MEDIASETespaña.

ANNUAL CORPORATE REPORT 2018

NON-FINANCIAL INFORMATION 2018

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PROLOGUE

MEDIASETespaña.

SCOPE

Since 2005, Mediaset España Comunicación, S.A. has published the information regarding the economic, social, environmental and ethical performance of the Group, information that, from 2009, is annually verified by an external and independent auditor. Initially, this information was addressed within a corporate responsibility framework,, although since 2014, the reporting approach has evolved towards a broader and more integrated concept of the process of creating sustainable value in the short, medium and long term, for a broad spectrum of stakeholders.

Therefore, this Corprate Annual Report is intended to inform in a transparent, concise, clear and conscious manner, about the integrated management of the financial and non financial aspects of the business, for the period 1st January to 31st December 2018.

The scope of this Report circumscribes to the fully consolidated Mediaset España Group, hereinafter Mediaset España, Mediaset España Group or Group indistinctly. If the reporting scope differs to that noted, an explanatory note is included.

In 2018, there were no significant changes in the criteria and basis for including the information reported. Also, any change in the formulas used for the calculation of reported data is indicated in the corresponding section. In this regard, any change is due to the process of continuous improvement in the reporting of non-financial information carried out by the company, in order to present the information required as accurately as possible.

Mediaset España's Board of Directors is the body responsible for preparing this report, which is part of the Consolidated Management Report of 2018 of Mediaset España Group..

THIS DOCUMENT IS INTENDED TO INFORM IN A TRANSPARENT, CONCISE, CLEAR AND CONSCIOUS MANNER, ABOUT THE INTEGRATED MANAGEMENT OF THE FINANCIAL AND NON FINANCIAL ASPECTS OF THE BUSINESS.

STANDARDS

This report has been prepared taking into account the current regulation, including the Law 11/2018 on the disclosure of non-financial and diversity information.

Also, the GRI Sandards have been followed for the Preparation of Sustainability Reports, the GRI Standards' version, and the Media GRI-G4 supplement sector, both being issued by Global Reporting Initiative, as well as the International Integrated Reporting Framework recommendations of the International Integrated Report Council (<IR> Framework)

In this regard, Mediaset España considers that its Report adequately follows the <IR> Framework requirements and therefore presents its value creation in a cohesive and efficient way over time.

In turn, in accordance with the self-assessment carried out by Mediaset España and externally verified, the report has been prepared in accordance with the comprehensive option of the GRI Standards.

With the aim of meeting the informational requirements of various initiatives on which the company reports, Mediaset España has decided to respond to all GRI indicators, detailing such information in the GRI Content Index.

PRESENTATION

MEDIASETespaña.

LETTER FROM THE CHAIRMAN

Mr. Alejandro Echevarría Busquet
Chairman

Dear shareholders:

Once again, in 2018, Mediaset España continues to maintain its leadership among Spanish television companies, and does so in all areas: television audience, advertising share and revenue, operating margins and profitability.

We must highlight the value of this reality in a changing political, economic and audio-visual environment.

As for the evolution of economic data, the Spanish economy has grown close to 2.4% in 2018; below that of the two previous years, but still at the head of the European Union countries. And this has been due to the strength of domestic demand, especially private consumption, to the detriment of exports, victims of global trade tensions.

In this economic context, the data recently published by Infoadex show that TV advertising has fallen slightly in 2018 (0.8%), but marked by strong volatility throughout the year which, in practice prevents any possible prediction of advertiser behaviour in the short term.

However, it is important to stress once again that TV continues to be the preferred medium in the conventional advertising market as a whole, with a weighting of 38.6% a decline of 1.4 points compared to the 2017 figure which, in any case, demonstrates the strength of DTT as an advertisisng communication tool vs the strength that online advertising has shown, which now reaches 31.6% of the audio-visual advertising market.

And, once again, television consumption keeps showing figures that are among the highest in our environment, showing the good health of television as a tool for commercial communication. In this field, Mediaset España continues to be a global leader, with a 28.8% audience (total day), and 2 points away from its main competitor.

Mediaset España's leadership in linear and digital consumption, its commercial potential in the current audio-visual market that combines television and online media, and the success in resource management, have led the group to achieve a net profit of 200.3M € in 2018, its best result since 2008 after growing by 1.4% compared to 2017 (€ 197.5M), with a margin over total revenues of 20.4%.

The evolution of the stock markets has not been exempt-from the previously mentioned volatility, varying from the annual maximum in January to the minimum in December. As for Spain, the IBEX35 has declined by 15% in 2018, with only eight stocks increasing and twenty-seven decreasing including Mediaset España, whose share has been the most penalized, with a decline of 41.3%: it reached its maximum price on January 5th (€ 9.83), and its minimum on December 27th (€ 5.37).

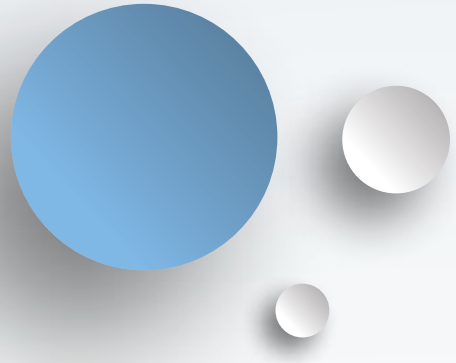
Additionally this 2018 Report includes integrated economic-financial information, as well as informaion on good governance and ethics, social and environmental aspects, and the impact of our activity on society, the main risk map and the analysis of the relevant issues for our stakeholders. All this information, has once again, been presented with a long-term perspective, showing our stakeholders all the components that are involved in creating business value and how this can be affected by future risks and opportunities.

Likewise, it should be noted that in 2018 the company has mantained committed to the United Nations Global Compact and its Ten Principles, continuing to give support to the Sustainable Development Goals of the 2030 Agenda as stated in the Report that I have the pleasure of introducing you to.

Sustainability has been incorporated into the strategic pillars of the company, by opening the model up to new business opportunities, in line with environmental preferences, taking advantage of the synergies that allow for the creation of alliances in the production and exploitation of audio-visual content.

For several years, Mediaset España has been making every effort so that its corporate governance system complies with the applicable legislation and aligns with the main good governance practices established by both the National Stock Market Commission and by the main international standards. In this regard, during 2018 the process of promoting diversity in the management bodies was completed, with 30% of women currently present, thus fulfilling the objective established for listed companies for 2020.

Finally, it is not easy to compile all the difficulties and opportunities offered by the ever changing scenario in which we operate into a letter, but it is easy to highlight the virtues of a company whose permanent objective is excellence in the performance of its activity, as can be seen by results that have been obtained for many years. Of course these results would not be possible without our viewers loyalty, our customers trust, our shareholders support and the effort of our workers. Thank you to all of them.



LETTER FROM THE CEO

Mr. Paolo Vasile
CEO

For Mediaset España 2018 has meant the culmination of its strategy aimed at transforming a "television" company into an "audio-visual" company. We started this journey years ago, in the face of an environment that was beginning to change with the appearance of new offers of audio-visual content, new forms of consumption, new habits which, in short, we have wanted to be part of since it began, and certain that any other reaction would have left us behind, outside the change.

At present there is a total convergence between television and internet, in all forms. Both compete in the audio-visual entertainment market, becoming products that completely substitute each other, even though they are very often intertwined.

It is therefore meaningless to continue talking strictly about a television market, given that their respective members compete in and benefit from both the audio-visual content creation and acquisition market, and the advertising market.

The Mediaset Group has a 30.6% share in this audio-visual advertising market, which, according to Infoadex, reached investments of 3,078 million euros in 2018, representing an increase of 4.1% over last years figure. And it has acheived this through its television channels, digital content platforms and its websites, which combine the awareness and coverage of traditional television offerings with a solid digital platform that includes direct and programmatic sales, video, "display" catalogue and development of" branded content ".

Indeed, the Group's multimedia universe is formed by the main websites (telecinco.es, cuatro.com, divinity.es, energytv.es, factoriadeficcion.com, bmad.es), Mitele.es (live and on demand TV platform), Mtmad.es (exclusive video platform for the internet), Eltiempohoy.es (the weather website), Yasss.es (millenial content website) and Mediaset.es (the corporate content website). We must add to those websites the apps related to its main content (Mitele, Mediaset Sport, Big Brother) and each channel's social networks, as well as each program or series (Facebook, Twitter and Instagram).

Additionally, in 2018 the Mediaset and Mtmad Youtube channels have expanded the audience spectrum reached by its content, with live broadcasts of some of its formats, which allowing for an increase in the advertising inventory available thanks to the number of visits to the Group's content on YouTube.

We have also created an MTN ("Mediaset Multitalent Network"): a varied network of Youtube channels composed of channels produced directly by some of our "celebrities" with specific native content, as well as others created by "influencers" outside the Group.

Finally, in 2018 our Group has consolidated its leadership in digital video consumption according to Comscore data, with 2,471 million videos viewed between January and December, double the figure acheived by our competitors.

However, our efforts are not only focused on broadcasting audio-visual content, but also, and preeminently, on its creation.

At the end of 2018, the Mediaset Group has set up a company ("Mediterranean"), which holds shares in a large number of varied fiction and entertainment content production companies (La Fábrica de la Tele, Bulldog, Unicorn, Alea Media, Supersport, etc.) whose function is to generate audio-visual content, not only to cover the Group's own needs, but also to provide content to other audio-visual operators that do not have this production capacity; with particular reference to the OTT platforms, with which we began collaborating more than a year ago.

All this has been achieved without losing sight of our traditional business. Indeed, the Mediaset España channels (28.8%) were the most viewed offer of the year, also a benchmark in commercial target (30.9%), prime time (29.1%), prime time commercial target (30.5%) and young people aged 13-24 years old (35.3%).

Telecinco (14.1%), has been the leading channel for the seventh consecutive year in commercial target (13.4%), prime time (15%), day time (13.7%) and late night (17 %). Cuatro (6%) was the third private channel in commercial target (7.4%), consolidating its strength among the millennial audience (7.8%). Factoría de Ficción (2.9%), has been the leading thematic channel for the seventh consecutive year, with 81 monthly wins, being the third option among young people aged 13-24 years old (8.3%). And Divinity (2%), is the leading female channel for women aged 16-44 years old (3.2%) and commercial target (2.4%).

In 2018 Telecinco Cinema has once again reaffirmed its position as a benchmark in film production in Spain by leading the Spanish box office for the fifth consecutive year with its films, reaching 31.2% of the Spanish market share, with accumulated takings of € 32.3M and more than 5.4 million viewers for its productions, according to ComScore data published by the Institute of Film and Audio-Visual Arts (ICAA).

This box office leadership has especially been sustained by the takings of its four films premiered this year -'Superlópez', 'El cuaderno de Sara ',' Yucatán 'and' Ola de Crímenes'-, placing the first three in the TOP 10 of the Spanish cinema in 2018, and by the release in theatres of what became the most watched documentary of the year - 'Sanz: what I was is what I am'-.

From this unbeatable position, our efforts should be aimed at reinforcing each and every one of our points of action: maintaining our leadership position, both in terms of audience, and revenue and advertising share; increase our ability to create multiplatform content; expand our commercial ties with other important agents of the audio-visual market; expand our participation in content production companies; and, in short, maintain our excellence in management, attentive to any investment opportunity that may arise, but without losing sight of our traditional attention to costs in order to maximize our margins and, thus, continue with our shareholder remuneration policy.

BUSINESS CONTEXT

In recent years the context in which Mediaset España Group operates is experiencing notable changes, due to the presence of growing competition, progressive audience fragmentation and diversification into new forms of consumption of audio-visual content.

The consumption of these contents is now higher than ever, although it is true that the way in which they reach final consumers continues in constant evolution. Television is no longer the only means of consuming content, and the number of devices enabled for content consumption does not stop growing. Also, the environments in which content can now be consumed is no longer restricted to homes, given that the integrated mobility that the new windows have provided to viewers make it possible to create, share or consume audio-visual content in any place or situation .

Logically, all agents involved in the sector seek to adapt their activities to the new reality. Thus, for years, a redistribution of advertising investments between the various existing channels to consume content has been observed. In recent years, the increasing implementation of payment platforms and the emergence of online content in Spain, largely explains the increasing trend of online content consumption and redistribution of the advertising budgets mainly from the written press, towards them.

Likewise, these new platforms, in comparison with free-to-air television, collect more personal information about the final content consumer. These detailed and sometimes private data have been managed and used in a disorderly manner in the past. The growing demand for control over this type of information has given rise to the approval of the new General Regulation of Data Protection (GDRP) in 2018. This Regulation, which came into force on May 25th, 2018, replaces the 1995 Directive 95/46/EC and aims to uniformly regulate the processing of data at European level. Its objectives could be summarized in:

1. **Unify and reinforce the data protection** principles of the European Union.

2. **Adapt the collection**, use and processing of the data, to the major technological changes of the last 25 years and the future technical developments.

In addition to the indicated adjustments, the GDPR maintains the principles that founded the original Directive in force, which are:

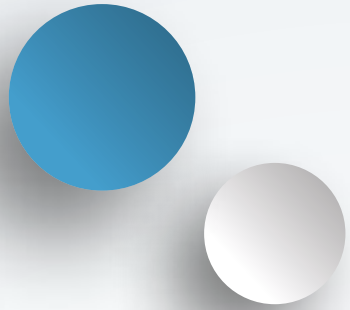
1. **Prohibition of any processing of personal data** except where authorization has been given or unless it is allowed.

2. **Limitation of purpose**: companies can only collect and edit data with specific objectives.

3. **Data minimization:** the principle requires companies to collect as little data as possible.

4. **Transparency:** the data processing must be understandable for the data subject.

5. **Privacy:** companies have the obligation to protect the personal data of their customers in a technical and organizational manner.



