as packaging, boxes, and even furniture with this material.
PET	Boxes, containers of various types, drainage pipe, chairs, containers for food and beverages and clothing can be made and, during 2017, was mainly used for the preparation of bricks for the reconstruction of houses for families affected by the earthquake from September 2017.
ALUMINUM	New aluminum sheets are made for different uses or applications, cans, bridges and aircraft parts.
SCRAP	Intended for the manufacture of beams, plates, rods, various pieces of steel, aluminum, copper, brass, stainless steel, etc.
PLASTICS	Various types of plastic containers are produced that are not intended to contain food or beverages for human consumption, as well as tops and soles for women's and men's footwear.

 Table 20. Environmental savings due to our recycling program

KIND OF MATERIAL	KG OF RECYCLED WASTE BY MATERIAL IN 2018	TREES SAVED.	WATER SAVED (LTS.).	FUEL CONSUMPTION SAVED (LTS.).	SAVED ELECTRICAL ENERGY (KW).	OXYGEN (PROVIDED TO "X" PEOPLE).	CARBON DIOXIDE (KG CAPTURED).	SANITARY FILLING M3.	RED MUD AVOIDED (KG.).	SHIRTS PRODUCED AVOIDED.	OIL BARRELS EXTRACTED AVOIDED.
PAPER	27,204	462	734,509.3	39,717.9	111,536.6	1,849.8	5,549.6	816.1	0	0	0
CARDBOARD	27,361.4	465	738,757.8	39,947.6	112,181.7	1,860.5	5,581.7	90,794.5	0	0	0
PET	3,524.3	0	137,735.8	0	17,881.8	0	8,902.2	87.7	48	36,486.3	1,754.6
ALUMINUM CANS	1,353	0	0	0	20,295	0	9,335.7	0	4,059	0	41.9
SCRAP	627.5	0	5,458.	0	3,583.2	0	1,639.4	0	48	442	21.7
PLASTICS	5,750.3	0	175,476.3	0	29,651.3	0	14,375.7	0	0	0	69
TOTAL	65,820.5	927	1,791,937.4	79,665.5	295,129.7	3,710.4	45,384.4	91,698.3	4,155	36,928.3	1,887.3



Table 21. The intensity of the use of recycled materials in Company operations

MATERIAL	QUANTITY	UNIT	RECYCLED OR NON- RECYCLED	TOTAL OF EMPLOYEES ¹⁶	INTENSITY BY EMPLOYEE	PERCENTAGE OF RECYCLED MATERIALS
PAPER	27,204.05	kg	Yes	36,686	0.74	74%
WATER	66,677.27	lt	Yes	36,686	1.81	181%

HAZARDOUS WASTE

The main hazardous waste produced by our operations are empty batteries and vinyl paint, which are disposed of through authorized suppliers; in a smaller proportion, this kind of waste is generated from the operation and maintenance of facilities. In 2018, the total amount of hazardous waste generated was 46,168.432 kg.

Figure 27 shows the amount of hazardous waste recycled per year from 2015 to 2018. This year, the amount of hazardous waste generated decreased 33.4% as compared to 2017.

Figure 24. 2015-2018 hazardous waste generated, in kilograms



Some products in IZZI contain lead, heavy metals and/ or neutralized acids, which require special confinement sites that are not available in Mexico. In order to prevent environmental risks to the environment and people, those materials are sent to international authorized collection locations. Also, suppliers are selected based on environmental criteria. No significant events related to hazardous waste spills were reported in 2018.

Table 22. Removal of organic waste from gardening 2018



As of 2018, the leaves collected by gardeners on the Company's facilities are mixed with black soil to form compost and deposited on bike tracks located on such facilities.



EFFLUENTS AND WASTE, THE TOTAL WEIGHT OF WASTE, ACCORDING TO TYPES AND METHOD OF TREATMENT (GRI 306-2)

Total weight of hazardous and non-hazardous waste, according to the following disposal methods:

Table 23. Weight by disposal methods

ORIGIN	RESIDUE	TYPE	QUANTITY	UNITS	TYPE OF ELIMINATION
OPERATION	Cardboard, aluminum, plastics, PET, organic, paper	Non-Hazardous	65,804.5	kg	Recycling
MAINTENANCE	Various	Hazardous	10,596	kg	Recycling
MAINTENANCE AND OPEWRATION	Various	Hazardous	46,168.4	kg	Incineration
VARIOUS	Vinyl painting	Non-Hazardous	6,000	lt	Donation

TRANSPORTED WASTE

(GRI 306-4)

Table 24. Weight of transported, imported, exported or treated waste deemed hazardous

ORIGIN	HAZARDOUS WASTE TRANSPORTED	UNIT OF MEASUREMENT	HAZARDOUS WASTE TREATED	UNIT OF MEASUREMENT
MAINTENANCE AND OPERATION	46,168.4	kg	46,168.4	kg
BATTERIES	10,596	kg	10,596	kg
VINYL PAINTING	6,000	lt.	6,000	lt.
		kg lt.		

The danger of the waste generated in the facilities does not merit confinement or destruction in foreign territory. The destruction of the same by incineration is carried out in the cement factories since it is used as fuel for their processes. The treated waste is also carried out through a certified supplier to recycle the components and reuse them in new products.

EFFLUENTS AND WASTE

(G4-EN23)

The methods of treatment and practices to recycle or safely dispose of paper, inks, plastics, batteries, and electronic equipment.

• Our authorized carrier supplies cement companies with fuel material for their kilns, using incineration as the method, destines the total volume of hazardous waste.

EFFLUENTS AND WASTE. TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS.

(306-3)

During 2018, there were no significant spills in any of the Company's facilities.

WASTE MANAGEMENT MEASURES

The Company has implemented a waste separation program that includes all administrative areas and common areas. In addition, hazardous waste generation areas with temporary stations for the deposit of hazardous waste and hazardous waste warehouses are counted for safekeeping and subsequent disposal by a certified supplier.

The waste paper is collected through the implemented recycling program and is subsequently delivered to authorized recyclers for processing. The toner is transferred to the hazardous waste warehouse and subsequently removed by the authorized hazardous waste supplier for its transfer and final disposal.











SUSTAINABLE WATER USE

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 303-1, GRI 303-2, GRI 303-3, GRI 306-1, GRI 306-5)

Water is a vital source for sustaining life on the planet. At Grupo Televisa, we acknowledge the importance of preserving this valuable resource for present and future generations.

Our actions are focused on managing two main aspects of water: quality and quantity. We monitor how much water we use to direct conservation actions effectively in the Company. In addition, we aim to maintain a good quality of our discharge water through the treatment of wastewater in some of our facilities.

In 2018, water consumption in Grupo Televisa was 432,210.69 m3, which reflects consumption by 35 subsidiaries of Grupo Televisa, equivalent to 70% of Grupo Televisa's consumption. The standards, methods or calculation tools applied in the calculation were established methodology for the calculation and reporting of indicators to SEMARNAT, PROFEPA and SEDEMA.

We have installed ecological urinals in our facilities, which saves us more than 150 thousand liters of water per year.

Table 25. Grupo Televisa supplying water sources 2016-2018 (GRI 303-1)

TOTAL WATER WITHDRAWAL ACCORDING TO THE SOURCE						
SOURCE		VOLUME, M3 2016	VOLUME, M3 2017	VOLUME, M3 2018		
SURFACE WATER		0	0	0		
RIVERS		0	0	0		
WETLANDS		0	0	0		
LAKES		0	0	0 /		
OCEANS		0	0	0		
GROUNDWATER		0	0	,O \ \ \ \ \ \ \		
RAINWATER		0	0	0		
WASTEWATER		0	0	0		
FROM MUNICIPALITY		27,327,561.7	12,245,388.7	432,210.6		
RECYCLED FROM WASTEWA TREATMENT PLANTS	TER	102,287.8	627,801	66,677.2		
REUSED		204,575.6	1,255,602.0	133,354.5		
TOTAL		27,634,425.2	14,128,791.8	632,242.5		

Table 26. Percentage and total volume of recycled and used water.

		RECYCLE	D AND USED WA	ATER		
	20	016	20	017	20)18
WATER CLASSIFICATION	Volume,m3	Percentage	Volume,m3	Percentage	Volume,m3	Percentage
CLEAN	27,327,561.7	98.89%	12,245,388.7	86.7%	432,210	68.4%
RECYCLED	102,287.8	0.37%	627,801	4.5%	66,677.2	10.5%
REUSED	204,575.6	0.74%	1,255,602	8.8%	133,354.5	21.1%
TOTAL	27,634,425.2	100%	14,128,791.8	100%	632,242.5	100%

EFFLUENTS AND WASTE

(G4-EN23)

The processes that are used in the Wastewater Treatment Plants are ionic and biologic electro chlorination of wastewater. Some of the facilities that incorporate this technology are San Angel, Collection Center, Santa Fe, and Rojo Gomez. The consumption of treated water is mainly from toilets, fire systems, and green-area irrigation.

WATER DISCHARGED

(GRI 306-1)

In 2018, the amount of water discharged to the municipal sewage system was 478,673.19 m3. This quantity is obtained by subtracting the total water recycled and recirculated to the total volume of clean water consumed. The recycling process of water consists of a closed circuit that works with WWTPs; this helps us to avoid discharges to the municipal sewage system. Discharges are made in case of an overflow, and those are not quantified.