MEDIASET ESPAÑA IN THE ENVIRONMENT

This new environment requires Mediaset España to undergo an adaptation process which, in recent years has been reflected in a series of initiatives that allow the company to remain the leading audio-visual operator in Spain.

The content created or offered continues being the central axis of Mediaset's strategy and the differentiating element between the different audio-visual operators, while content consumption encourages its distribution through different channels. Thus, sporting events have not suffered much change and continue being consumed mainly live, while movies, for example, have been widely accepted for deferred consumption.

With regard to content, Mediaset España's business model is based on its in-house production; Since the beginning of 2000, the company has been producing the vast majority of the content it broadcasts internally, thus having extensive experience in production, as well as an enormous and varied library of audio-visual content.

Regarding distribution capabilities, 2018 represented the culmination of an evolution process that started several years ago. After launching as a simple television operator, at the end of 2018 Mediaset España had 7 free to air TV channels, an OTT platform that distributed digital content, some exclusive and it had launched LOVEStv, a content platform with HbbTV technology promoted together with RTVE and Atresmedia, taking a chance on this added value for free-to-air television offer, favoring a more complete user experience through the services offered by the HbbTV technology. This process has resulted in the culmination of Mediaset España as a complete audio-visual group, beyond the mere television operator that was originally created.

IN 2018 MEDIASET ESPAÑA'S EVOLUTION PROCESS HAS BEEN COMPLETED CONVERTING IT INTO AN AUDIOVISUAL GROUP

Within the different environments mentioned, Mediaset España has established some lines of action that it considers are the best for guaranteeing maximum visibility for our clients brands, always with a product of optimum quality and maximum reach:

- Differentiation and clear identification of the conventional television's model offer compared to digital models: the value of live broadcast, the value of participation and communication with the viewer, identification with the content, the importance of simultaneity and the massive reach of the media.
- Expansion of in-house production, as an element of exclusivity compared to third-party offers.
- Diversification of devices for broadcasting the content generated, without rejecting those that are different to the traditional ones.
- Technological developments that allow for the optimisation of digital content consumption.
- Communication campaigns favored for the segmentation that the company offers.
- Maximization of synergies between conventional (linear) television and digital platforms.
- Creation and development of a consumption safe and controlled environment.

Not only did Mediaset España face the digital challenge with its own content broadcast platforms in 2018, it also established alliances and agreements for the production and distribution of some of its series with the main "new operators" (payment platforms for the distribution of the most successful content in the market) opening a new showcase to broadcast the Group's in-house content, gradually converting them into Mediaset España's clients. These operators business is not based on the advertising management demanded by advertisers, but their main source of income comes from their subscribers. In Spain, the rapid penetration of these operators is leading to the demand for local content, in order to meet the needs of their subscribers, growing rapidly. It is in this field where Mediaset España made a qualitative leap in 2018 with the creation of Mediterráneo Audiovisual, a new organizational structure that encompasses the company's audio-visual, cinematographic and digital content production companies. The new structure allows this network of producers, in its first phase, to reinforce their access to the purchase and development of international formats through creative agreements with other independent producers, as well as to interact and share know-how in projects where costs and operational structures are optimized. In its second phase, Mediterráneo will jointly promote the distribution and sale of content both internationally and to new distribution platforms.

Given the growing presence of the digital environment, the management of "fake news" is gaining importance. Fake news is false information that floods the internet or social networks and if they are covered on any of the Group's distribution channels without having been confirmed beforehand, they can damage the image of both institutions and people. This challenge forces Mediaset España's professionals to define new formulas for the daily management of information, including mechanisms that allow them to face this new reality and avoid undermining their credibility by amplifying the impact of any of them.

Finally, the existence of business lines with less quantitative relevance, such as alliances with other operators or the opportunities linked to e-commerce, helps Mediaset España offer a global solution to advertisers through each one of its business windows.

In parallel, and thanks to the best and most abundant information collected from viewers each year, the company is gradually progressing in its knowledge of these through Big Data. In this sense, with the appropriate technical mechanisms of data analysis and the necessary user consent, Mediaset España has the possibility of knowing the viewer's needs and preferences in terms of audio-visual content and intentions to purchase products. This represents a high value opportunity for the company, in terms of attracting new income sources in the short and medium term.

KEY PERFORMANCE INDICATORS

OPERATING REVENUE (€ MILLION)

256.9
2017: 245.3
2016: 224.4

NET PROFIT[1] (€ MILLION)

200
2017: 197.5
2016: 171

INVESTMENT IN THIRD PARTY PRODUCTION (€ MILLION)

91.6
2017: 106.4
2016: 125.3

INVESTMENT IN FICTION PRODUCTION (€ MILLION)

36.5
2017: 47.6
2016: 35.4

INVESTMENT IN CO-PRODUCTION (€ MILLION)

11.1
2017: 19.1
2016: 16.2

TECHNICAL INVESTMENT (€ MILLION)

10.0
2017: 14.2
2016: 14.6

NET ADVERTISING INCOME (€ MILLION)

925
2017: 932
2016: 929

ADVERTISING EFFICIENCY RATIO[2]

150
2017: 151
2016: 143

AVERAGE SCREEN RATING

28.8
2017: 28.7
2016: 30.2

PROGRAMMING HOURS[3]

61,320
2017: 61,320
2016: 58,804

AVERAGE WORKFORCE (N° OF EMPLOYEES)

1,267
2017: 1,280
2016: 1,275

1. Attributable to the Parent Company's shareholders.
2. Advertising Efficiency Ratio prepared by "INFOADEX" for all Group channels.
3. It includes broadcasting hours from all Mediaset España channels.

GOVERNANCE MODEL

MEDIASETespaña.

COMPANY STRUCTURE

GROUP ORGANISATIONAL STRUCTURE

Mediaset España Group is an audio-visual group comprised of companies engaged in businesses related to the audio-visual sector, the core activities being audio-visual content production and broadcasting, and the exploitation of advertising space on its TV channels.

Mediaset España Comunicación, S.A. (hereinafter "Mediaset España" or "the Company"), incorporated in Madrid on 10th March 1989, heads the corporate group named Grupo Mediaset España Comunicación, S.A. (hereinafter "the Mediaset Group" or "the Group").

MEDIASET ESPAÑA, THE PARENT COMPANY

Mediaset España's corporate purpose is the indirect management of Public Television Services. As of year-end Mediaset commercially operates the TV channels Telecinco, Cuatro, Factoría de Ficción, Boing, Energy, Divinity and BeMad, having obtained the necessary licences to provide audio-visual communication services.

The company has its registered office in Carretera de Fuencarral to Alcobendas, nº 4, 28049, Madrid and began listing on the stock exchange on June 24th, 2004. It is currently listed on the Madrid, Barcelona, Bilbao and Valencia Stock Exchanges, and joined the IBEX35 index on January 3rd, 2005.

The Group's business is centred on the exploitation of advertising space on the TV channels for which it is a concessionaire and the performance of analogous and complementary activities such as audio-visual production, advertising promotion and news agency activities.

As the Group's parent company, Mediaset España is required to draw up the Group's consolidated annual accounts, as well as its own annual accounts.

The Group's consolidated companies are as follows:

Fully-consolidated companies	Country	2017	2018
Grupo Editorial Tele 5, S.A.U.	Spain	100%	100%
Telecinco Cinema, S.A.U.	Spain	100%	100%
Publiespaña, S.A.U.	Spain	100%	100%
Conecta 5 Telecinco, S.A.U.	Spain	100%	100%
Mediacinco Cartera, S.L.U.	Spain	100%	100%
Publimedia Gestión, S.A.U. (1)	Spain	100%	100%
Advertisement 4 Adventure, S.L.U.	Spain	100%	100%
Producción y Distribución de Contenidos Audio-visuales Mediterráneo, S.L.U.	Spain	100%	100%
Netsonic, S.L.U. (1)	Spain	100%	100%
Concursos Multiplataformas, S.A.U.	Spain	100%	100%
Equity consolidated companies			
Pegaso Televisión, Inc	USA	43.7%	-
Producciones Mandarina, S.L. (4)	Spain	30%	30%
La Fábrica de la Tele, S.L. (4)	Spain	30%	30%
Furia de Titanes II, A.I.E. (3)	Spain	34%	34%
Megamedia Televisión, S.L. (2)	Spain	30%	30%
Supersport Televisión, S.L. (4)	Spain	30%	30%
Aunia Publicidad Interactiva, S.L. (1)	Spain	50%	50%
Alea Media, S.A. (4)	Spain	40%	40%
Melodía Producciones, S.L. (4)	Spain	40%	40%
Adtech Ventures, S.p.A. (1)	Italy	50%	50%
Bulldog TV Spain, S.L. (4)	Spain	-	30%
Alma Productora Audio-visual, S.L. (4)	Spain	-	30%
Unicorn Content, S.L. (4)	Spain	-	30%

(1) The interest in these Companies is held through Publiespaña, S.A.U
(2) The interest in this Company is held through Conecta 5 Telecinco, S.A.U.
(3) The interest in this A.I.E. is held through Telecinco Cinema, S.A.U.
(4) The interest in these Companies is held though Producción y Distribución de Contenidos Audio-visuales Mediaterráneo, S.L.U.

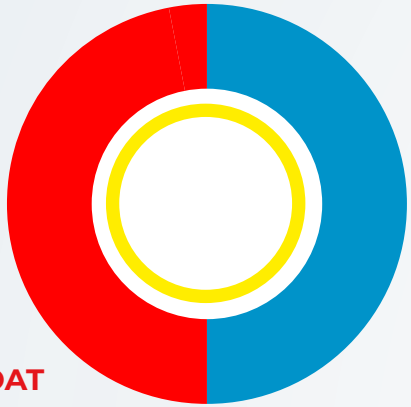
CHANGES TO THE CONSOLIDATION PERIMETER IN THE YEAR ENDED 31ST DECEMBER 2018

- On February 5th, 2018 the Group acquired a 30% share in the company Bulldog TV Spain, S.L.
- On March 23rd, 2018 the Parent Company sold its 43.71% share in the company Pegaso Televisión Inc.
- On September 12th, 2018 the Group acquired a 30% share in the company Alma Productora Audio-visual, S.L.
- On October 23rd, 2018 the Group acquired a 30% share in the company Unicorn Content, S.L.

CHANGES IN MEDIASET ESPAÑA GROUP'S SHAREHOLDING STRUCTURE IN 2018

- The General Shareholders' Meeting, held on April 18th, 2018, approved, under the fifth item on its agenda, to reduce the share capital amounting to 4,641,137 euros, by cancelling 9,282,274 of its own shares currently held as treasury stock, representing 2.756% of the share capital.
- These shares belong to the buy-back program to repurchase shares for 100 million euros carried out between February 23rd and August 28th, 2017.
- As a result of the capital reduction, Mediaset España Comunicación, S.A.'s share capital amounts to 163,717,608 euros, represented by 327,435,216 shares with a nominal value of 0.50 euros each.

SHAREHOLDING



51.63%

MEDIASET SPA

48.37%

FREE FLOAT

SUBSIDIARIES

Subsidiaries are companies that Mediaset España has the capacity to effectively control. This capacity takes the form of direct or indirect ownership of more than 50% of the subsidiary's voting rights.

Direct interest through Mediaset España

Publiespaña, S.A.U. Commercialisation of advertising.

Grupo Editorial Tele 5, S.A.U. Copyright management and exploitation.

Mediacinco Cartera, S.L.U. Holding inactive.

Advertisement 4 Adventure, S.L.U. Holding for "media for equity" projects.

Producción y Distribución de Contenidos Audio-visuales Mediterráneo S.L.U Production and distribution of audio-visual content.

Telecinco Cinema, S.A.U. Cinematographic Production.

Conecta 5 Telecinco, S.A.U. Distribution of audio-visual content on the Internet.

Concursos Multiplataformas, S.A.U.- Online gaming.

Companies in which Publiespaña S.A.U. has shares

Publimedia Gestión, S.A.U. Commercialisation of advertising.

Netsonic, S.L.U. Online video advertising.

Note: The business names of the companies are as follows: Mediaset España Comunicación S.A. (Hereinafter Mediaset España); Grupo Editorial Tele5, S.A.U (Hereinafter Grupo Editorial); Telecinco Cinema, S.A.U. (Hereinafter Telecinco Cinema); Mediacinco Cartera S.L. (Hereinafter Mediacinco Cartera); Conecta 5 Telecinco, S.A.U. (Hereinafter Conecta 5); Publiespaña, S.A.U. (Hereinafter Publiespaña); Publimedia Gestión S.A.U. (Hereinafter Publimedia Gestión); Advertisement 4 Adventure, S.L.U. (Hereinafter Adverstisment 4 Adventure); Netsonic, S.L. (Hereinafter Netsonic) and Concursos Multiplataformas, S.A.U (Hereinafter Concursos Multiplataformas) and Producción y Distribución de Contenidos Audio-visuales Mediterráneo, S.L.U. (Hereinafter Mediterráneo).

ASSOCIATED COMPANIES

Set out below are details of Mediaset España's associated companies, over which it has the capacity to exercise significant influence (which is assumed when an interest of at least 20% is held), although not control.

Companies in which Publiespaña S.A.U. has an indirect shareholding

Aunia Publicidad Interactiva, S.L. Audio-visual communication services.

Adtech Ventures, S.p.A. Commercialisation of advertising, in Italy and abroad.

Companies in which Telecinco Cinema S.A.U. has an indirect shareholding

Furia de Titanes II, A.I.E. Telecommunication services and participation in the creation, production, distribution and exploitation of audio-visual, fiction, animation and documentary content.

Companies in which Conecta 5 Telecinco S.A.U. has an indirect shareholding

Megamedia Televisión, S.L. Creation, development, production and exploitation of multimedia audio-visual content.

Companies owned indirectly through production and distribution of Audio-visual Content, Mediterráneo, S.L.U.

Producciones Mandarina, S.L. Audio-visual content creation, development, production and commercial exploitation.

Alea Media, S.A. Creation, acquisition and exploitation of literary, musical, graphic and audio-visual works.

Melodía Producciones, S.L Creation, acquisition and exploitation of literary, musical, graphic and audio-visual works.

Unicorn Content, S.L. Production of TV programmes.

Bulldog TV Spain, S.L. Audio-visual content production, creation and development .

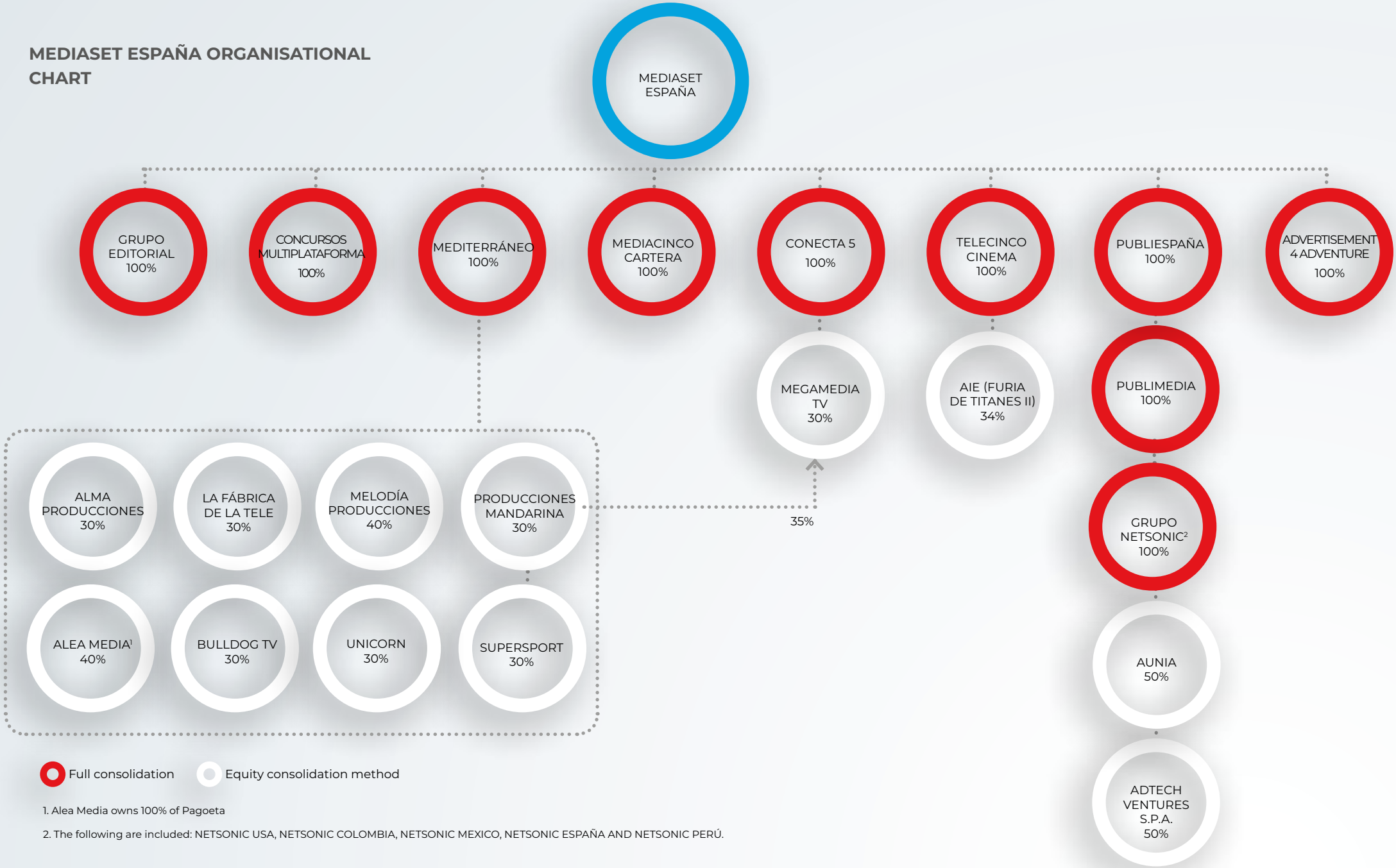
Supersport Televisión, S.L. Production of sports programmes.

La Fábrica de la Tele, S.L. Creation, development, production and commercial exploitation of audio-visual content.

Alma Productora Audio-visual, S.L Production and distribuition of audio-visual programmes and productions.

Note: None of the above companies are listed on a stock exchange. All of the aforementioned companies have their registered office in Spain, except Adtech Ventures, S.p.A., with its registered office in Milan (Italy).

MEDIASET ESPAÑA ORGANISATIONAL CHART



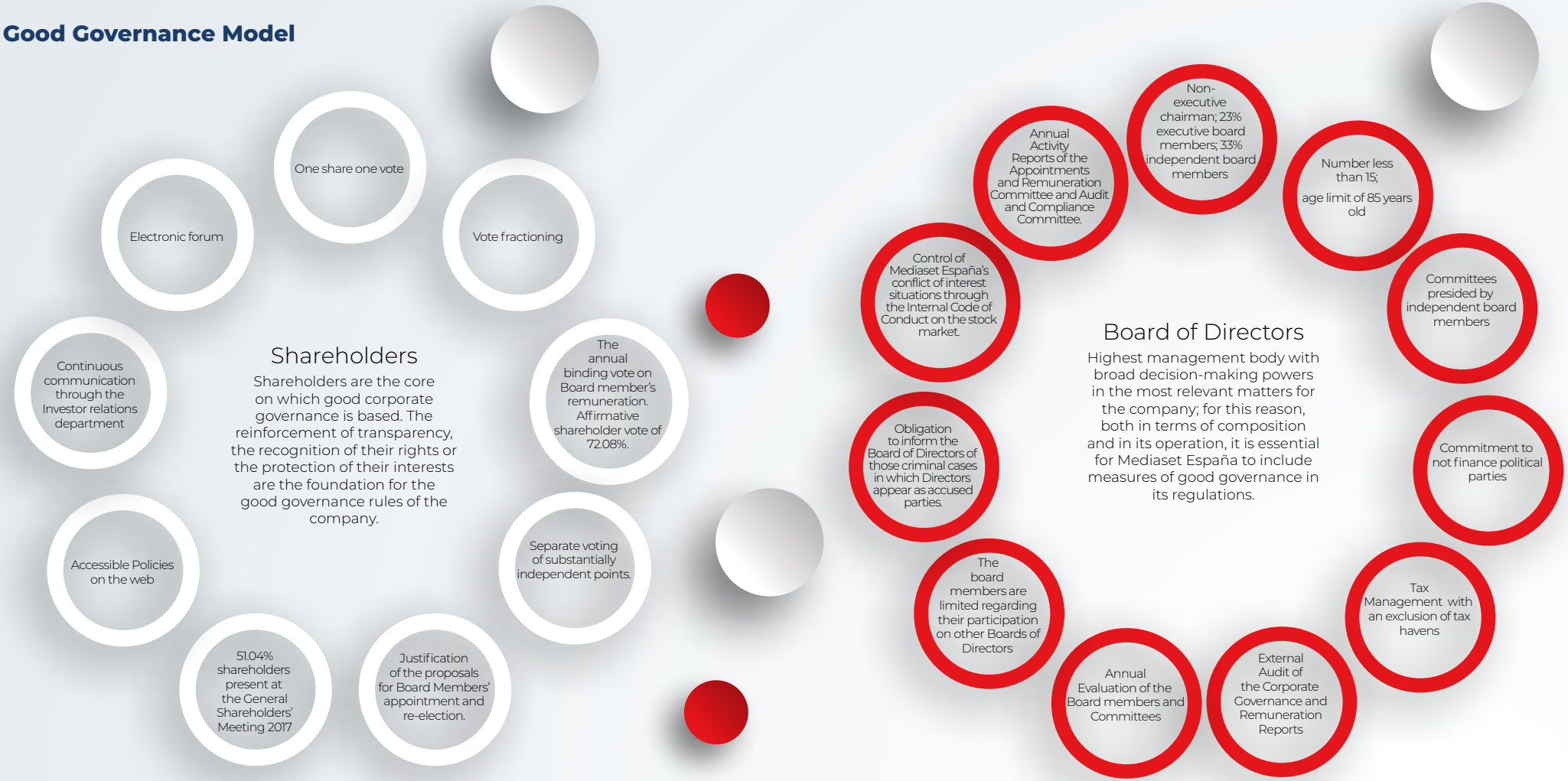
1. Alea Media owns 100% of Pagoeta

2. The following are included: NETSONIC USA, NETSONIC COLOMBIA, NETSONIC MEXICO, NETSONIC ESPAÑA AND NETSONIC PERÚ.

CORPORATE GOVERNANCE SYSTEM

Mediaset España has been making the necessary effort so that its corporate governance system complies with the applicable legislation and aligns with the main good governance practices established by both the National Stock Market Commission and by the main international standards.

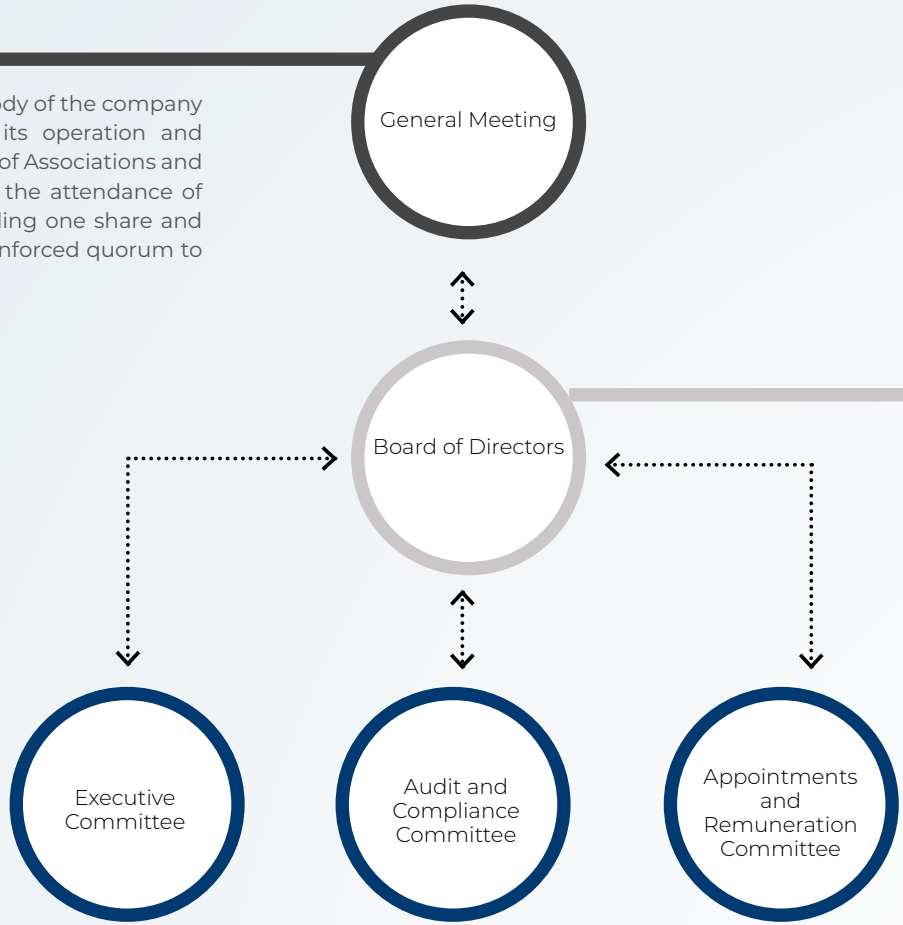
Good Governance Model



The corporate governance model is managed through the following bodies:

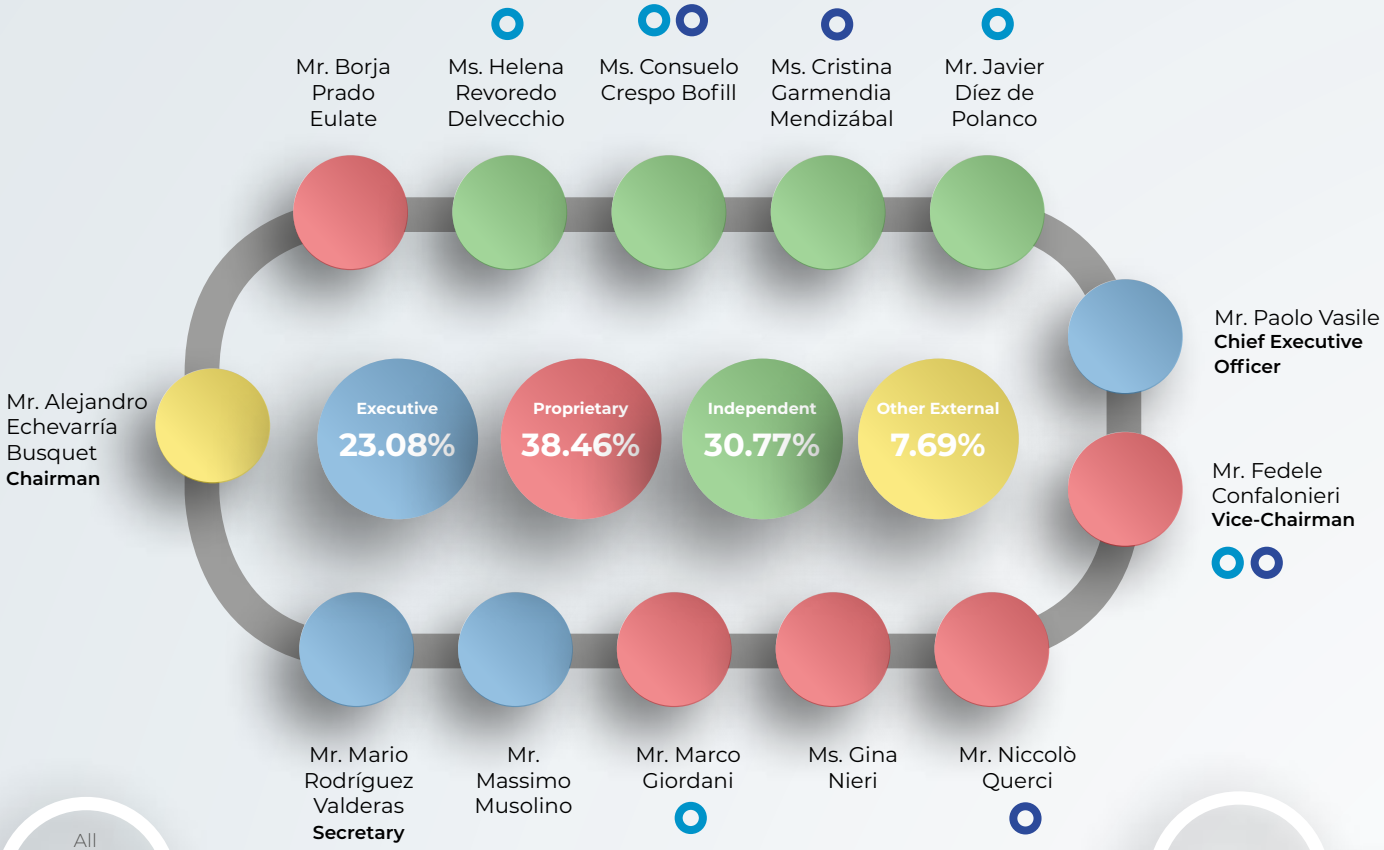
Governing Bodies

The General Meeting is the sovereign body of the company and represents all the shareholders, its operation and composition are regulated in the Article of Associations and its Regulations. Due to its importance, the attendance of the shareholders is guaranteed by holding one share and there are no decisions that require a reinforced quorum to be adopted.