Table 27. Total water discharge, according to its quality and destination

VOLUME (M3) 2017	VOLUME (M3) 2018	DESTINATION	WATER QUALITY AND TREATMENT METHOD	REUSED BY ANOTHER ORGANIZATION (YES / NO)
101,141.5	65,340.1	Sanitary, fire protection system and irrigation of green areas.	Ionic and biological electroflocculation.	No
695.2	1,337	Sanitary, fire protection system and irrigation of green areas.	lonic and biological electroflocculation.	No

Standards, methods, and assumptions that have been applied in the calculation: water complies with the NOM-003-SEMARNAT-1997 standard. The treated water data recorded correspond to the facilities where the Treatment Plants are installed and where the precise measurement of water reused is carried out, and consist of the Santa Fe, San Angel, Collection Center, and Rojo Gómez facilities.

NO DIRECT WATER SOURCES AFFECTED

(GRI 303-2, GRI 306-5)

No direct water sources were affected near our facilities, neither by withdrawal nor by the discharge of water.



(GRI 103-1, GRI 103-2, GRI 103-3, GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4)

Grupo Televisa Statement on Biodiversity and Environment defines the approach we adopt as a Company towards Biodiversity and Environment. At Grupo Televisa, we acknowledge Mexico's vast natural wealth and biodiversity due to its geographical location. Mexico encompasses multiple ecosystems; given that its different climates and environments are home to a significant variety of species¹⁷, it is considered a megadiverse country.

For more information, please visit our Grupo Televisa Statement on Biodiversity and Environment at http://www.televisair.com/~/media/Files/T/Televisa-IR/corporate-statements/grupo-televisa-statement-on-bio-diversity-and-environment.pdf

ASSESSMENT OF BIODIVERSITY IMPACTS

Grupo Televisa's operations have a low impact on biodiversity and natural ecosystems. Since most of Grupo Televisa's facilities are located in low environmental impact areas, biodiversity is not significantly affected. The Company has broadcasting and/or rebroadcasting equipment in four locations that are protected natural areas with high biodiversity, which are the following:

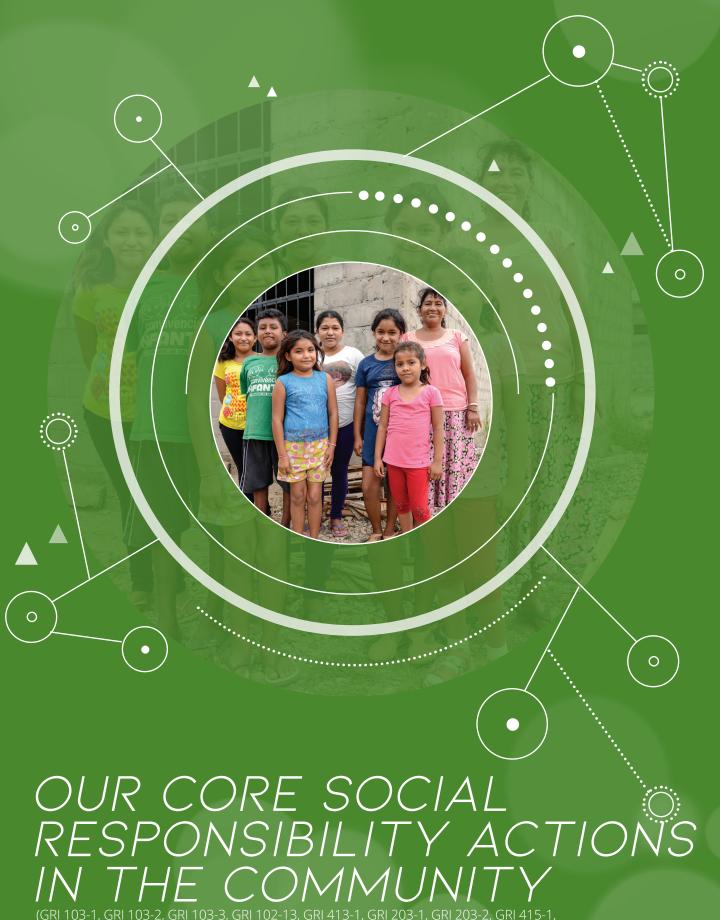
- The Izta-Popo Zoquiapan National Park (Parque Nacional Izta-Popo Zoquiapan).
 - · The Cerro de la Silla.
- The Cerro del Fortin Ecological Reserve (Reserva Ecológica Cerro del Fortín).
- The Tehuacán-Cuicatlán Biosphere Reserve (Reserva de la Biósfera Tehuacán-Cuicatlán).

POR EL PLANETA (FOR THE PLANET): BIODIVERSITY INITIATIVE

"Por el Planeta", is Grupo Televisa's initiative to show our audience the natural wealth of Mexico and the rest of the world. The objective, through Grupo Televisa's multiple platforms, is to share with our audience the most pristine places left on the planet, and which, in turn, are part of the wonders of nature. Our reporters travel in Mexico and all around the world, visiting incredible places and recording the best natural wonders. The *Por el Planeta* team has traveled over 63,000 miles (over 100,000 kilometers) around the world, equivalent to circumnavigating the world twice.

In 2018, new documentaries were released. In the same year, *Pantalla de Cristal* recognized "Por el Planeta" for the coverage "The Giants of Alaska". Also, the reporter Alberto Tinoco and the producer of the program "Benito Sanchez" were recognized with the award Sustainable Journalism presented by the *Club de Periodistas de México*. The documentary series may be accessed here: https://noticieros.televisa.com/por-planeta/





(GRI 103-1, GRI 103-2, GRI 103-3, GRI 102-13, GRI 413-1, GRI 203-1, GRI 203-2, GRI 415-1, GRI 201-1, GRI 203-2, G4-M6, G4-M7)



We are deeply committed to strengthening communities throughout Mexico and investing in their development. During the last 17 years, Fundación Televisa has created and supported programs that provide educational opportunities, promote cultural identity, and encourage community engagement.

Fundación Televisa offers a wide range of tools and opportunities that shape the lives of millions of Mexicans. We have taken advantage of the Company's wide range of media platforms to promote social awareness campaigns, and of our digital platforms to foster civic participation. Fundación Televisa has developed various digital educational platforms that, through innovation and creativity, allow users to improve their abilities and capabilities substantially.

This no-cost, self-teaching tools are broadly available to many Mexicans that would otherwise lack basic tools and access to opportunities. Many of these efforts have improved the lives of millions of people.

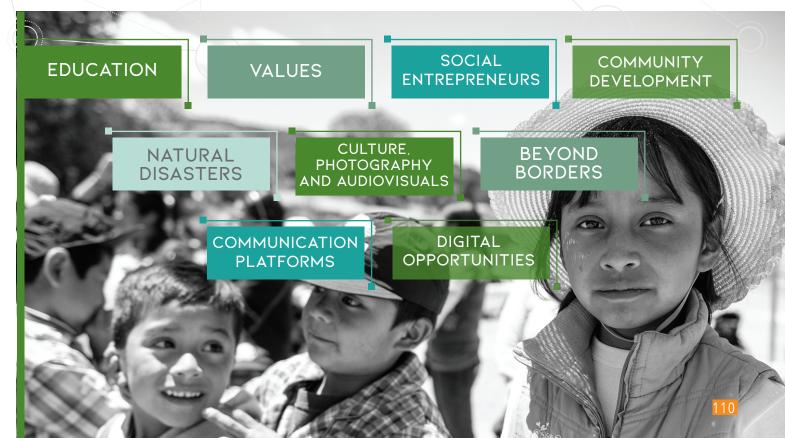
Establishing strong and strategic partnerships is a priority for Fundación Televisa. These partnerships have improved

Fundación Televisa's effectiveness and have broadened their reach. We continuously seek to collaborate with experts in the academic, business, and financial fields, as well as with other organizations, to benefit a greater number of people. During the last 17 years, we have developed partnerships with more than 400 non-governmental organizations, as well as with public and private institutions.

At Grupo Televisa, we are committed to strengthening communities while we work to inspire and develop people's potential through the promotion of education and culture. We believe in equal opportunities and build our goals and future dreams based on firm values.

For the last 17 years, through Fundación Televisa, we have contributed as agents of social change. We have created and supported programs while providing educational opportunities, fostering cultural identity, and promoting commitment to the community. Fundación Televisa provides a great variety of programs and opportunities that benefit millions of Mexicans, supported by nine main areas of impact.

Figure 25. Main areas of impact of Fundación Televisa's programs



At Fundación Televisa we aim to enhance the potential of people in Mexico and the United States while inspiring others to join forces. Our innovative programs in education, culture, entrepreneurship, and environmental protection provide an empowering platform for hundreds of thousands of people to improve their lives, transform their communities, and build more and better sustainable societies. Our approach combines an effective leverage of Televisa communication channels with state of the art digital tools, financial support, and on-the-ground multidisciplinary teams.

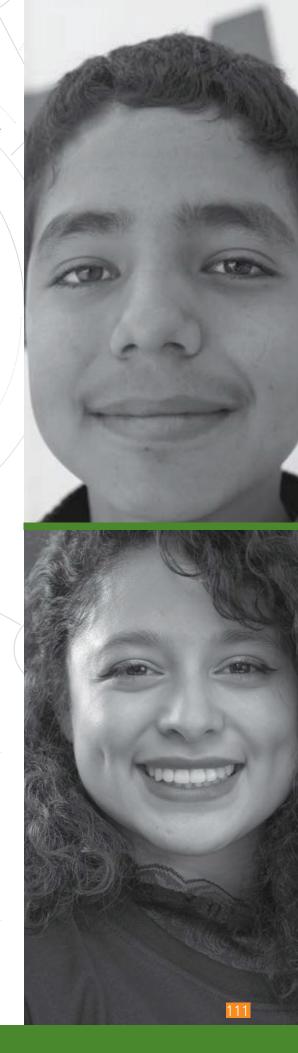
In 2018 we impacted the lives of 1,054,632 children, youth, and adults in both countries, investing together with our allies more than \$346 million pesos and had more than 127 million media impacts. More than 81 million people received our messages; more than 64 institutions and organizations benefited from advertising slots through communication campaigns. Our causes generated more than 1.5 million followers in social networks and brought more than 4 million people to our platforms.