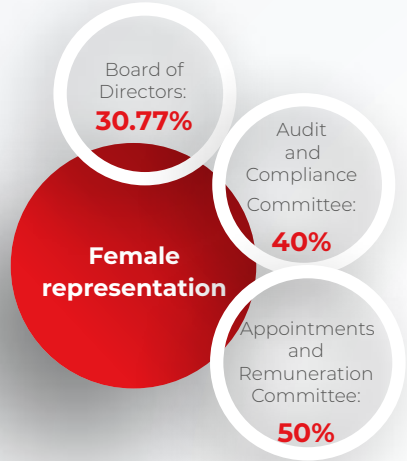
The Board of Directors has all the necessary powers to manage the company and relies on the delegated bodies and the management team, focusing its activity on Mediaset España's general supervisory duties. The regulation of their functions, composition and organizational methods is set out in the Articles of Assosiation and the Board of Directors Regulations.

Board of Directors' Composition



All Directors **>50 years old**

DURING 2018, THE PROCESS OF PROMOTING DIVERSITY IN MEDIASET ESPAÑA'S MANAGEMENT BODIES HAS BEEN COMPLETED, THUS ACHIEVING THE OBJECTIVE THAT THERE IS A AT LEAST A 30% FEMALE PRESENCE BY 2020.



Audit and Compliance Committee

Accountable to the Board of Directors, the Audit and Compliance Committee is the body in charge of, among other matters, supervising the financial information published by the company, the control and approval of related-party business, conflicts of interest, relationships with the accounts auditor and supervision of the control and risk management policy, among others.

Following the recommendations of good governance, it is presided by an independent director with extensive accounting knowledge.

Appointments and Remuneration Committee

Presided by an independent board member, the Appointments and Remuneration Committee has, among its duties, that of protecting the integrity of the directors and senior directors selection process, informing the Board of Directors on gender diversity issues, ensuring that by providing new vacancies, the selection procedures do not hinder the selection of female directors, assist the Board of Directors in evaluating the Chairman of the Board and the company's top executives, as well as setting and supervising the Directors' and senior executives remuneration policy.

MAIN ISSUES ADDRESSED BY THE BOARD OF DIRECTORS

Mediaset España's Board of Directors' activity focuses on the definition, supervision and monitoring of policies, strategies and main guidelines.

- Supervision of the Company's trajectory: Supervises advertising billing and audience results evolution.
- Monitoring of the Company's management:
  Analysis of the Company and its Group's financial statements.
  Approval of the Budget for 2019
- Establishes strategic objectives for 2019: It sets the strategic objectives on which the Company's Risk Map is established.
- Directors Remuneration: Applies balance and moderation principles to the Chairman's, Chief Executive Officer 's and board members' remuneration.
- Analysis of the political situation and legislative modifications: Preparation of internal actions with regards to different political and/or legislative scenarios.
- Supervises the activity of the different areas of the company: Ensures compliance with Internal Rules
- Promotes Corporate Governance and Corporate Responsibility: Approves of the Annual Corporate Report on Non-Financial Information.

During the Board meetings held throughout the year, Mediaset España updated its board members on major legislative developments

Likewise, the Board of Directors has been informed about all the issues reflected in the Annual Corporate Governance Report, Financial Statements and Remuneration Report, as well as all matters discussed in the presentations to analysts and investors.

BOARD OF DIRECTOR'S REMUNERATION IN 2018

The remuneration policy for the company's board members is governed by articles 37 and 56 of the Company's Articles of Association and article 28 of the Company's Board of Directors Regulations. In accordance with the principles governing Mediaset España's management, and in accordance with the provisions of article 28 of the Board of Directors Regulations and the best corporate governance practices, the remuneration policy must be:

- In accordance with the responsibilities assigned to them and the dedication employed.
- Incentive based and therefore, likely to retain the most valuable professionals rewarding the dedication, qualification and responsibility that the position requires.
- Related, at all times, to the importance of the Company in the business environment and its economic situation.
- In line with the market standards of companies of similar size and activity.
- Designed to promote the long-term profitability and sustainability of the Company.
- Contain the necessary precautions to prevent excessive risk taking and reward in case of unfavourable results.

With regards to independent Directors, this policy also seeks, that the amount of compensation is such that it provides incentives for their dedication and service to the Company, but that it does not compromise their independence.

As for the definition and approval process, different management bodies of the company are involved, including its shareholders. This process begins within the Appointments and Remuneration Committee which analyses and approves the main defining lines of the Directors remuneration and formulates both, this report and the Director's remuneration policy, where necessary.

Once the report has been prepared and in accordance with Article 37.3 of the Articles of Association, it is the Board of Directors that is responsible for approving the remuneration policy of its members that will be submitted for the approval of the General Meeting.

Finally, it is Mediaset's shareholders, through the General Meeting, who evaluate and decide on a system and the manner in which the company directors receive their remuneration.

Like last year, in 2018 the Company considered it appropriate to submit the remuneration report of the previous year to a binding shareholder vote, together with the rest of the points on the agenda. The report was approved by 70.66% of the share capital.

Likewise, in 2018, and in accordance with the applicable regulations, the remuneration policy for the years 2018 to 2020, both included, was submitted for approval by the General Shareholders' Meeting and it was approved by 70.65% of the shareholders.

It should be noted, that external consultants have not been hired in the drafting process of the remuneration policy.

Following the provisions of the governance regulations, the Mediaset España Directors' remuneration scheme is as follows:

- The Directors, in their capacity as members of the Board of Directors, will be entitled to receive remuneration from the Company that will consist of a fixed annual amount and attendance fees. In the case of the Chairmen of the Board of Directors, and of the Executive, Audit and Compliance, and Appointments and Remuneration Committees, attendance fees will be higher.

  The Director's remuneration does not provide for the granting of loans or advances or guarantees; likewise, their participation in social welfare systems is not provided for, nor severance payments for termination of their relationship with the Company, except in the cases of executive directors. Also, they do not receive any compensation for belonging to other Boards of Directors of the Group's companies.

- In accordance with the provisions of the Articles of Association, the Chairman of the Board of Directors, who does not have executive functions and holds the status of external director, will receive a supplementary remuneration in response to the special dedication required by the position. This must be approved by the Board of Directors based on objective and measurable criteria, following a prior report from the Appointments and Remuneration Committee.

- With regard to the executive directors' remuneration for the performance of delegated or executive functions in the Company, in accordance with the provisions of article 56.2 of the Articles of Association and as provided for in their respective contracts approved by the Board of Directors, they are entitled to receive the following the remuneration concepts:

  (i) An annual fixed sum that is appropriate to the delegated or executive services and responsibilities assumed, which include a fixed sum of monetary remuneration and another in kind for habitual concepts specific to the Company's management team.

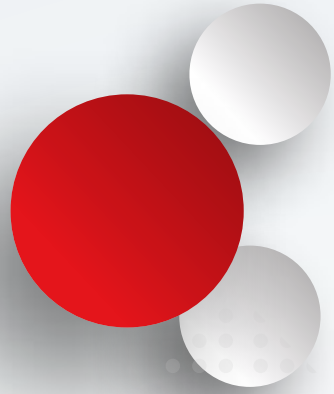
  (ii) An annual variable sum correlated to the Director's or the Company's performance indicators, consisting of:

  a) Variable remuneration referenced to budgetary objectives

  b) Partial and voluntary annual variable remuneration in shares.

  c) Medium-term incentive and loyalty system referenced to the share value.

  (iii) Benefits.



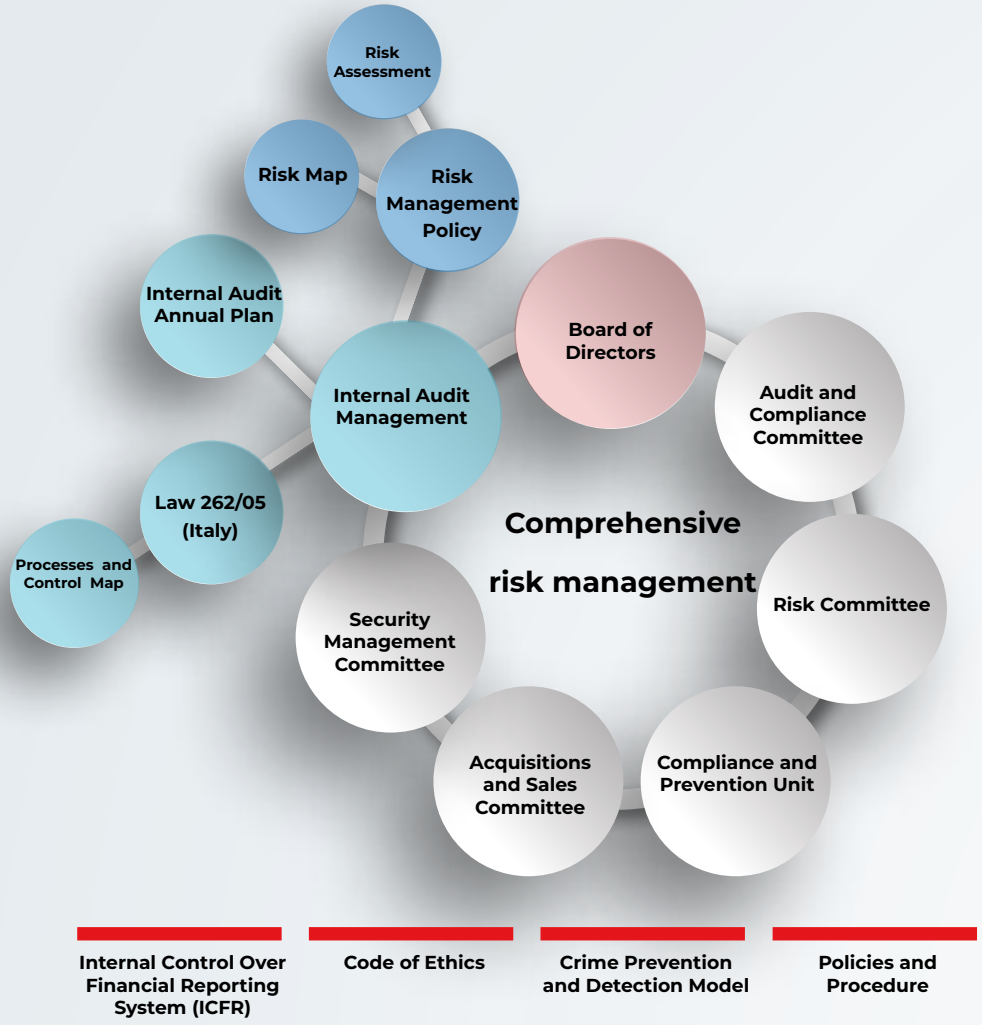
Further Information
All good governance measures are available on our website http://www.mediaset.es/inversores/es/

Summary of remuneration in thousands of euros

Name	Remuneration accrued in the company					Remuneration accrued in the Group's companies				
	Total Remuneration in cash	Gross profit from shares or consolidated financial instruments	Remuneration through savings schemes	Remuneration for other concepts	2018 company total	Total Remuneration in cash	Gross profit from shares or consolidated financial instruments	Remuneration through savings schemes	Remuneration for other concepts	2018 group total
Mr. Alejandro Echevarría Busquet	987	-	-	-	987	-	-	-	-	-
Mr. Paolo Vasile	1,703	-	-	-	1,703	-	-	-	-	-
Mr. Mario Rodríguez Valderas	689	-	-	-	689	-	-	-	-	-
Mr. Massimo Musolino	892	-	-	-	892	-	-	-	-	-
Ms. Gina Nieri	69	-	-	-	69	-	-	-	-	-
Mr. Niccolò Querci	73	-	-	-	73	-	-	-	-	-
Mr. Fedele Confalonieri	131	-	-	-	131	-	-	-	-	-
Mr. Marco Giordani	119	-	-	-	119	-	-	-	-	-
Mr. Borja Prado Eulate	69	-	-	-	69	-	-	-	-	-
Ms. Cristina Garmendia Mendizábal	95	-	-	-	95	-	-	-	-	-
Ms. Consuelo Crespo Bofill	135	-	-	-	135	-	-	-	-	-
Mr. Javier Díaz de Polanco	139	-	-	-	139	-	-	-	-	-
Ms. Helena Revoredo Delvechio	111	-	-	-	111	-	-	-	-	-
Mr. Giulano Adreani	34	-	-	-	34	-	-	-	-	-
Mr. Giuseppe Tringali	30	-	-	-	30	-	-	-	-	-
Mr. Alfredo Messina	22	-	-	-	22	-	-	-	-	-
TOTAL	**5,298**	-	-	-	**5,298**	-	-	-	-	-

Mr. Tringali, Mr. Adreani and Mr. Messina stoped being Directors in April 2018.