Fundación Televisa programs work along different life stages. Empieza Temprano focuses on early childhood development by providing parents and families with information and practical tips. To enhance the skills of students, Fundación Televisa has been promoting, for 17 years, values under the slogan Tienes el Valor o te Vale. Aprende con el Chavo is a free platform for online learning, and Cuantrix teaches computer science and coding. Technolochicas empowers young women through STEAM (Science, Technology, Engineering, Art and Mathematics) and Bécalos works to increase high school and college completion while improving the student's employability.

POSiBLE helps to develop high impact innovation-driven entrepreneurship through training, networking, resources, visibility, and acceleration for high potential startups. In addition, *Fundación Televisa's* culture and environmental programs are focused on the general public in specific locations and more broadly through the digital and media space.

OUR 2018 FUNDACIÓN TELEVISA NUMBERS:

- Over 3.5 million users of *Aprende con el Chavo*, a free online language and STEAM app.
- More than 30,000 students from public schools in six states across Mexico learned basic coding skills through more than 1,000 teachers and instructors trained by Cuantrix.
- More than 1,300 middle-school girls (primarily Latinas) attended 34 Technolochicas STEAM activities in 17 cities across the United States.
- 37,424 recipients of *Bécalos* scholarships, including 1,614 students who developed employability competencies, 217 participants of an international exchange program with the United States community colleges, and 90 participants attended a program for talented youth.
- With these numbers, *Bécalos* reached a historic total of 285,917 beneficiaries and 1,202 attendees in its international mobility activities.
- To preserve the environment, we protected an additional 11,239 hectares as fishing recovery zones in the Sea of Cortés to reach a total of 1,217,154 hectares. This effort benefits 2,500 fishermen.





- 119,347 people registered in the entrepreneurship platform *POSiBLE* in Mexico with a record percentage of 55% women. Moreover, 1,100 Latino entrepreneurs registered to a *POSiBLE* US pilot program in Los Angeles.
 - \cdot We participated in 7 photographic fairs in Mexico and other countries, with more than 150,000 visitors.
 - We participated with far-reaching communication campaigns, including Valores promoting civic values.

In response to the earthquakes of September 2017, the program *ReconstruYAmos México* (Rebuilding Mexico) was created to support rebuilding projects along with the states that suffered the most damage. Throughout strategic alliances like "1X1" with the Alfredo Harp Helú Foundation, *Fomento Social Banamex* and the Coca Cola Foundation, where we invited all Mexican people to donate with the commitment to duplicate each peso they gave; and alliances with the BBVA Bancomer Foundation and the Gentera Foundation, we benefited more than 189 thousand people in Oaxaca, Chiapas, Morelos, Puebla, Estado de México, Guerrero and Mexico City, with more than 13.8 million dollars invested in rebuilding 1,669 houses, 11 schools, 3 local markets, 782 ovens and kitchens, 11 craft workshops, 1 mobile hospital and 1 nursing home during 2018.

By responsibly leveraging media, talent, partnerships, and financial assets, the efforts led by *Fundación Televisa* reflect the commitment of Grupo Televisa to make a strategic contribution to building a more empowered, prosperous and democratic society where all people have a platform to improve their quality of life.



CLIENT'S SATISFACTION (GRI 103-1, GRI 103-2, GI 103-3, GRI 102-43)

We aspire to get closer and closer to our clients and agencies, applying the values of transparency and proximity daily at each stage of the commercial process. As Grupo Televisa, our priority in each project we undertake is to satisfy both our audience and our customers. We recognize that it is extremely important to maintain high standards of satisfaction while generating long-term relationships to continue building the road to success.

2018 was a year of great learning. With the support of some research agencies, we developed two projects that gave us a deeper knowledge of both the public perception of us and our customer's objective, for which our services provide great value. With these findings, we designed strategies and work plans that will allow us to strengthen our communication with our customers, provide personalized service, and generate an effective portfolio according to the needs of each customer.

In the same way, we implemented work cells in which collaborators access different areas involved in the commercial process participated. The main results

of this effort were proposals that are more effective and a reduction in response time, which led to more satisfied customers.

Unlike previous years where we developed more general events, this year we focused our efforts on the development of events, which were widely accepted by our customers; these events gave us the opportunity to combine the two biggest attributes of both types of events:

1) show our production and content capabilities, and 2) focus the event on different audiences.

Likewise, we had four content upfronts whose objective was to direct the discourse towards the specific customer need by platform: open TV customers, pay TV customers, digital customers, and agency customers. We show a greater understanding of our different customers and a genuine interest in directing efforts towards a more beneficial negotiation for both parties. We intend to build closer relationships that allow us to support ourselves in achieving the brand's objectives actively.

Figure 26. Work process oriented to the customer



Our strategy for approaching customers is based on two main components: 1) understand their objectives, needs, schedules, and expectations; and 2) provide an customized multiplatform offer for each customer. Through an innovative approach, we take advantage of the opportunities provided by technological advances to generate valuable and useful solutions for our customers; for example, we continually feed a digital application that provides real-time information about our offer and business opportunities for brands.

Aware of the importance of providing relevant and timely information, our sales force continually provides customers with performance reports of both content and campaigns, which allow the measurement of marketing effort results.

Through advertising spaces in our content, we focus on helping our customers communicate the image of their brand and the functional and emotional benefits of their products to the audience.

During this year, we made steady progress in the transformation of our commercial relations, leaving aside the transactional approach and creating a more personal approach.

We live a constant transformation that demands evolution. The lessons learned during 2018 motivate us to continue the renovation of the different commercial

areas; 2019 will be a year of great changes and continued work on the effective communication of TV attributes, as well as show the benefits of having cross-platform campaigns; likewise, we will work on having a greater understanding of our clients both at the industry level and at the individual level in order to find the best way to generate value for the fulfillment of their objectives.

KEYSTONES TO APPROACH CLIENTS



The Sales Department is related to customers based on six fundamental principles described below

Figure 27. Principles to relate to our customers

The sales force is the face of Televisa in front of our commercial partners.

to their requests. The customer maintains a direct communication with our executives managers, directors and General Manager

Each sales team is assigned to certain accounts.

Each team provides continuity to the needs of each customer and allows building a relationship beyond the transactional. These assignments are granted taking care that the same team does not serve brands that compete directly.

Our sales force finds the support to provide a quality service to customers in the areas of marketing and operations.

Our sales team receives information on the behavior of the market, history and opportunities of each customer in order to reduce trading risks and, at the same time, make investments more efficient. The operations team maintains the day-to-day relationship for the timely delivery of the results required by the advertisers

Our sales force looks for the best conditions and results for our customers. To provide efficient solutions to our customers, we have interdisciplinary work teams whose task is to ensure that our offer actively contributes to the achievement of their objectives.

There is a public relations team that responds to sales requests.

The public relations team provides attention, follow-up and enriches the sales relationship with the customer through communication tools, product presentation events and reminders of special dates.

Protocols of reception and attention to customers.

The three corporate headquarters of Grupo Televisa (San Angel, Chapultepec and Santa Fe) operate with reception and customer service protocols. This is obtained through a specialized identification that gives our customers a distinctive status within the facilities.

ONLINE CONTENT

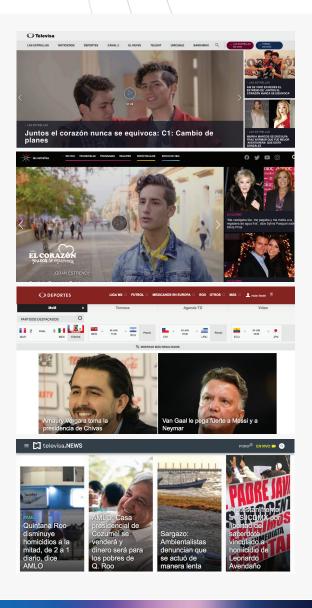
We interact with our customers and other interest groups such as consumers and our audience, through various platforms, among which are:

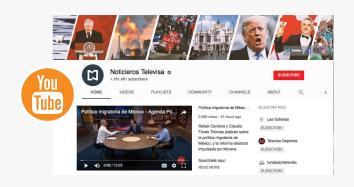
- Corporate platforms: Grupo Televisa's corporate website (https://www.televisa.com/) and other content platforms, for example:

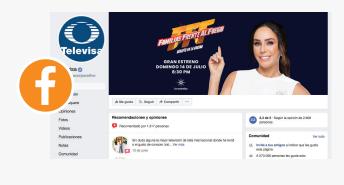
Las Estrellas (<u>www.lasestrellas.tv</u>), Televisa News, (<u>noticieros.televisa.com</u>), Televisa Deportes (<u>deportes.televisa.com</u>), to name a few.