RISK MANAGEMENT SYSTEM



The Risk Management System introduced in 2007, based on COSO II, which has been regularly updated since then, ensures a comprehensive risk management which aims to identify, control and manage significant risks that may affect compliance with the defined objectives.

THE BOARD OF DIRECTORS

The highest governing body of Mediaset España. Among other tasks, it has to approve and monitor, following a report from the Audit and Compliance Committee, the risk control and management policy, including the tax risks, as well as the supervision of the internal information and control systems.

AUDIT AND COMPLIANCE COMMITTEE

Delegated body of the Board of Directors. Its responsibilities are, among others, to ascertain, check and supervise the suitability and integrity of the process of preparation of financial information, internal control and the risk management systems, ensuring compliance with the Risk Policy.

THE RISK COMMITTEE

Accountable to the Audit and Compliance Committee, is formed by the General Corporate Manager and the General Directors of Management and Operations, Contents and Publiespaña. It is the body through which the executive risk management functions are carried out in the Company's day-to-day operation, laying down the framework for the Integrated Risk Management.

COMPLIANCE AND PREVENTION UNIT

Accountable to the Audit and Compliance Committee, formed by the Corporate General Manager and the General Directors of Management and Operations, Content and Publiespaña. Among its tasks is that of ensuring the application of the Code of Ethics by the various Group companies and assess their degree of compliance, ensure compliance with the Internal Code of Conduct, manage the complaints channel and internal investigations, or establish and update the necessary controls for the prevention and detection of criminal behaviour.

ACQUISITIONS AND SALES COMMITTEE

Formed by the Chief Executive Officer and the General Directors of Management and Operations and New Commercial Products, supported by the Director of Management Control and the Legal Department's Audio-visual Rights Unit. It has the task of analysing the economic and financial information of any production, the purchase of goods or contracting services whose amount exceeds €20,000 per year, or when faced with the opportunity of buying / selling rights or other types of sale.

SECURITY MANAGEMENT COMMITTEE

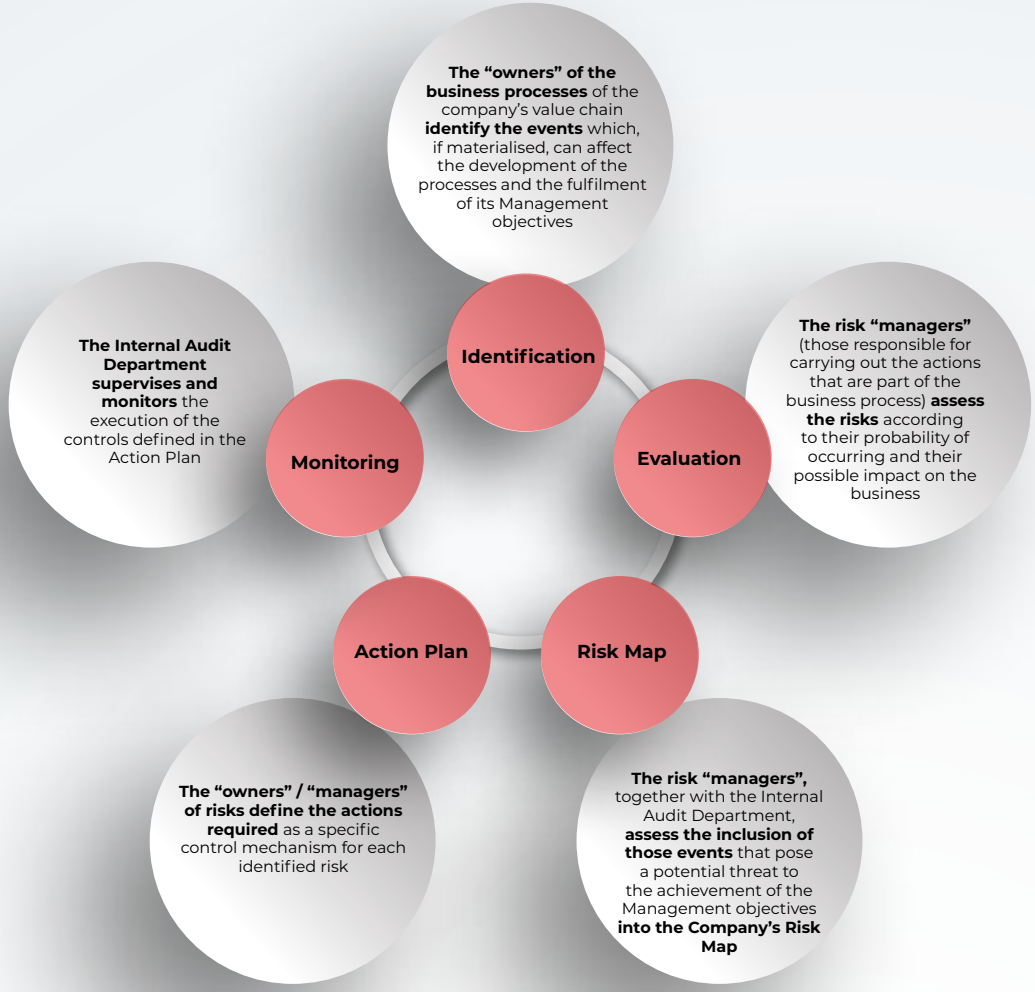
Formed by representatives from the Technology Division, the Internal Audit Department, the Legal Department, the Information Security Manager, Head of Physical Security, the Data Controller and the Data Protection Delegate, together with qualified representatives of the user areas. Among its main functions are those of reviewing, approving and promoting the Security Policy, as well as monitoring critical security incidents that have taken place in the Group.

The Risk Management Policy establishes guidelines for the identification, risk assessment and responses, as well as the control and supervisory activities. Within this framework, the company has mapped all processes involving business and structural operations so as to identify those that are key and critical to achieving the strategic objectives, on which periodic testing is carried out in order to validate proper compliance.

Likewise, the Group has implemented an Internal Control Over Financial Reporting System (ICFR) which ensures the reliability of the financial information reported by the Group's companies on an individual basis and the consolidated financial information, the compliance with the relevant legislation and the correction of any weaknesses observed, minimising risks related to the reflection of these operations in the Group's annual accounts.

Furthermore, Mediaset España has implemented the necessary procedures to comply with Italian Law 262/05, regarding processes and control related to accounting information.

Comprehensive Risk Management Policy



Annual training to all personnel involved in the preparation and supervision of financial information and the evaluation of the ICFR

Risk Map

Approval by the Audit and Compliance Committee.

Reviewed twice a year by the Internal Audit Management and updated annually.

Each identified risk is assigned a specific employee, **responsible** for its monitoring and management.

Implementation of action procedures, processes and policies. IT tools are applied that allow the identified risks to be mitigated.

The Internal Audit Management analyse, **supervise and evaluate** these risks, and coordinate the action plans required to mitigate them. This Management is also responsible for coordinating the implementation of the risk monitoring system with each of the Managers that "owns" each risk.

During the monitoring and review process, the expectations that the main managers in key areas of business, investors, regulators, customers and suppliers may have with regard to the company are taken into account, as well as well as relevant events that have occurred internally or externally and have had a potential impact on activity, legislative developments and best practice recommendations that might be applicable in the management of the business.

COMPLIANCE AND PREVENTION UNIT

Main activities

- Definition and updating of the criminal risk map.
- Establishment and updating of the necessary controls for the prevention and detection of criminal conduct.
- Management of the complaints channel and internal investigations.
- Supervise and coordinate the application of the Code of Ethics by the different Group companies.
- Annually evaluate the level of compliance with the Code of Ethics.

Main activity in 2018

- Tests on processes that mitigate 14 crimes that could affect the Group.
- Monitoring the adaptation to the new General Data Protection Regulation.
- Review and development of new procedures to update the data protection model.

RISK MANAGEMENT POLICIES AND PROCEDURES

- Code of Ethics.
- Corporate security policy.
- Comprehensive risk management policy.
- Internal rules of conduct in the stock market.

CODE OF ETHICS

The Mediaset Group has a Code of Ethics which establishes the fundamental values and principles that govern the Company and to which all employees, managers and Board members, as well as subsidiaries, are subject. The Code is therefore applicable to all kinds of professional relationships and governs, among other areas, contractual, commercial and business relations between Mediaset España and its suppliers and customers. All natural or legal persons who have any type of relationship with Mediaset España in the course of their professional or business activities such as external auditors, consultants, advisers, suppliers, advertisers, media centres, external producers, bodies, institutions, etc. are also required to comply with the Code of Ethics.

The document has been ratified by both, employees and directors, who have confirmed that they are aware of it and that they are subject to its provisions.

The control of compliance with the Code of Ethics corresponds to the Internal Audit and Human Resources Management.

The Internal Audit Management carries out control procedures over the application of the pertinent procedures and codes. Any possible case of irregularity, fraud or corruption, may be submitted to this area, who must pass the case on to the Audit and Compliance Committee.

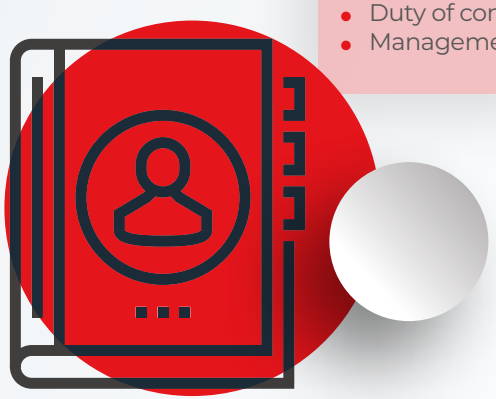
THE CODE OF ETHICS, APPROVED BY THE BOARD OF DIRECTORS, IS AVAILABLE ON BOTH THE CORPORATE WEBSITE AND THE COMPANY'S INTRANET.

PRINCIPLES AND VALUES OF THE CODE OF ETHICS

- Compliance with the legislation in force
- Corporate Responsability
- Freedom of information and opinion
- Equal opportunities and non-discrimination

THE MAIN SECTIONS OF THE CODE OF ETHICS

- Legal and regulatory compliance .
- Conflict of interest .
- Confidentiality and confidential information .
- Privileged information .
- Integrity, responsibility and transparency of financial information .
- **Equality and non-discrimination** .
- Health and safety at work and environmental protection .
- Intellectual and industrial property.
- Money laundering and terrorist financing .
- Freedom of expression and journalistic independence .
- Commercial relations and commercial relationships with competitors.
- Privacy and data protection.
- Antitrust regulation .
- Duty of communication and Complaints Channel .
- Management of any breaches of the Code of Ethics.



Any employee, executive, director and or interest group of Mediaset España that may have reasonable grounds for suspecting that practices contrary to the principles and values of the Code of Ethics or ethical practices and good faith in business are taking place, may submit these concerns or attitudes directly to their superior, or communicate them through the **Complaints Channel,** available on the company intranet and also handled by the Management.

The Internal Audit Management will analyse and assess the accuracy and credibility of the information received, raising those it deems justified with the Audit and Compliance Committee, for its final evaluation. It will also guarantee and appropriately ensure, the correct and complete protection of privacy and the confidentiality of the information disclosed, and the identity of the persons involved. Likewise, it must assess whether it can initiate the investigation on the information received or remit it to the Compliance and Prevention Unit. In the event that it carries out the investigation, Management will communicate its conclusions to the Compliance and Prevention Unit, who must approve said report.

Through the corporate intranet, any employee directly accesses the Complaints Channel and completes their query/ report, which is available to Internal Audit, guaranteeing the complainant's confidentiality at all times. The queries/ complaints raised must be answered within 6 months of receipt. Additionally, the procedure for using the Channel establishes the guarantees to promote zero tolerance in case of possible reprisals.

The Internal Audit Management, together with the IT Management, reviews the appropriate status of said tool on a monthly basis.

Every six months, a pop-up reminds all employees and collaborators who work in Mediaset España, that this tool at their disposal.

IN 2018, NO COMPLAINTS WERE RECEIVED THROUGH THE COMPLAINTS CHANNEL.

Simultaneously, Mediaset España has installed a management and fraud alerts system in order to prevent unlawful practices or detect evidence of suspicious operations. The system has 41 key indicators regarding the primary process of the Group related to revenue, costs and IT systems. These key indicators are monitored on a daily basis by automated control mechanisms covering the information recorded in the main applications that support the monitored processes.

Conflicts of interest are regulated by the Code of Ethics and the Group's Internal Code of Conduct. Establishing clear performance criteria and rules intended to avoid situations that create uncertainty surrounding the interests behind the actions of any person forming part of the company, with the ultimate aim of ensuring integrity in content creation and dissemination.

In turn, the Company has implemented several procedures to mitigate the risk of conflicts of interest: that promote transparency and good working practices, such as the Acquisitions and Sales Committee Procedure, the Purchase of Goods and Services Procedure, the Procedures for Signing Contracts and the Procedures for the Management of Powers of Attorney.