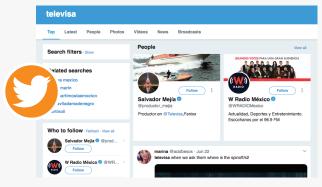
- Social networks: platforms that allow us to show digital content to consumers directly. We have a presence on YouTube, Facebook, and Twitter, among others.

These platforms allow us to maintain contact with our stakeholders in a personal way, increasing our positive impact and attracting our audience and interest groups.











In a technological and interconnected world, there are many challenges regarding the protection and handling of information through resilient IT systems. The integrity of our consumers, clients, and other stakeholders is our priority. In that sense, we have a set of policies that aim to guarantee the integrity, confidentiality, and availability of information. Grupo Televisa and its subsidiaries must comply with the security aspects contained in those policies.

Figure 28. Security aspects for handling and protection of information



The IT strategy encompasses a variety of mechanisms to strengthen information security. Every year, coordination, awareness, and risk evaluation programs are performed inside Grupo Televisa and its subsidiaries as part of the strategy. Any security breach identified is addressed promptly.

In addition to the above, we have a public notice of privacy which states that we are committed to protecting the personal information provided by users and that we are responsible for its treatment when that information is collected in the corporate site (www.televisa.com), print media and/or telephone. The complete notice of privacy is available on our website (https://www.televisa.com/politica-de-privacidad/).



(GRI 103-1, GRI 103-2, GRI 103-3, GRI 102-9, GRI 204-1, GRI 308-1, GRI 308-2, GRI 407-1, GRI 408-1, GRI 409-1, GRI 411-1, GRI 412-1, GRI 412-3, 413-2, GRI 414-1, GRI 414-2)











We acknowledge that we can positively impact society and the environment through the decisions and actions we take in our supply chain. Bearing that in mind, in 2018 we continued establishing sustainability criteria in our contracting practices, identifying those suppliers that may involve risks to the Company, as well as those that outperformed in their sustainability programs.

All of our companies adhere to Grupo Televisa's general purchasing guidelines. However, due to its variable needs, we have several areas in charge of acquiring goods and services that attend to the particular requirements of each of the business units, such as IZZI, SKY, Content, or other businesses.

In Grupo Televisa, the goods and services that are supplied are acquired mainly from large transnational companies in the technological field. Technology is carefully chosen to gain a leading position in the market by taking advantage of digital services and innovative platforms. For the rest of Grupo Televisa, other goods and services are provided by small and medium-sized companies located in Mexico (e.g., wholesalers, contractors, consultants, manufacturers, subsidiaries of transnational companies and intermediaries). The main goods that are supplied include paper, electrical materials, other technology, maintenance, office supplies, clothing and scenery materials, among others.

SUPPLIER HIRING AND SELECTION POLICY

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 301-1)

The Company complies with its supplier hiring and selection policy based on economic and social criteria to be considered when choosing new suppliers. We have developed mechanisms for detecting possible conflict of interests, and we evaluate corporate governance and economic risks of potential suppliers. Also, we encourage our suppliers to act with ethical behavior and integrity by respecting and taking care of working conditions, human rights, anti-corruption, fair competition, and health and safety requirements. In our contracts, we demand that our suppliers comply with their social security obligations and respect the working hours established by Mexican legislation. We firmly prohibit any child or forced labor, and we demand that our suppliers respect the labor standards established by Mexican legislation, or that may otherwise apply.

Our supplier hiring and selection policy requests for the registration or modification of a supplier, among other documents: to sign our "Letter of Communication of Principles in the Supply Chain Management" and, to answer the "Self-Assessment Questionnaire of the Sustainability Management Program for Suppliers." Our "Letter of Communication of Principles in the Supply Chain Management" establishes that, as part of the supply chain management, suppliers of Grupo Televisa communicate its commitment to maintaining best practices, promote sustainable development and promote respect in environmental, social and corporate governance areas. Also, suppliers recognize together we can positively benefit society and the environment through decision-making and implementation of actions in their supply chain. Within the Letter, suppliers commit to honor these five principles:

- 1. Integrate social and environmental criteria in the management of our supply chain,
 - 2. Environmental and biodiversity commitment,
- 3. Encourage suppliers to adhere to the best practices in their industry,
- 4. Act ethically, respecting and taking care of the requirements of labor conditions, human rights, anti-corruption, fair competition, health and safety obligations, opposition to child labor, and opposition to forced labor, and
 - 5. Prioritize the relationship with the community.

Regarding the "Self-Assessment Questionnaire of the Sustainability Management Program for Suppliers," it integrates several well-structured questions regarding environmental, social, and corporate governance pillars. After suppliers answer the questionnaire, the Company assesses it and provides feedback and recommendations for each question, based on sustainability best practices.

Grupo Televisa applies the questionnaire to each new supplier to evaluate their sustainability performance, to identify their level of sustainability maturity, and to be aware of potential environmental and social supply chain's risks.

SUSTAINABLE MANAGEMENT OF OUR SUPPLY CHAIN

(GRI 103-1, GRI 103-2, GRI 103-3, GRI 411-1, GRI 412-1, GRI 412-3, 413-2, GRI 414-2, SASB TC-TL-440a.1)

At Grupo Televisa, we comply with six factors that govern us when we establish and maintain relationships with suppliers: innovation, time, quality, high-efficiency standards, cost, and compliance with legal provisions. Also, we conduct risk assessments of our suppliers through a third party in order to evaluate their status regarding the following economic and social aspects:

- a) Company's profile.
- b) Legal incidences such as working standards, corruption, ethics, and human rights.
 - c) Corporate governance.
- d) Work practices such as payment of social obligations.

High sustainability risks in our supply chain can be related to the possible breach or non-compliance of economic, social, environmental, and legal standards. Some of the aspects involved are health care, human rights, labor standards, occupational safety, ethics, and respect to the rights of indigenous communities. Our materiality analysis identifies the relevance of those aspects of the industry and our stakeholders.

To mitigate those risks, in 2018, we certificated 274 of our suppliers in social and economic matters through a third party. Out of these, 45 of our suppliers

presented risks in terms of sustainability. To date, Grupo Televisa has 1,397 certificated suppliers through a third party. Our Purchasing Department visited their facilities in order to identify possible breaches to our supply chain standards. Several areas of opportunities were recognized in those visits, and we are working with these suppliers in order to close gaps as part of a continuous improvement process. In 2018, there was no significant negative impact on our supply chain regarding labor practices, human rights, or any other social area. Our 2019 objective is to assess 100% of our suppliers by December 2019.

SUSTAINABLE SUPPLY CHAIN PART IN OUR TV SHOWS

In the Televisa San Angel production site, creativity and professionalism are focused not only on creating high-quality TV shows but also on developing high sustainability standards for our suppliers. In that sense, we direct our efforts to requiring the best safety measures for our suppliers' workers and assuring that they have access to effective medical services and fair compensation schemes. Moreover, we use environmentally friendly products in our forums to mitigate the negative environmental impact.

Figure 29. Sustainability aspects of the production site for external workers

LABOR STANDARDS

- Incase that the working time exceeds the contracted time, extra hours are paid.
- Medical service is provided in case of an accident.
- Grupo Televisa requieres using the basic equipment requested by Mexican norms.
- For specialized jobs, they are provided with the needed equipment.
- High-risk activities are supervised by trained personnel of Grupo Televisa.

HEALTH AND SAFETY

- We count with water curtains in our furniture varnish workshop to mitigate the impact of solvents.
- Internal and external workers that operate at height have lifelines and anchoring points to avoid falls and increase their safety.
- · Identification of severe and chronic diseases.

ENVIRONMENT

- A signaficant percentage of wood material has been replaced with MDF (agglomerated) materials.
- Paints with hazardousmaterial have been substituted by water-based paint.

SUSTAINABLE SUPPLY CHAIN AT EDITORIAL TELEVISA

In the environmental sphere, we conducted an evaluation of Editorial Televisa's paper suppliers and identified which ones had at least one of the following sustainability certifications: Forest Certification Systems Recognition Program (PEFC), Chain of Custody Certification (CoC), Forest Stewardship Certification (FSC) and Sustainable Forest Initiative Certification (SFI, for its acronym in English). As one of the most important distributors of printed content in Mexico, we know that, by choosing the right partners, we can contribute to the conservation of forests, not only in Mexico but also in other regions of the world.

Currently, all paper purchased abroad (representing 97% of the paper used) is purchased in legally established mills that have certifications such as PEFC, SFI and FCS that guarantee that paper comes from sustainably managed forests, and FCS CoC, which guarantees the chain of custody of the raw materials produced in a sustainable manner.

As an initiative for sustainable paper supply, Editorial Televisa made all purchases directly from mills abroad and the Forest Stewardship Council (FSC) certification, which guarantees sustainable management of the forests, was requested.

During 2019, Editorial Televisa intends to prioritize

suppliers that practice sustainable forest management for the extraction of virgin fiber due to the important price difference represented by paper for printing obtained from recycled fibers.

Currently, Editorial Televisa does not impose any restriction regarding the acquisition of chlorine-bleached paper. The paper acquired in mills belonging to countries of the European Union by law, cannot use chlorine in its bleaching process. Currently, bleaching using chlorine dioxide (ECF) is the most common process among our paper suppliers.

Concerning materials used for packaging, as of March 2018, the use of PVC has been banned from suppliers of shrink-wrapped books and magazines. The Company's environmental policies specify that polyolefin should be used for packaging material.