To avoid potential conflicts of interest in content creation and / or its disclosure, all content creation orders are reviewed, analysed and finally approved by the Group's Acquisitions Committee. In the case of any purchase / sale of content with a shareholder or company owned by Mediaset España, said transaction must be previously authorised by the Committee or by the Board of Directors, if necessary.

Moreover, various mechanisms are in place to detect and resolve potential conflicts of interest between the company and its directors in order to avoid behaviour that might cause harm to the company or its shareholders. These mechanisms are defined in the Board of Directors' regulations.

MEDIASET ESPAÑA HAS IMPLEMENTED SEVERAL PROCEDURES TO MITIGATE THE RISK OF CONFLICTS OF INTEREST AND PROMOTE TRANSPARENCY AND GOOD WORKING PRACTICES

GROUP CONTROLS TO **MITIGATE THE RISKS OF CORRUPTION AND BRIBERY**

MEDIASET ESPAÑA'S DETECTION AND PREVENTION OF CRIME PROTOCOL, ESTABLISHES A SERIES OF CONTROLS THAT THE GROUP HAS PUT IN PLACE TO MITIGATE THE RISKS OF CORRUPTION AND BRIBERY IN ITS ACTIVITY.

- **A section referring to the prohibition of any corrupt practices has been included in the Code of Ethics.**
- **Purchasing and acquisitions procedure**, which establishes the different levels of approval depending on the purchase or acquisition cost, the activity flow to be followed by authorised persons by area, method for selecting offers, invoice management, etc.
- **Supplier approval and evaluation protocol**, applicable to the acquisition of goods and contracting of professional services both inside and outsiide the company, which establishes the criteria to be followed when analysing the supplier's suitability, and proceed with its approval, prior to its selection.
- **Acquisitions Committee**, in those cases where the purchase of goods or services exceeds € 20,000.
- **Powers matrix and use policy** that defines the process to grant, modify and revoke powers by all the companies belonging to the Group. Its content includes fourteen guidelines related to powers of attorney management, in order to comply with the applicable regulations (Companies Act, Commercial Registry Regulations and Articles of Association).
- Procedure for making and accepting gifts and **invitations by the employees, managers and directors** of the Group in their dealings with third parties as a reults of their professional activity.
- **Contract signing procedure** that includes the steps to follow for a contract to be signed, making reference to the contract drafting process and the corresponding signature.
- **Travel expenses and expenses procedure**, which defines and establishes reasonable and common rules that reflect the particularities of the different expenses that Mediaset España employees may incur when traveling for work reasons, or other activities on the Company's behalf.
- **Including, in contracts with third parties**, contractual clauses relating to the prevention of criminal risks in which suppliers declare that they know and comply with the legislation regarding criminal risks and therefore, they are obliged to comply with it.

Anticorruption training procedures 2018

Within the Annual Audit Plan, the Internal Audit Department carries out the analysis of the risks related to corruption in the lines of activity with the highest incidence in the Group. In this regard, in 2018, all of the Group's business units have been analysed.

Additionally, the Economic and Financial Management has exhaustive controls in place to verify all collection and payment transactions for its income and expenditure operations. Among others, it has protocols for client approval, customer cataloguing procedures, assignment of powers for payment with joint signatures, verification procedures for compliance with third party obligations.

In terms of IT security, the Group has established a management framework that starts with the Corporate Security Policy, which provides the necessary control framework for the new digital environment. In turn, it has a Security Management Committee responsible for ensuring the implementation of IT security in a coordinated and centralized manner.

In all the planned tasks that involve a review of the processes that are supported by IT systems, a specific section for reviewing the IT security of this system is included within its scope.

The control processes established to review IT security are carried out in collaboration with the Group's IT Security Manager..

The Company has also implemented measures to minimize the risk of its employees committing any offenses or crimes involving aggressive behaviour. In this respect, Mediaset España guarantees that security personnel subcontracted by them have received training in the Human Rights area and hold the official Security Guard qualification which includes a training module on this area. Mediaset España only works with security companies that have been authorised by the Interior Ministry and all security guards have a Professional Identity Card. On the other hand, offences or aggression committed in the workplace by any employee of the Group, are duly sanctioned by the Disciplinary Regime of the applicable Collective Agreements.

MAIN ACTIVITIES OF INTERNAL CONTROL IN 2018

- Adaptation to the new European Regulation on Data Protection
- Review of the Contingency Plan on the multiplatform environment.
- Review of the security in the cloud environment.
- Monitoring and analysis of the incidents recorded.

Further information
IT security is described under the "Cibersecurity" section of this report.

In the normal course of business, Mediaset España manages the participation of under-age artists in its programmes in strict compliance with the criteria and procedures established for this purpose by the Department of Employment in the Madrid Regional Government.

In this respect, for the purpose of ensuring the smooth running of children's activities on television, the company has a manual which brings specific guidelines together, as well as the legislative framework applicable to employment relations with minors, ensuring that their rights to education and the enjoyment of their free time are not infringed.

This manual is available on the intranet and is given to all production companies that hire children so that they implement the measures it sets out. In turn, the Code of Ethics also regulates individual behaviour to avoid attitudes that can be termed as corruption of minors.

Mediaset España carries out the constant review of its activities and the sets on which they work, in order to ensure full security and full respect for their rights. Among other issues, the company verifies the suitability of the access and waiting areas for minors, or the creation of properly adapted rest areas. Similarly, they are notified of the measures and actions to be taken in an emergency, and the presence of the minors' legal guardians during the relevant sessions is guaranteed. Working hours can never exceed 8 hours and additionally the scheduling of recording involving children is coordinated with their schooling timetable.

IN 2018, NO CLAIMS OF CORRUPTION AGAINST THE GROUP OR ITS EMPLOYEES HAVE BEEN RECEIVED.

REGULATION AND GUIDES FOR THE SECTOR

- Audio-visual Communication Act (Law 7/2010)
- The Cinema Act (Law 55/2007)
- The Intellectual Property Act. (Law 1/1996)
- European Deontological Code of the Journalism Profession .
- Deontological Code of the Journalists Federation (FAPE).
- Self-Regulation Code for Television Content and Children.
- Advertising Code of Conduct of the association for the self-regulation of commercial advertising (Autocontrol) and other specific advertising codes issued by that association.
- Association of media managers (DIRCOM) Code of Ethics.
- Guarantee of awarding of spaces.
- Agreement on the procedure for marketing and management of advertising space on Spanish generalist television companies.
- Best practice agreement for advertising.
- Self-Regulation Code for Food Advertising aimed at Children, Prevention of Obesity and Health (PAOS code).
- Code of Ethics for the Best Commercial Practice for the Promotion of Children's Dietary Products.
- List of authorized declarations on the healthy properties of foods other than those concerning the reduction of the risk of illness and the development and health of children.
- Code of Ethics for online trust.

The television competitions, managed through the company Concursos Multiplataformas, SAU, involve the participation of the contestants via telephone calls, sending text messages or any other electronic, computer or telematic procedure in which there is an additional pricing, no movements of money taking place. Given its characteristics and according to the risk analysis carried out by the Company, this type of game is, from the point of view of money laundering and terrorist financing, a low risk.

At the end of 2018, the Group has stopped managing these television competitions, thus not carrying out any gaming activity.

CONTROL PROCEDURES FOR THE SUPPLY CHAIN MANAGEMENT

The suppliers that provide their services inside the Group's facilities must in turn comply with requirements related to the Prevention of Occupational Risks.

The contractual relationships take into account matters related to Personal Data Protection and the contracting of Public Liability and damage insurance.

Prior to the contracting of services or goods, the Suppliers Approval Protocol is applied: an analysis of suppliers' solvency, tax residence certificates in the case of non-residents and contractors' certificates in the case of residents, Policies and Quality Certifications and CSR.

Any purchase in excess of €20,000 must be approved by the Acquisitions Committee.

Any request for the purchase of goods that exceeds 150.00 euros, or contracting services regardless of its amount, must be formalized in a contract.

ANY PURCHASE OF GOODS AND SERVICES IN THE COMPANY IS REGULATED THROUGH THE ACQUISITIONS AND SIGNING CONTRACTS PROCEDURES, AND IT IS THE PURCHASING AND GENERAL SERVICES DEPARTMENT THAT IS RESPONSIBLE FOR CARRYING OUT AND SUPERVISING THE MANAGEMENT THEREOF.

Main risks and management mechanisms

MAIN RISK	DESCRIPTION	STRATEGIC OBJETIVE	MANAGEMENT MECHANISM	MATERIALIZED	MANAGED	INDICATORS	IMPACT SPEED
BREACH OF REGULATORY FRAMEWORK	Significant regulatory changes or changes in the interpretation of existing accounting, tax, criminal, employment, competition, data protection regulations, as well as regulation of audio-visual and advertising sector, which may affect the development of the business and the fulfillment of the strategic objectives.		The Group has set up a working team in which all regulatory changes are analysed in detail by senior management, so that any unexpected decision can be coped with immediately and its impact on the company can be minimised. In turn, given the regulator 's continuous monitoring over the content broadcast on the channels, the Group has developed processes and implemented appropriate precautionary measures at the editorial control level to ensure that restrictions on broadcasting of content before the watershed are complied with and that these are properly catalogued, with viewers being advised beforehand. On the other hand, through the Company's Institutional Relations area and its membership of relevant sector associations, the Group participates in the development of regulatory frameworks related to business activities. However, it should be noted that the evaluation criteria for broadcasting content are entirely subjective and therefore it is difficult to eliminate this risk entirely. In 2018 the Group has been working on the implementation of the new European Data Protection Regulations and analysing the Data Protection Organic Law Project.	In 2018, several disciplinary procdures were filed for non-compliance, but without material impact for the Group. The sanctions received are detailed in the "About this report" section in the Explanatory notes.	Mediaset España is present in the working groups created to assess regulatory changes and it also quickly implements all regulatory changes that occur and affect it.	1. Number of new disciplinary procedures in the year compared to last year. 2. Number of closed procedures that have resulted in an economic sanction.	FAST
ADVERSE POLITICAL AND MACROECONOMIC ENVIRONMENT	The television business is directly related to economic growth and therefore this is an external factor that has a direct impact on the business. The political instability generated as a result of the political situation in Catalonia can affect the economy and advertising investments, as well as a change of government.		Since the beginning of the crisis, the Group has adopted measures aimed at controlling both business and structural costs. These measures will be maintained for some time, given the current economic climate.	No	Not applicable	Percentage of the decline in investment, with respect to the fall in the GDP.	VERY FAST

Leadership position in the TV market

Promoting alliances in the production and exploitation of audio-visual content

Monitoring of the regulatory framework and development of relations with control bodies and public institutions

Scaling the organization and processes, in a manner appropriate to the competitive scenario

SLOW (>12 months) FAST (6-12 months) VERY FAST (<6months)

MAIN RISK	DESCRIPTION	STRATEGIC OBJETIVE	MANAGEMENT MECHANISM	MATERIALIZED	MANAGED	INDICATORS	IMPACT SPEED
COMPETITORS AND MARKET SITUATION	Strong competition in the audio-visual sector where high fragmentation is enhanced by the entry of new agents into the market. Therefore, not only is there greater competition in terms of acquiring attractive content for users and in interesting economic conditions for the company, but also new creators and broadcasters of in-house audio-visual content emerge. In turn, the new content platforms are not subject to the same obligations and limits as television channels.		Mediaset España strongly supports the promotion of all content broadcasting platforms, with Television as the main platform. It is also taking initiatives that seek to combine TV content with the digital environment. Mediaset España continues with its strategy of enhancing its products by purchasing new events, as well as strengthening its entertainment and fiction products in order to successfully compete.	New OTT competitors have appeared.	Mediaset España continues to be committed to the multiplatform and to that end it has created specific teams for the digital field in the commercial and marketing areas. It continues working hard on an investment level for the continuous development of its multimedia platforms.	Audience data for DTT and on-line channels. Sale of fiction products and other programmes.	FAST
LOSS OF LEADERSHIP	The threat of losing leadership in profitability and audience share, as a result of a change in the advertising pricing strategies in the market and/or due to a lack of adapting the strategies for selling advertising to the evolution of TV consumption.		From the perspective of leadership in profitability, Mediaset España carried out a thorough monitoring process of the state of the advertising market in order to achieve the appropriate billing- costs - profitability mix, without affecting its audience leadership. For this purpose, the company maintains its operations scheme of broadcasting most of its programmes as in-house productions, achieving an increased capacity to contain costs. Mediaset España tries to strengthen its leadership through its products and brands.	No	Not applicable	Advertising share value achieved by the Group in relation to the total investment.	FAST
REPUTATIONAL DAMAGE	Mediaset España owns many brands, both corporate and products associated with its programmes, it is therefore, exposed to situations that may threaten its corporate image, and the image of the channels it broadcasts and their programmes.		The Management of the Communications Department is responsible for maintaining the corporate image through the continuous monitoring of any news or activity that could cause a crisis impacting Mediaset España's image. In coordination with the Managment of the Multiplatform Deparment, it also monitors any developments on social networks. It has also strengthened its coordination with the programme producers to improve reaction times. When a situation of potential conflict is detected, the Management of the Communications Deparment coordinates with, informs and advises the CEO as to which measures are necessary.	Yes	The Group has activated its answer protocols	Number of incidents produced affecting the Group's reputation.	VERY FAST

Leadership position in the TV market

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SLOW (>12 months) FAST (6-12 months) VERY FAST (<6months)