In 2018, we used 12,153,865 kg of paper in the different titles of the Editorial to issue magazines of the brands in which we have rights, such as National Geographic, National Geographic Traveler, Fortune in Spanish, Marvel Comics and others. Of this amount, at least 95% was certified paper (paper that has PEFC, CoC, FSC, SFI certifications). In addition, three out of seven of our leading print providers have responsible forest management certifications.

The following table indicates the total weight in kg of the paper used and is broken down by type (ex. origin, certification, degradation and degradation of the virgin fiber, grade and methods of coating and whitening).

Table 28. Amount used and percentage of certified material

TYPE	AMOUNT USED AND PERCENTAGE OF CERTIFIED MATERIAL
COVERED	9,881,092 kg.
NON COVERED	2,272,773 kg.
COVERED	At least 95% of the paper used has PEFC, CoC, FSC or SFI certifications
NON COVERED	At least 91% of the paper used has PEFC, CoC, FSC or SFI certifications
COATING METHODS	In 2018, 81.3% of the paper was covered paper. The coating consists basically of chalk, clay or talcum fixed to each other and intended to cover the surface of the paper using binding substances.
WHITENING	62% of the paper used in 2018 uses the optical whitening process in its fabrication.
TOTAL	12,153,865 kg

In 2018, Editorial Televisa sent 111.91 tons of finished magazines to destruction and recycling, corresponding to service copies (as receipts for advertisers) and unused courtesy copies. These data correspond to the recycling processes in charge of the production area of Editorial Televisa; Distribuidora Intermex has a higher percentage of recycling materials, and they are in charge of the distribution to a second market.

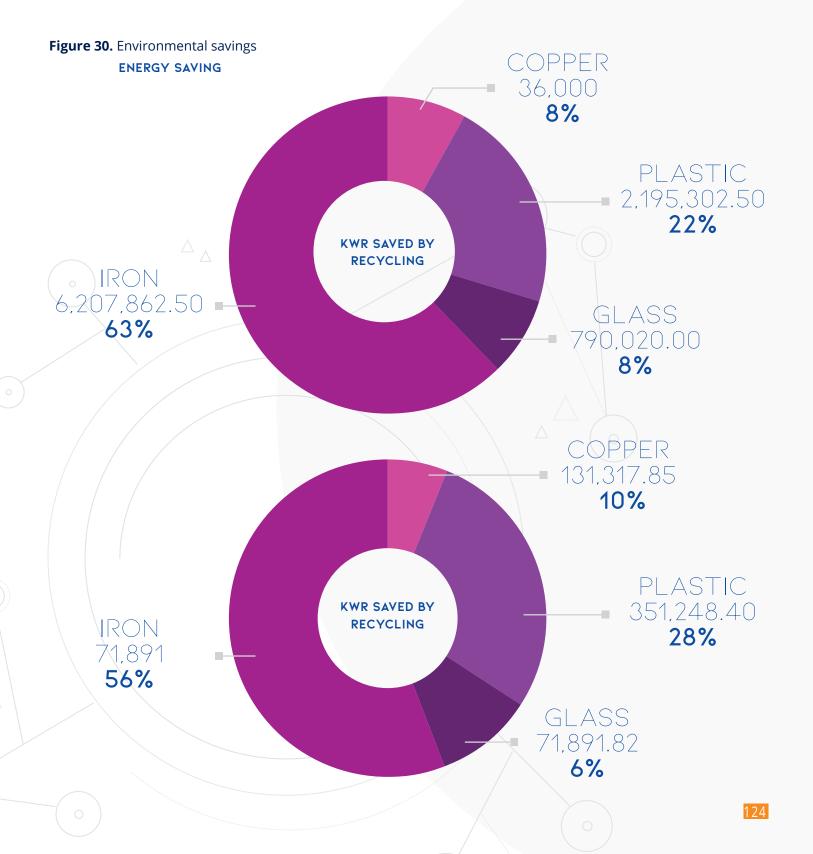
Table 29. Percentage of recycled fiber in paper

SOURCE	2018 IN %
RECYCLED FIBER	8.5%
FIBER CERTIFIED BY FSC	97%
FIBER CERTIFIED BY PEFC	92%
NO INFORMATION ABOUT CERTIFICATION OR RECYCLING	3%

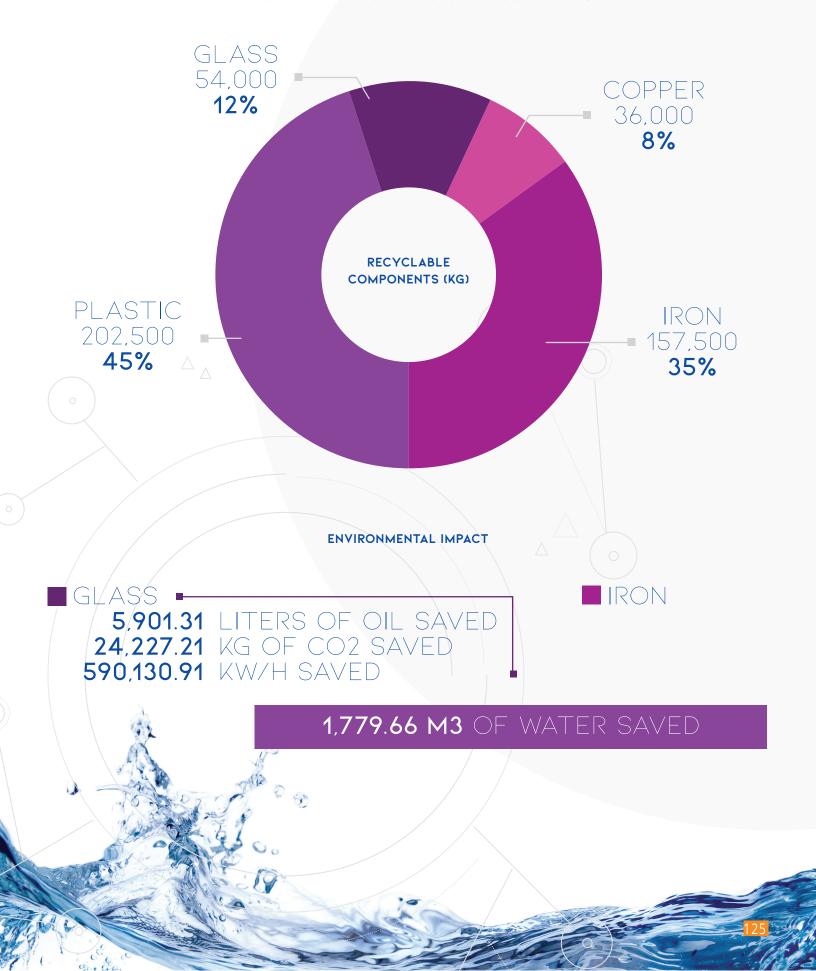
SUSTAINABLE SUPPLY CHAIN IN IZZI

At IZZI, we choose our waste management supplier based on environmental criteria for the collection and recycling of electronic waste. The three main aspects considered in the evaluation of the vendor were: (i) existence of a waste management plan; (ii) industry best practices; and (iii) high percentage of recycled waste.

As a result of this collaboration, 500 tons and 800 thousand pieces of obsolete decoders were recycled. In addition, as part of this program, two tons of optical fiber and coaxial cables were recycled. The following graphs show the energy saving and the environmental impact of the recycled components.



ENVIRONMENTAL IMPACT BY RECYCLABLE COMPONENTS



IZZI SUPPLY CHAIN DESCRIPTION

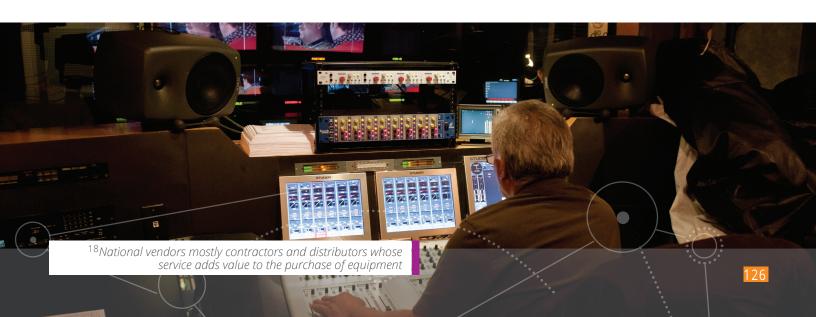
Type of IZZI's vendors: Manufacturers, Primary Producers, Subcontractors, Wholesalers, Intermediaries, Consultants, Contractors, Distributors.

Table 30. IZZI Supply chain

SUPPLY CHAIN				
CONCEPT	2018			
NUMBER OF VENDORS WORKING FOR THE ORGANIZATION	1,265			
THE APPROXIMATE NUMBER OF MOST RELEVANT SUPPLIERS (SUPPLIERS WITH PURCHASES HIGHER THAN 250,000 MXN)	912			
PERCENTAGE OF PURCHASES THAT REPRESENT THE MAIN SUPPLIERS	90%			

Table 31. Percentage of the budget for acquisitions; in places with significant operations, it is destined to local suppliers 18

2018 LOCAL VENDORS					
PLACE	NUMBER OF VENDORS	PERCENTAGE OF PROCUREMENT/ACQUISITIONS			
Mexico City	1,164	68%			



COMMERCIAL STRATEGY IN OUR SUPPLY CHAIN

In 2018, the commercial strategy in our supply chain was updated according to a model based on four principles, which are applied in the day-to-day operation of the Purchasing Department. Those principles are the following: (i) financial commitment, which involves achieving good negotiations, savings, and efficient inventory management; (ii) customer service, which comprises

providing high-level services in terms of quality, price, timely delivery, and selection of suppliers; (iii) application and adherence to policies, which includes evaluating the compliance of internal policies and guaranteeing that there are no bad practices; and (iv) working environment, which encompasses the increase of employee's productivity and engagement with the Purchasing Department.





GREEN PURCHASES OF ENVIRONMENTALLY FRIENDLY TECHNOLOGY. CASE OF SUCCESS; NEW PRINTING SERVICES PROJECT

The VP of Technologies of the Company performed a detailed analysis of the existing printing service, through which it identified the opportunities for improvement in order to achieve benefits for Televisa in matters such as savings, technology and above all, environmental matters. To be considered as a supplier, the supplier needed to demonstrate commitment to the environment and be a leader in recycling and responsible waste elimination.

The scope of the project covers the corporate offices of Santa Fe, San Angel, Chapultepec, some affiliates, Regional TV Networks (foreign and local) encompassing more than 390 items of equipment providing services to more than 5,000 users nationwide. The project generated estimated savings of printing service, consisting of consisting of paper waste reduction (annual savings of 28%) and energy savings.

Grupo Televisa, as a socially responsible Company, requires that suppliers ensure responsible handling of waste and takes care of the environment. Therefore, suppliers shall periodically deliver certificates of handling and destruction of waste, under the standards provided by the Company's environmental controls.

The VP of Technologies believed that an initiative of this magnitude would result in an meaningful impact on the Company's culture. Therefore, a communications campaign covering the initiative was developed and implemented:

- Transition Stage of the Service: provide information about the change in the service model (linked to ecological messages).
- Awareness Stage: raising the user's awareness about the impact at an ecological level (strong and real environmental content messages such as tree cutting, use of water, energy savings, etc).





CONTACT INFORMATION (GRI 102-53)

PABLO DAVID NECOECHEA PORRAS

CARLOS MADRAZO



ESG INDICATORS INDEX

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DISCLOSURE	TITLE	GRI STANDARDS 'IN ACCORDANCE' - CORE OPTION	SUSTAINABLE DEVELOPMENT GOALS (SDGS)	GLOBAL COMPACT
GRI 102: Genera	l Disclosures	Pages	SDGs	Global Compact
Organizational profile	Profile			
102-1	Name of the organization	01	8, 9, 12, 17	
102-2	Activities, brands, products, and services	10 - 12	8, 9, 12, 17	
102-3	Location of headquarters	11	8, 9, 12, 17	
102-4	Location of operations	11	8, 9, 12, 17	
102-5	Ownership and legal form	04, 05	8, 9, 12, 17	
102-6	Markets served	10 - 12	8, 9, 12, 17	
102-7	Scale of the organization	10 - 14, 24	5, 8, 9, 10, 12, 17	
102-8	Information on employees and other workers	58 - 61	5, 10, 12	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
102-9	Supply chain	119 - 129. Grupo Televisa Statement on Sustainable Supply Chain Management http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on- sustainable-supply- chain-management. pdf	8, 11, 12, 13, 17	
102-10	Significant changes to the organization and its supply chain	10-12, 15, 26, 33, 119	8, 9, 12, 17	
102-11	Precautionary Principle or approach	85	6, 7, 11, 12, 13, 14, 15, 17	
102-12	External initiatives	20, 28, 91, 109	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
102-13	Membership of associations	38, 30, 109, 136	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	

Strategy		Pages	SDGs	Global Compact
102-14	Statement from senior decision- maker	01 - 03		
102-15	Key impacts, risks, and opportunities	53 - 57	8, 9, 11, 13, 16	
Ethics and integrity		Pages	SDGs	Global Compact
102-16	Values, principles, standards, and norms of behavior	15, 37 -44	12, 16, 17	Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.
102-17	Mechanisms for advice and concerns about ethics	37 -44	12, 16, 17	Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.
Governance		Pages	SDGs	Global Compact
102-18	Governance structure	45 -52. Please refer to the Company's Form 20-F 2018 for more information regarding our directors' positions in other companies' boards of directors (http://www.televisair.com/en/reports-and-filings/form-20-f)	12, 16	
102-19	Delegating authority	28, 45-52	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
102-20	Executive-level responsibility for economic, environmental, and social topics	03	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
102-21	Consulting stakeholders on economic, environmental, and social topics	28 - 36	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
102-22	Composition of the highest governance body and its committees	45 -52	12, 16	
102-23	Chair of the highest governance body	49	12, 16	

102-24	Nominating and selecting the highest governance body	47, 48	12, 16	
102-25	Conflicts of interest	45	12, 16	
102-26	Role of highest governance body in setting purpose, values, and strategy	60, 67	12, 16	
102-27	Collective knowledge of highest governance body	60	12, 16	
102-28	Evaluating the highest governance body's performance	60	12, 16	
102-29	Identifying and managing economic, environmental, and social impacts	60, 67, 72	8, 9, 11, 12, 13, 16	
	Effectiveness of risk management processes	53	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
102-31	Review of economic, environmental, and social topics	33	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
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102-38	Annual total compensation ratio	50, 52, 62, 64, 74	12, 16	
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102-42	Identifying and selecting stakeholders	30 - 36	16, 17	
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102-44	Approach to stakeholder engagement Key topics and concerns raised	30 - 36, 109, 115, 116	16, 17	
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102-47	List of material topics	33 - 35	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	
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102-49	Changes in reporting	06, 07	12	
102-50	Reporting period	06, 07	12	
102-51	Date of most recent report	06, 07	12	
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102-54	Claims of reporting in accordance with the GRI Standards	06, 07	12	
102-55	GRI content index	130	17	
102-56	External assurance	Not applicable	Not applicable	

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GRI 201: Eco	nomic Performance	Pages	SDGs	Global Compact
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103-2	The management approach and its components	45 - 52	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	53, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
201-1	Direct economic value generated and distributed	10 - 14	1, 8, 12	
201-2	Financial implications and other risks and opportunities due to climate change	33 - 35, 57	8, 9, 11, 12, 13, 14, 15, 16	
201-3	Defined benefit plan obligations and other retirement plans	58	1, 5, 8, 10, 12	
201-4	Financial assistance received from government	Not applicable	1, 8, 12	
GRI 202: Ma	rket Presence	Pages	SDGs	Global Compact
GRI 103: Ma	nagement Approach			
103-1	Explanation of the material topic and its Boundary	8 - 14, 26, 33 - 35, 62 -64	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	45 -52	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	53, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
202-2	Proportion of senior management hired from the local community	59	1, 8, 10, 12, 17	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
GRI 203: Ind	irect Economic Impacts	Pages	SDGs	Global Compact
GRI 103: Ma	nagement Approach			
103-1	Explanation of the material topic and its Boundary	8 - 14, 26, 33 - 35, 62 -64	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	45 -52	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	53, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
203-1	Infrastructure investments and services supported	8 - 12, 78, 109 - 112	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	
203-2	Significant indirect economic impacts	13, 14, 58 - 72, 85 - 106, 109 - 112	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	13

GRI 204: Procur	ement Practices	Pages	SDGs	Global Compact	
GRI 103: Management Approach					
103-1	Explanation of the material topic and its Boundary	33 - 35, 119 - 128	5, 8, 9, 10, 11, 12, 15, 16		
103-2	The management approach and its components	119 - 128	5, 8, 9, 10, 11, 12, 15, 16		
103-3	Evaluation of the management approach	71, 72, 119 - 128	5, 8, 9, 10, 11, 12, 15, 16		
204-1	Proportion of spending on local suppliers	127	8, 11, 12, 13, 17		
GRI 205: Anti-co	rruption	Pages	SDGs	Global Compact	
GRI 103: Manag	ement Approach				
103-1	Explanation of the material topic and its Boundary	33 -35, 37 - 44	5, 8, 9, 10, 11, 12, 15, 16		
103-2	The management approach and its components	37 - 44	5, 8, 9, 10, 11, 12, 15, 16		
103-3	Evaluation of the management approach	42, 43, 71, 72	5, 8, 9, 10, 11, 12, 15, 16		
205-1	Operations assessed for risks related to corruption	41	8, 9, 11, 12, 13, 16, 17	Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.	
205-2	Communication and training about anti-corruption policies and procedures	42, 43, 45, 50, 54	12, 16, 17	Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.	
205-3	Confirmed incidents of corruption and actions taken	45	12, 16, 17	Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.	
GRI 206: Anti-co	mpetitive Behavior	Pages	SDGs	Global Compact	
GRI 103: Management Approach					
103-1	Explanation of the material topic and its Boundary	13, 33 - 35	5, 8, 9, 10, 11, 12, 15, 16		
103-2	The management approach and its components	45 - 52	5, 8, 9, 10, 11, 12, 15, 16		
103-3	Evaluation of the management approach	42, 43, 71, 72	5, 8, 9, 10, 11, 12, 15, 16		
206-1	Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	13	12, 16, 17		

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GRI 301: Ma	aterials	Pages	SDGs	Global Compact
GRI 103: Ma	anagement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy- grupo-televisa.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	86 - 90	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	71, 72, 91	5, 8, 9, 10, 11, 12, 15, 16	
301-1	Materials used by weight or volume	99 - 104	11, 12, 13	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
301-2	Recycled input materials used	99 - 104	11, 12, 13	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
301-3	Reclaimed products and their packaging materials	99 - 104	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
301-3		99 - 104	11, 12, 13	Environment. Businesses should undertake initiativ to promote greate environmental

GRI 302: Energy		Pages	SDGs	Global Compact
GRI 103: Manag	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35. Grupo Televisa Statement on Energy Management http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on-energy- management.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	86 - 90	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	71, 72, 91	5, 8, 9, 10, 11, 12, 15, 16	
302-1	Energy consumption within the organization	95, 96, 11, 12, 13	11, 12, 13	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
302-2	Energy consumption outside of the organization	95, 96	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
302-3	Energy intensity	95, 96	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.