MAIN RISK	DESCRIPTION	STRATEGIC OBJETIVE	MANAGEMENT MECHANISM	MATERIALIZED	MANAGED	INDICATORS	IMPACT SPEED
FINANCIAL	The appreciation of the dollar against the euro has had an impact on the TV business, as broadcasting rights are purchased in markets that operate in this currency.		The company has contracted the necessary hedging and exchange insurance contracts to mitigate any potential negative impacts.	No	Not applicable	Exchange rate evolution.	FAST
TECHNOLOGICAL TRANSFORMATION	The constant and increasingly rapid technological evolution affects the way television is consumed. The lack of adjusting infrastructure, systems, applications and platforms to this evolution can have a negative impact on business sustainability.		Mediaset España monitors the evolution and effects that technological transformation can have on television and carries out the appropriate investments for the development of adjusted technologies and infrastructures.	No	Not applicable	Investment porcentage approved.	SLOW
PIRACY	Technological advances and the decline in associated costs facilitates the possible unauthorised access to music and audio-visual content and this content can be quickly shared by users of new technologies, without authorisation from the legitimate owners of the rights and without any payment of corresponding royalties.		Mediaset España has established solid contracts with first-line providers for digital file hosting. In turn, it has defined procedures for controlling the content flow to different platforms and technical audits are carried out in order to review its correct application. Additionally, it has an external content monitoring service on youtube, which tracks and removes all content owned by Mediaset from this channel. With regard to films, the company has a contracted monitoring system with which it fights against the illegitimate access to content, during the period in which the film is broadcasted in cinemas.	No	Not applicable	Number of incidents related to this risk.	FAST
CYBER ATTACKS	Damage caused by third parties on the service platforms, resulting in the interruption of services provided to customers and / or a breach of personal data protection.		Mediaset España has defined a Cyber Security Risk Map for the Group and the corresponding controls and mitigation measures. It has also established periodic revisions, both in terms of users and system vulnerabilities, and it has internal and external audits contracted and procedures for the appropriate treatment of incidents. The Group has an attack mitigation service through Denial of Service (DOS).	The Group has not suffered any significant security incidents. It has only received virus alerts on computers, which were solved with the corporate antivirus tool	Mediaset España continuously monitors new viruses / vulnerabilities that appear.	Number of incidents related to this risk.	VERY FAST

Leadership position in the TV market

Promoting alliances in the production and exploitation of audio-visual content

Monitoring of the regulatory framework and development of relations with control bodies and public institutions

Scaling the organization and processes, in a manner appropriate to the competitive scenario

SLOW **(>12 months)** FAST **(6-12 months)** VERY FAST **(<6months)**

MAIN RISK	DESCRIPTION	STRATEGIC OBJETIVE	MANAGEMENT MECHANISM	MATERIALIZED	MANAGED	INDICATORS	IMPACT SPEED
LAWSUITS	Litigation and disputes that the Group maintains or may maintain with third parties in employment criminal, tax, contentious-administrative or civil and commercial jurisdiction matters pending final resolution.		Mediaset España, through its Directors and advisors, evaluates the risk for all litigation and disputes and, in those cases where the risk is probable and its economic effects are quantifiable, adequate provisions are provided.	Yes, without a material impact on the business.	A continuous monitoring of existing litigation is carried out by the Legal deparment and the affected areas.	Number of new cases.	SLOW
LOSS OF INTEREST IN THE CONTENT OFFER	Acquisition and / or production of content and / or programming decisions that are not of interest to the audience.		The Programming Management has a new product research unit that is continuously looking at the market searching for new products. The Group uses Cuatro as an incubator for new programs and maintains the brands with the largest audience.	Yes	The Management has decided to relocate the program to a different Group channels whose audience is more suited to the content.	Number of programs that cancelled broadcasts.	FAST
INTERRUPTION OF BUSINESS	Failure in the key systems or infrastructures of the business that may cause the interruption of the broadcast, with the consequent impact on profitability.		The Group has defined a business continuity plan that guarantees the immediate availability of personnel, systems and key platforms necessary to continue broadcasting. To do this, it carries out the necessary training and investments in infrastructures and technologies.	Yes, without a material impact on the business.	Not applicable	Number of incidents.	VERY FAST
BREACH OF CONFIDENTIALITY	Filtering of relevant confidential information (content, financial data, commercial policy or other sensitive business information), which can have a significant impact on the company's ability to achieve its strategic objectives.		Mediaset España has defined different protocols to ensure the confidentiality of information. The Code of Ethics, Corporate Security Policy, the protocol for the communication of information to the CNMV. In addition, privacy clauses are being included in contracts with its suppliers.	No	Not applicable	Number of incidents related to leaked information.	VERY FAST
TAX	Significant regulatory changes or changes in the interpretation of tax regulation, as well as the actions implemented by the compentent bodies that may affect the business developtment and the achievement of its strategic objectives.		The Group has set up a series of specific controls to comply with the provisions established in its Tax Policy and Tax Strategy. These controls range from permanent supervision by the Economic-Financial Department to weekly meetings with Mediaset España's external tax advisors.	In 2018, the AEAT (Spanish Tax Office) has initiated an inspection on Mediaset España's Non Resident Tax for 2015, 2016 and 2017.	Mediaset together with its external advisors, has responded to all the proceedings related to the inspection. No material conclusions are expected.		FAST
RISK OF ADJUSTMENT OF THE ORGANISATION AND THE GROUP PROCESSES TO THE NEW COMPETITIVE ENVIRONMENT	The new competitive framework in the audio-visual sector requires a-non rigid organization, with controlled costs and fast and flexible processes.		Senior management is continuously monitoring the organization's performance and the speed of the processes necessary for the implementation of its decisions.	Yes	In 2018, the Group has successfully signed its collective agreement and has made the organizational changes necessary to continue being highly competitive		VERY FAST

Leadership position in the TV market

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Monitoring of the regulatory framework and development of relations with control bodies and public institutions

Scaling the organization and processes, in a manner appropriate to the competitive scenario

SLOW (>12 months) **FAST (6-12 months)** **VERY FAST (<6months)**

The risk associated with the possible impacts derived from climate change has been assessed in the company's risk map. Nonetheless, it has been considered that they do not signinficantly influence business development.

However, measures are taken to reduce and manage the impacts related to the activity, as well as to maximize the opportunities associated with efficient environmental management.

DATA PROTECTION

The digital transformation of business, the emergence of Big Data technologies, the rise of malware and exposure to unknown vulnerabilities that can affect personal data processing systems are a reality that defines the environment in which Mediaset España carries out its activity.

Mediaset España has centralized data protection management in the Personal Data Protection Unit, which reports directly to the Group's senior management and is responsible for data protection of all Group companies. The Unit is lead by the Data Protection Delegate, in charge of the relationship with the Data Protection Agency. The Legal, Internal Audit and IT security deparments are also involved.

The functions assigned to each of the areas involved in privacy management are defined in the General Framework for the Privacy Management of Personal Data. This framework includes the regulation of the commitments, obligations and requirements of Regulation (EU) 2016/679, of April 27th, 2016 (hereinafter GDPR) and the new Organic Law 3/2018, of December 5th, on the Protection of Personal Data and guarantee of digital rights.

In turn, in order to adapt the Personal Data Policy, updated in 2018, to the requirements introduced by the GDPR, establishes guidelines for the optimal and responsible management of privacy and data protection. Likewise, the Code of Ethics establishes the premises that should govern professional relations in this area.

THE MEDIASET GROUP'S WEBSITES HAVE RENEWED THE ONLINE TRUST SEAL ONCE AGAIN, A SEAL THAT GENERATES TRUST AMONG USERS WHO BROWSE THE GROUP'S WEBSITES.

During 2018 and prior to the entry into force of the GDPR, the working group, established in 2017 to promote the adaptation to the new Regulations, has finished implementing the framework defined in order to adapt to it. Among other things, it has updated the internal procedures affected by the new regulations and it has adapted the relationship with the service suppliers and the risk treatment and analysis inventory. Among others, it has developed a procedure to regulate the use of personal data in the Big Data environment which defines the authorization flow of both the data sources that enter the Big Data architecture, and the access to the generated reports.

Additionally, in 2018, in order to make the employees aware of the developments introduced by the GDPR a Communication Plan for the employees was carried out, giving face-to-face informative talks to the entire Mediaset Group's workforce, providing an informative pamphlet and a video on the corporate intranet to raise awareness and sensitization on the main aspects of data protection.

THE SPANISH DATA PROTECTION AGENCY AWARDS MEDIASET ESPAÑA'S COMMUNICATION CAMPAIGN ON THE PROTECTION OF PERSONAL DATA, DIRECTED AT THE WORKERS AND AUDIENCE.

Training sessions on privacy and use of information systems

1,107
participants

5,597
hours

In 2018, a **Security Incident Management Procedure** has been established that is activated as soon as there is evidence of an incident affecting personal data processed by the Mediaset Group. This procedure specifies how the incident is managed, from when it occurs until it is resolved and details the notification circuit of the breach produced, which passes through the Security Committee after the Data Protection Agency has been notified by the interested parties affected, where appropriate.

PROCESS UPON RECEIPT OF A COMPLAINT FOR BREACH OF THE GDPR

- Registration and analysis to identify the GDPR article being breached.
- Proposal, evaluation and implementation of the necessary actions to correct it.
- In the event of a breach affecting an interested party, he/she would be informed of the actions carried out.

Ways of receiving complaints
- privacidad@mediaset.es
- Agency for the Protection of Personal Data.

Mediaset España intervens in initiatives related to data protection, such as those promoted by the Association of advertising, marketing and digital communication in Spain, or ISACA (Association of Computer Auditors and Security Managers). Moreover, it carried out an awareness campaign on the entry into force of the new General Data Protection Regulation on the Telecinco and Cuatro news programmes, broadcast during the week of May 25th, 2018.

During 2018, 391 requests for the exercise of ARCO rights (access, rectification, cancellation and objection) were received and managed, related to the deregistration of registered users in the Group's digital channels and the removal of images published on the group websites. Likewise, there is no record of leaks, theft or loss of personal data during the year, nor has any claim in this respect been received.

CIBERSECURITY

Mediaset España, aware of the huge impact that technology has on the development of the audio-visual business, both from the perspective of the daily management of the activity, and due to its use as an instrument to broadcast audio-visual content, establishes the measures and appropriate security controls to guarantee the integrity, availability, confidentiality and access control of its informational assets and the services it provides. This responsible management of information allows Mediaset to obtain and maintain the trust of the audience, the users of its sites, clients and advertisers, while ensuring proper custody of corporate information and compliance with the legislation in force.

The Technology Division, together with different corporate bodies, coordinates, operates and continually updates the different technical security processes of the IT systems and any other type of system (Communications, business and industrial IT systems).

The Security Policy establishes the action framework for information management, and is applicable to Mediaset España's employees and managers. This is complemented by protocols and technical manuals that concern technical personnel and system administrators.

For the services and information systems that are considered critical, Mediaset España has high availability and redundancy, as provided in the Business Continuity Plan. Periodically and when new services are launched, reviews and audits of system and apps vulnerabilities are carried out.

As a result of the regulatory changes implemented in 2018, with the emergence of the General Data Protection Regulation (hereinafter, GDPR), Mediaset España has duly updated its procedure for the handling of incidents and the Privacy Management procedures have been reviewed and adjusted.

MEDIASET ESPAÑA HAS PARTICIPATED IN CYBER CRISIS MANAGMENT EXERCISES AND IN MULTI-SECTOR CYBER EXERCISES.

Security Management Committee

Composition: Technology Division, Internal Audit management, Head of IT Security, Legal Deparment Representative, Data Protection Delegate, Head of Physical Security and Data Controller.

Functions:

- Review, approve and promote the Security Policy.
- Review and approve short-term and long-term plans related to security.
- Review and track security incidents with more criticality.
- Verify the security measures defined in the policy.

12
meetings held in 2018

Topicas addressed:

- Compliance and adaptation to the new European Data Protection Regulations.
- Digital and physical accesses of users/employees/third parties to the group's facilities.
- Review of the incidents recorded.
- Improvements in the process of registration, classification and monitoring of incidents and their effective notification.

Throughout 2018, Mediaset España has implemented security projects in various fields, such as control of the User System Administrators, Information Security Event Management System, collecting logs, usage analysis and permissions on folders and files, and the evaluation of the security aspects of different core business applications prior to their implementation.

In addition, the company has carried out the migration of the Privacy Management system to an adapted model, it has defined and implemented the security measures established in The National Security Framework (ENS) and it has created the template for the Clauses to be included in a data processing agreement, in accordance with the GDPR.

In turn, an updatable and revisable Government model for Corporate IT Architectures in the cloud has been developed.

As for the awareness-raising activities, in 2018 the workforce has been trained in security and privacy.

Moreover, during the year, Mediaset España has participated in Cyber Crisis Management exercises and Multi-sectoral exercises on Cybersecurity driven by ISMS Forum Spain, the Department of Homeland Security, INCIBE and CNPIC.

The Head of IT Security has participated as a speaker in various forums and information spaces on this matter, among which the following sessions stand out: Security and Information Management; Cybersecurity is Transformation organized by Computing; or the article “El CISO frente a un mundo cada vez más conectado” (The CISO in the face of an increasingly connected world) published by Red Seguridad. In addition, they have participated with the ISMS Forum in the preparation of the CISO’s (Chief Information Security Officer) white paper.

REGULATION AND GUIDELINES FOR THE SECTOR

- Royal Decree 951/2015, of October 23rd, on basic principles, minimum requirements and the protection measures to be implemented in the Electronic Administration systems.
- International standards ISO 27001 and ISO 27002 for the management of Information Security (non-certified).

Head of Security

Certified Data Privacy Professional (ISMS Forum Spain)

BUSINESS MODEL

MEDIASETespaña.