302-4	Reduction of energy consumption	95, 96	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9. Environment. Businesses should encourage the development and diffusion of environmentally friendly technologies.
302-5	Reductions in energy requirements of products and services	95, 96	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9. Environment. Businesses should encourage the development and diffusion of environmentally friendly technologies.
GRI 303: Water		Pages	SDGs	Global Compact
GRI 103: Manage	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35. Grupo Televisa Statement on Water http://media/Files/T/Televisa-IR/corporate-statements/grupo-televisa-statement-on-water.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	86 - 90	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	71, 72, 91	5, 8, 9, 10, 11, 12, 15, 16	
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303-1	Water withdrawal by source	105, 106	6, 11, 12, 13	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
303-2	Water sources significantly affected by withdrawal of water	106	6, 11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
303-3	Water recycled and reused	105, 106	6, 11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
GRI 304: Biodive	ersity	Pages	SDGs	Global Compact
GRI 103: Management Approach				
103-1	Explanation of the material topic and its Boundary	33 - 35, 107, 108, 111. Grupo Televisa Statement on Biodiversity and Environment http:// www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on- bio-diversity-and- environment.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	86 - 90	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	71, 72, 91	5, 8, 9, 10, 11, 12, 15, 16	

Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.				
Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.				
Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.				
Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.				
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305-1	Direct (Scope 1) GHG emissions	98	11, 12, 13, 14 15	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
305-2	Energy indirect (Scope 2) GHG emissions	98	11, 12, 13, 14 15	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
305-3	Other indirect (Scope 3) GHG emissions	98	11, 12, 13, 14 15	Principle 7. Environment. Businesses should support a precautionary approach to environmental challenges. Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.

305-4	GHG emissions intensity	99	11, 12, 13, 14 15	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
305-5	Reduction of GHG emissions	98, 99	11, 12, 13, 14 15	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility. Principle 9. Environment. Businesses should encourage the development and diffusion of environmentally friendly technologies.
305-6	Emissions of ozone-depleting substances (ODS)	98, 99	11, 12, 13, 14 15	
GRI 306: Effluen	ts and Waste	Pages	SDGs	Global Compact
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GRI 103: Manag	ement Approach			·
GRI 103: Manag	ement Approach Explanation of the material topic and its Boundary	33 - 35, 99 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy- grupo-televisa.pdf"	5, 8, 9, 10, 11, 12, 15, 16	
	Explanation of the material	33 - 35, 99 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy-		
103-1	Explanation of the material topic and its Boundary The management approach and	33 - 35, 99 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy- grupo-televisa.pdf"	15, 16 5, 8, 9, 10, 11, 12,	

306-2	Waste by type and disposal method	103, 104	6, 11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
306-3	Significant spills	104	6, 11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
306-4	Transport of hazardous waste	103, 104	11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
306-5	Water bodies affected by water discharges and/or runoff	106, 107	6, 11, 12, 13	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
GRI 307: Enviror	mental Compliance	Pages	SDGs	Global Compact
	emental Compliance	Pages	SDGs	Global Compact
	<u>.</u>	Pages 33 - 35, 85 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy- grupo-televisa.pdf	5, 8, 9, 10, 11, 12, 15, 16	Global Compact
GRI 103: Manago	ement Approach Explanation of the material	33 - 35, 85 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy-	5, 8, 9, 10, 11, 12,	Global Compact
GRI 103: Manag	Explanation of the material topic and its Boundary The management approach and	33 - 35, 85 -106. Environmental Management Policy http://www.televisair. com/~/media/ Files/T/Televisa-IR/ documents/synthesis- of-the-environmental- management-policy- grupo-televisa.pdf	5, 8, 9, 10, 11, 12, 15, 16 5, 8, 9, 10, 11, 12,	Global Compact

GRI 308: Supplie	er Environmental Assessment	Pages	SDGs	Global Compact
GRI 103: Manag	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 127, 128. Grupo Televisa Statement on Sustainable Supply Chain Management http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on- sustainable-supply- chain-management. pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	119 - 128	5, 8, 9, 10, 11, 12, 15, 16	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility.
103-3	Evaluation of the management approach	71, 72, 91	5, 8, 9, 10, 11, 12, 15, 16	
308-1	New suppliers that were screened using environmental criteria	122 - 127	8, 11, 12, 13, 17	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility
308-2	Negative environmental impacts in the supply chain and actions taken	121	8, 11, 12, 13, 17	Principle 8. Environment. Businesses should undertake initiatives to promote greater environmental responsibility

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GRI 401: Em	nployment	Pages	SDGs	Global Compact
GRI 103: Ma	anagement Approach			
103-1	Explanation of the material topic and its Boundary	33 -35, 58 - 84	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	58 - 84	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	71, 72	5, 8, 9, 10, 11, 12, 15, 16	
401-1	New employee hires and employee turnover	61	5, 10, 12	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	58 - 61		
401-3	Parental leave	58 - 61	5, 10	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
GRI 402: Lal	bor/Management Relations	Pages	SDGs	Global Compact
GRI 103: Ma	anagement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 58 - 84. Grupo Televisa Statement on the Ten Principles of the UN http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on-the- ten-principles-of-the- un.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	58 -84	5, 8, 9, 10, 11, 12, 15, 16	

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103-3 Evaluation of the management approach

402-1	Minimum notice periods regarding operational changes	66	5, 10, 17	Principle 3. Labor. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
GRI 403: Occupa	ational Health and Safety	Pages	SDGs	Global Compact
GRI 103: Manag	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 76 -84. Grupo Televisa Statement on Health and Safety http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/grupo- televisa-statement- on-health-and-safety. pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	76 -84	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72, 76 - 84	5, 8, 9, 10, 11, 12, 15, 16	
403-1	Workers representation in formal joint management– worker health and safety committees	79	3, 9	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	83	3, 9	
403-3	Workers with high incidence or high risk of diseases related to their occupation	83	3, 9	
403-4	Health and safety topics covered in formal agreements with trade unions	76- 84	3, 9	

GRI 403: Occupa	ational Health and Safety	Pages	SDGs	Global Compact
GRI 103: Manag	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 76 -84. Grupo Televisa Statement on Health and Safety http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/grupo- televisa-statement- on-health-and-safety. pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	76 -84	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72, 76 - 84	5, 8, 9, 10, 11, 12, 15, 16	
404-1	Average hours of training per year per employee	68		Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
404-2	Programs for upgrading employee skills and transition assistance programs	67 - 70		
404-3	Percentage of employees receiving regular performance and career development reviews	67 - 70	5, 10	Principle 3. Labor. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

GRI 405: Divers	ity and Equal Opportunity	Pages	SDGs	Global Compact
GRI 103: Manag	gement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 73 - 75. Grupo Televisa Statement on Gender Equality http://www. televisair.com/~/ media/Files/T/ Televisa-IR/corporate- statements/grupo- televisa-statement- on-gender-equality. pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	73 -75	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71 - 75	5, 8, 9, 10, 11, 12, 15, 16	
405-1	Diversity of governance bodies and employees	73 -75	5, 10	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
405-2	Ratio of basic salary and remuneration of women to men	73 -75	5, 10	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
GRI 406: Non-d	iscrimination	Pages	SDGs	Global Compact
GRI 103: Manag	gement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 75. Synthesis of the Equal Opportunities Policy http://www.televisair.com/~/media/Files/T/Televisa-IR/documents/synthesis-of-the-equal-opportunities-policy-grupo-televisa.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	75	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72, 75	5, 8, 9, 10, 11, 12, 15, 16	

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406-1	Incidents of discrimination and corrective actions taken	45	5, 10	Principle 6. Labor. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
GRI 407: Freedo Bargaining	om of Association and Collective	Pages	SDGs	Global Compact
GRI 103: Manag	gement Approach			
103-1	Explanation of the material topic and its Boundary	33 -35, 60, 119 - 128. Grupo Televisa Statement on the Ten Principles of the UN http://www.televisair.com/~/media/Files/T/Televisa-IR/corporatestatements/grupo-televisa-statement-on-the-ten-principles-of-the-un.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	60, 119 - 128	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72, 119 - 128	5, 8, 9, 10, 11, 12, 15, 16	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	119 - 128	8, 11, 12, 13, 17	Principle 3. Labor. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
GRI 408: Child L	abor	Pages	SDGs	Global Compact
GRI 103: Manag	gement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 120 - 122. Grupo Televisa Statement on the Ten Principles of the UN http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on-the- ten-principles-of-the-	5, 8, 9, 10, 11, 12, 15, 16	
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103-2	The management approach and its components		5, 8, 9, 10, 11, 12, 15, 16	

408-1	Operations and suppliers at significant risk for incidents of child labor	120 - 122	8, 11, 12, 13, 17	Principle 5. Labor. Businesses should uphold the effective abolition of child labor.			
GRI 409: Forced	or Compulsory Labor	Pages	SDGs	Global Compact			
GRI 103: Manage	GRI 103: Management Approach						
103-1	Explanation of the material topic and its Boundary	33 - 35, 120 - 122. Grupo Televisa Statement on the Ten Principles of the UN http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on-the- ten-principles-of-the- un.pdf	5, 8, 9, 10, 11, 12, 15, 16				
103-2	The management approach and its components	120 - 122	5, 8, 9, 10, 11, 12, 15, 16				
103-3	Evaluation of the management approach	66, 71, 72, 120 - 122	5, 8, 9, 10, 11, 12, 15, 16				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	53, 120 - 122	8, 11, 12, 13, 17	Principle 4. Labor. Businesses should uphold the elimination of all forms of forced and compulsory labor.			
GRI 410: Security	y Practices	Pages	SDGs	Global Compact			
GRI 103: Manage	ement Approach		••••				
103-1	Explanation of the material topic and its Boundary	33 -35, 38 - 44	5, 8, 9, 10, 11, 12, 15, 16				
103-2	The management approach and its components	38 - 44	5, 8, 9, 10, 11, 12, 15, 16				
103-3	Evaluation of the management approach	66, 71, 72, 38 - 44	5, 8, 9, 10, 11, 12, 15, 16				
410-1	Security personnel trained in human rights policies or procedures	43	12, 16, 17	Principle 1. Human Rights. Businesses should support and respect the protection of internationally proclaimed human			

GRI 411: Rights	of Indigenous Peoples	Pages	SDGs	Global Compact
GRI 103: Manage	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 64. Synthesis of the Equal Opportunities Policy http://www.televisair.com/~/media/Files/T/Televisa-IR/documents/synthesis-of-the-equal-opportunities-policy-grupo-televisa.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	64	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
411-1	Incidents of violations involving rights of indigenous peoples	45	8, 11, 12, 13, 17	
GRI 412: Human	Rights Assessment	Pages	SDGs	Global Compact
GRI 103: Manag	ement Approach			
103-1	Explanation of the material topic and its Boundary	33 - 35, 64. Grupo Televisa Statement on the Ten Principles of the UN http:// www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on-the- ten-principles-of-the- un.pdf	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	64	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	Principle 1. Human Rights. Businesses should support and respect the protection of internationally proclaimed human rights.
412-1	Operations that have been subject to human rights reviews or impact assessments	45	8, 11, 12, 13, 16, 17	Principle 1. Human Rights. Businesses should support and respect the protection of internationally proclaimed human rights.
412-2	Employee training on human rights policies or procedures	43	4	Principle 1. Human Rights. Businesses should support and respect the protection of internationally proclaimed human rights.

412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	13, 14, 110 - 112	8, 11, 12, 13, 17	Principle 2. Human Rights. Businesses should make sure that they are not complicit in human rights abuses.
GRI 413: Local Co	ommunities	Pages	SDGs	Global Compact
GRI 103: Manage	ement Approach		• • • • • • • • • • • • • • • • • • • •	
103-1	Explanation of the material topic and its Boundary	33 - 35, 110 -112. Grupo Televisa Philanthropic programs http:// www.televisair.com/ en/sustainability/ philanthropic- programs	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	110 -112	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
413-1	Operations with local community engagement, impact assessments, and development programs	110 -112	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	Principle 1. Human Rights. Businesses should support and respect the protection of internationally proclaimed human rights.
413-2	Operations with significant actual and potential negative impacts on local communities	110 -112	8, 11, 12, 13, 17	
GRI 414: Supplie	r Social Assessment	Pages	SDGs	Global Compact
GRI 103: Manage	ement Approach		••••	
103-1	Explanation of the material topic and its Boundary	33 - 35. Grupo Televisa Statement on Sustainable Supply Chain Management http://www.televisair. com/~/media/Files/T/ Televisa-IR/corporate- statements/ grupo-televisa- statement-on- sustainable-supply- chain-management.	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	160	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72, 119 - 128	5, 8, 9, 10, 11, 12, 15, 16	

414-1	New suppliers that were screened using social criteria	120, 121	8, 11, 12, 13, 17	Principle 2. Human Rights. Businesses should make sure that they are not complicit in human rights abuses.
414-2	Negative social impacts in the supply chain and actions taken	120, 121	8, 11, 12, 13, 17	Principle 2. Human Rights. Businesses should make sure that they are not complicit in human rights abuses.
GRI 415: Public	Policy	Pages	SDGs	Global Compact
GRI 103: Manag	gement Approach			
103-1	Explanation of the material topic and its Boundary	21 - 25, 33 -35, 38 -44, 110 - 112	5, 8, 9, 10, 11, 12, 15, 16	
103-2	The management approach and its components	21 -25, 38 -44, 110 - 112	5, 8, 9, 10, 11, 12, 15, 16	
103-3	Evaluation of the management approach	66, 71, 72	5, 8, 9, 10, 11, 12, 15, 16	
415-1	Political contributions	110 - 112		Principle 10. Anti-Corruption. Businesses should work against corruption in all its forms, including extortion and bribery.
GRI 418: Custor	ner Privacy	Pages	SDGs	Global Compact
	mer Privacy gement Approach	Pages	SDGs	Global Compact
		Pages 33 - 35, 117, 118. Protection and Treatment of Personal Data Policy http://www.televisair. com/~/media/Files/T/ Televisa-IR/synthesis- of-protection- and-treatment-of- personal-data-policy. pdf	5, 8, 9, 10, 11, 12, 15, 16	Global Compact
GRI 103: Manag	gement Approach Explanation of the material	33 - 35, 117, 118. Protection and Treatment of Personal Data Policy http://www.televisair. com/~/media/Files/T/ Televisa-IR/synthesis- of-protection- and-treatment-of- personal-data-policy.		Global Compact
GRI 103: Manag	Explanation of the material topic and its Boundary The management approach and	33 - 35, 117, 118. Protection and Treatment of Personal Data Policy http://www.televisair. com/~/media/Files/T/ Televisa-IR/synthesis- of-protection- and-treatment-of- personal-data-policy. pdf	5, 8, 9, 10, 11, 12, 15, 16 5, 8, 9, 10, 11, 12,	Global Compact
GRI 103: Manag	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management	33 - 35, 117, 118. Protection and Treatment of Personal Data Policy http://www.televisair. com/~/media/Files/T/ Televisa-IR/synthesis- of-protection- and-treatment-of- personal-data-policy. pdf 117, 118	5, 8, 9, 10, 11, 12, 15, 16 5, 8, 9, 10, 11, 12, 15, 16 5, 8, 9, 10, 11, 12,	Global Compact

GRI 419: Socioed	conomic Compliance	Pages	SDGs	Global Compact			
GRI 103: Management Approach							
103-1	Explanation of the material topic and its Boundary	13, 14, 33 - 35, 38 -44	5, 8, 9, 10, 11, 12, 15, 16				
103-2	The management approach and its components	38 - 44	5, 8, 9, 10, 11, 12, 15, 16				
103-3	Evaluation of the management approach	71, 72	5, 8, 9, 10, 11, 12, 15, 16				
419-1	Non-compliance with laws and regulations in the social and economic area	13					
MEDIA							
G4-M1	Significant funding and other support received from nongovernmental sources	Form 20-F P. 13- 15. http://otp.investis. com/ clients/us/ grupo televisa/ SEC3/sec-show. aspx?FilingId= 13391447&Cik= 0000912892 Type=PDF &hasPdf=1					
G4-M2	Methodology for assessing and monitoring adherence to content creation values	16 - 19	8, 12, 16				
G4-M3	Actions taken to improve adherence to content creation values, and results obtained	16 - 19	8, 12, 16				
G4-M4	Actions taken to improve performance in relation to content dissemination issues (accessibility and protection of vulnerable audiences and informed decision making) and results obtained	22 - 25	8, 12, 16				
G4-M5	Number and nature of responses (feedback/ complaints) related to content dissemination, including protection of vulnerable audiences and informed decision making and accessibility, and processes for addressing these responses	45	8, 12, 16				
G4-M6	Methods to interact with audiences and results	09 - 14, 114 -116	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17				
G4-M7	Actions taken to empower audiences through media literacy skills development and results obtained	09 - 14, 114 -116	4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17				

ASB-DEVELOPED SECTOR-SPECIFIC KPIS

Codes	Industry Standard	Topic	Pages
SASB SV-ME-000.A, SASB SV-ME-000.B	Media & entertainmet	Activity metric	09 - 12
SASB TC-TL-000.A, SASB TC-TL-000.B, SASB TC-TL-000.C, SASB TC-TL-000.D	Telecommunication services	Activity metric	09 - 12
SASB SV-ME-000.A, SASB SV-ME-000.B	Media & entertainmet	Activity metric	09 - 14
SASB TC-TL-220a.1, SASB TC-TL-220a.3	Telecommunication services	Data privacy	13 - 14
SASB SV-ME-270a.1, SASB SV-ME-270a.2	Telecommunication services	Journalistic integrity & sponsorship identification	13 - 14
SASB TC-TL-520a.1	Telecommunication services	Competitive Behavior & Open Internet	13 - 14
SASB SV-ME-260a.2	Media & entertainmet	Media Pluralism	16, 22 - 25
SASB TC-TL-520a.3	Telecommunication services	Competitive Behavior & Open Internet	33 - 35, 54 - 57
SASB TC-TL-230a.1	Telecommunication services	Data security	38 - 44
SASB SV-ME 260a.1	Media & entertainmet	Media Pluralism	74 - 75
SASB TC-TL-440a.1	Telecommunication services	Product end-of life Management	99 - 104, 121 - 128
SASB TC-TL-230a.2	Telecommunication services	Data security	118