BUSINESS MODEL

Main Resources

Availability of **financial resources**

Technical and Technology support and outstanding **infrastructures**

Creative Talent

Commercial relationships ensuring access to leading programming

Wide range of **broadcast media**

Solid commercial relationships with advertisers

Constructive relationship with the audio-visual regulatory bodies

Licences for the top programming brands

Sustainable use of **natural resources**

Reasonable **supply chain management**

What we do and how we do it

Value Chain

CONTENT PRODUCTION
- Internal/external creators
- Intellectual Property
- Licences and derived products
- Trademarks

CONTENT DISTRIBUTION
- TDT
- Webs/app
- Cinemas and home video
- Pay TV Platforms , OTTs and internacional TV
- News Agencies

SALE OF ADVERTISING
- Internal/external creation of advertising pieces

AUDIENCE ANALYSIS
- Analytical and Metadata

CONTENT PURCHASE
- Broadcast rights management

SUPPORTING CORPORATE AREAS

Governance Model

CONTENT MANAGEMENT
Editorial Committee; Content Committee; Fiction Committee; Digital Committee.

ADVERTISING MANAGEMENT
Advertising Committee

HUMAN RESOURCES MANAGEMENT
Workers' Committee
Equality Committee

RISK MANAGEMENT
Risk Committee; Acquisitions Committee; Compliance and Prevention Unit; Security Management Committee; Data Protection Unit

CORPORATE GOVERNANCE MANAGEMENT
Board of Directors, Executive Committee, Audit and Compliance Committee, Appointments and Remuneration Committee.

What makes us different

Attractive audio-visual content for the audience

Multichannel and Multiplatform offer

Commercial Policy of short blocks in prime time, multiplatform offer and the superspot

Target richness unique at a national level

Capacity to quickly respond to changes

The value that we create

Shareholders
Shareholders dividend
197,496€

Employees
Direct Employment
1,258

Advertisers
Value for our advertisers
Advertising Effectiveness Ratio=**150**
Entertainment valued by the audience
28.8% average screen share

Community
Support for social matters
9,535€
Public Administration
106,823€
Investment in environmental improvements
225.3€
Production (external and fiction) and Coproduction Investment
139,188€
Suppliers
425,194€

Data at 31/12/2018
The economic data is expressed in thousands of €.

KEY SUCCESS AND DIFFERENTIATION ELEMENTS

To ensure the sustainable development of its business plan, Mediaset España needs a team of people who possess the skills and attitudes necessary to perform the roles assigned to them, who understand and commit to the values and expected behaviour that should guide their actions.

The great variety of products that Mediaset España offers the market through a broad range of media which enable viewers to enjoy a unique experience in line with their own tastes, preferences and availability, is one of the main factors underlying the business's success.

The flexibility of its model and the speed with which it deals with change when programmes need to be replaced or rebroadcast, allows Mediaset España to offer a wide range of programmes.

TALENT

Aligning talent- strategy
The company's training policy allows for the implementation of specific training actions tailored to specific posts, updating and perfecting managers' skills and the development of other skills linked to business needs.

Identify future needs
Trainee policy, training agreements, the selection of the best students from the Audio-visual Content Creation and Management Masters course or the talent recruitment programmes provide the means to supplement the current workforce's capacities and ensure access to the best professionals.

Strengthen commitment
Through measures such as Fringe Benefits and work-life balance measures or Equality Plans, an affable and beneficial work environment is promoted contributing to the achievement of individual workforce commitment.

Critical talent retention
The development and training policy, together with an adequate recognition and remuneration system, ensures the retention over time of the employees with the talent and skills required for the sustainable success of the business

MULTICHANNEL OFFER

Channels
Through the main and new generation channels, Mediaset España offers differentiated contents for different groups.

Platforms
Through the different content dissemination platforms, Mediaset España extends its service beyond the television set, through its own channel's websites, with applications for mobile devices and its extensive presence in social networks.

FLEXIBILITY OF THE MODEL

Strong financial capacity
Enables the company to be able to buy premium content and formats for its viewers.

Human resources
Available for each programme, they continuously monitor each production and ensure coordination with the programming area when planning each channel's programme grid.

Own facilities and latest technology
Which generates production synergies for both in-house and third-party productions.

Digital transformation
It enables audio-visual content broadcasts to be perfectly adapted to any mobile device and with the best user experience, covering the new forms of audio-visual consumption.

STRATEGY

Mediaset España confirms its leadership position in terms of commercial and content management, the ability to adapt its operating costs to the circumstances of the advertising market and the flexibility provided by its solid in-house production and acquisition model, reinforcing its leadership as an audio-visual operator in the Spanish free-to-air television market. Once again, Mediaset España's audiences and financial results in 2018 have been exceptional.

In 2019, the Group's strategy will continue focusing on creating and developing in-house content, attracting new audiences, generating new formats and catering for the different audiences' preferences with a multi-platform offer and maintaining their distribution through any of the existing distribution channels, always taking care of profitability criteria. In 2019 the strategy will pivot on the following axis:

1. CONSOLIDATION OF MEDIASET ESPAÑA'S TRANSFORMATION INTO AN AUDIO-VISUAL COMPANY BASED ON THREE MAIN AXIS:

a. Maintaining the leadership position in the television market: (i) audience, (ii) advertising and billing share, and (iii) profitability.

Mediaset España is a profitable audio-visual group thanks to its ability to monetize advertising campaigns with an efficient and competitive programming / production costs structure. This efficiency is down to its ability to attract different and large audiences, who are increasingly better taken care of thanks to the diversity of content offered on its eight free to air channels and its digital platforms. The HBBTV technology was added in November 2018, generating an additional window for broadcasting the Group's content.

b. Promoting profitability on the internet.

As it should be, all Mediaset España's business lines must be profitable in their own right. The initiatives carried out by the Group to strengthen its digital platforms through the distribution of its contents have paid off. In this sense and taking into account that part of the strategy will pivot on the development of the digital business, actions to increase the Group's coverage will be promoted, without jeopardizing the positive profitability of this activity.
The main objective is to attract to the world of television, those audiences that consume specific content from the digital world. For this reason, Mediaset España integrates the entire range of audio-visual content through its different channels, either free to air, on its web platform, in app's, on the platform for mobile phones and tablets and in other new types of distribution that may arise.

c. Promoting alliances in the production and exploitation of audio-visual content.

Mediaset España is a leading audio-visual company in broadcast and content production. This, together with the appearance of new requestors for audio-visual products, leads to the promotion of alliances with them for the sale of series, films, programs and other audio-visual content, as well as formulas for their exploitation. The Group wants to offer its audio-visual products with a multiplatform vocation. In this respect, the broadcast through its eight DTT channels, the launch of HBBTV, the Mitele platform, the channels ' webs, the agreements set with the main OTT players such as Netflix, Amazon, HBO and YouTube, allow Mediaset España to position itslef as audio-visual leader in the Spanish market.
In this context, Mediaset España has created Mediterráneo, the first audio-visual conglomerate of Spanish production companies, with the most experience in diversified contents such as entertainment, fiction, film, sports events, digital native formats and branded developments. Mediterráneo was launched with a client base, among which Mediaset España's media stand out, as well as other television channels such as TVE, Mediaset, Real Madrid TV, Telemadrid, Telefé and the BBC, as well as content distribution platforms such as HBO, Netflix and Amazon.

2

2. FOLLOW-UP OF THE REGULATORY FRAMEWORK AND DEVELOPMENT OF RELATIONS WITH CONTROL BODIES AND PUBLIC INSTITUTIONS.

In an environment of continuous regulatory changes, both sectoral and economic-financial (accounting, tax and employment), Mediaset España seeks to efficiently adapt itself to these changes, prioritizing strict compliance with the new regulation that comes into force. Thus, Mediaset España has successfully implemented the adaptations to all the new sectoral and competition regulations brought in by the legislator. As a result, there has been a decrease in the number of proceedings initiated and a greater direct collaboration with the legislator in the areas subject to adaptation, such as content qualification, broadcast of advertising and technological evolution.

3

3. DIMENSIONING ORGANIZATIONAL AND TRAINING PROCESSES IN ACCODANCE WITH THE COMPETITIVE SCENARIO.

Mediaset España has always been a company that has promoted organizational productivity at all levels. This technological evolution that we are experiencing, which is also characterized by its vertiginous speed, forces the Group to maintain a workforce that is in line with this transformation process. Mediaset España wants to take care of its organization based on the skills that its employees have demonstrated to date. These capabilities of effort, flexibility, commitment, loyalty and productivity have allowed the Group to continue being a leader in the audio-visual sector. Mediaset España has been incorporating new employee profiles in recent years, in line with the new needs of content production and new advertising sales formulas. This process of modernizing the workforce includes training plans that are specific to groups of employees, with the aim of maintaining and improving knowledge in the Company's main areas.

CONTENT MANAGEMENT

Mediaset España's audio-visual leadership in the Spanish market, brings with it the responsibility of responsibly managing the content that it broadcasts, in order to guarantee the sustainability of the business. For this purpose, both journalistic and entertainment activities are carried out within the framework of a management model based on compliance with the General Audio-visual **Communication Law, the Content Self-Regulation Code and the Company's Code of Ethics** and they are supplemented by the editorial standards and other action guidelines for the sector, establishing the bases that must guide the internal processes for the creation and broadcast of content.

Fundamental editorial aspects

NEWS CONTENT MANAGEMENT

Mediaset España's newscast provides the viewer with the data and information necessary to critically assess the facts and draw their own conclusions. They do not express opinions, but carry out journalism in accordance with the principles of **veracity, objectiveness and independence** of the information transmitted, and they carry out their work under the premise of **freedom of expression and information, professional secrecy and non-discrimination.** In turn, the debate programmes include representatives of all tendencies and positions, so that the viewers have the possibility of comparing various opinions.

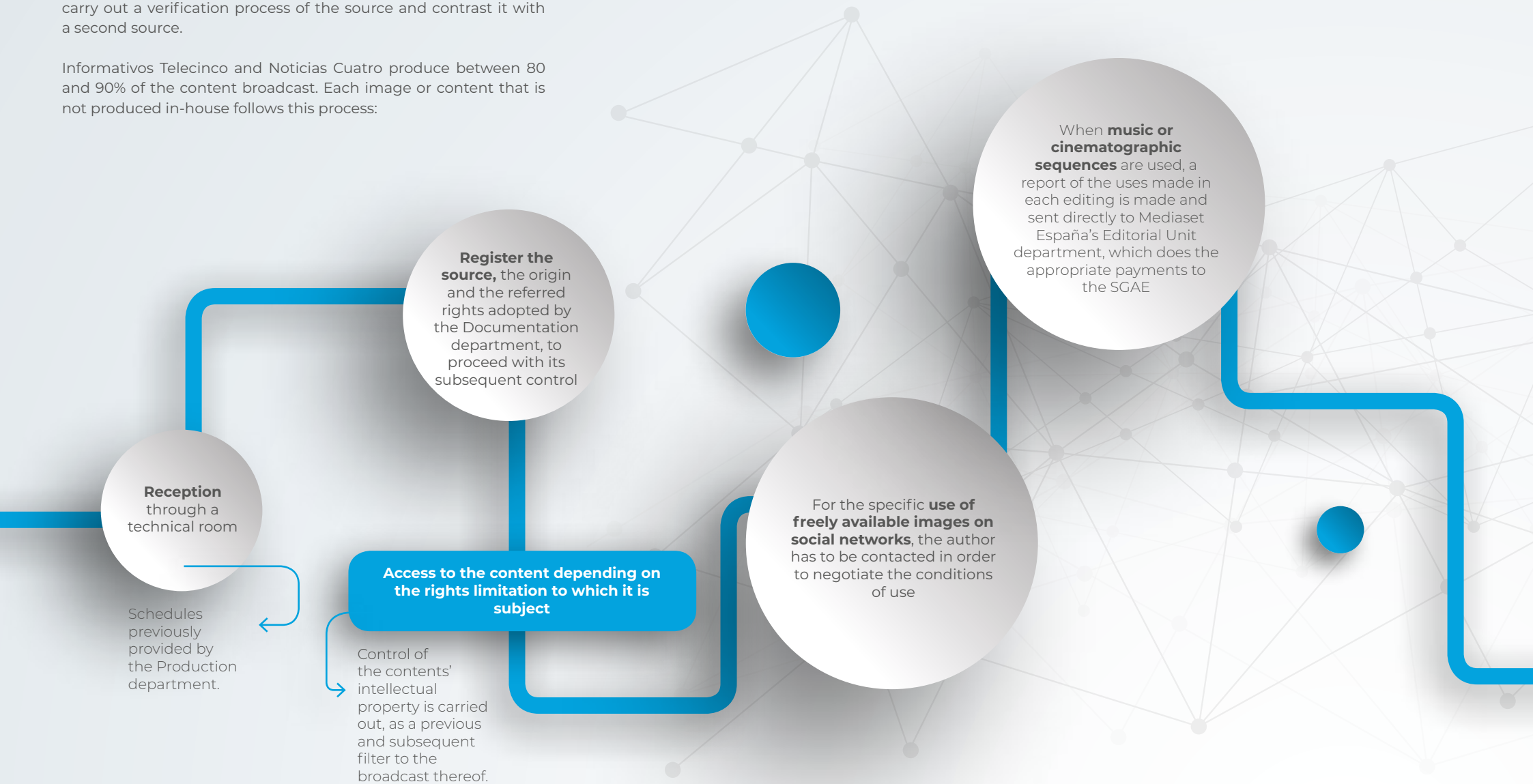
The **editorial independence** seeks to guarantee and protect, through internal mechanisms, the generation of content from any governamental, shareholder, technical or other type of interference.

How is it managed?

- **The Editorial Committee** formed by the top managers of the company to go over the news highlights.
- **Editors meetings to review** the contents to be broadcast and content broadcasted, analysing those that have not adjusted to the previously defined editorial approach.
- **Permanent contact** between journalists and area managers to update information.
- **Citing sources** when they are public and agree to be mentioned; maintain confidentiality of the sources when they request it.

Given the immediacy of the information distributed through social networks and the consequent need to contrast and inform in the minimum period of time, Mediaset España's newscast editors carry out a verification process of the source and contrast it with a second source.

Informativos Telecinco and Noticias Cuatro produce between 80 and 90% of the content broadcast. Each image or content that is not produced in-house follows this process:



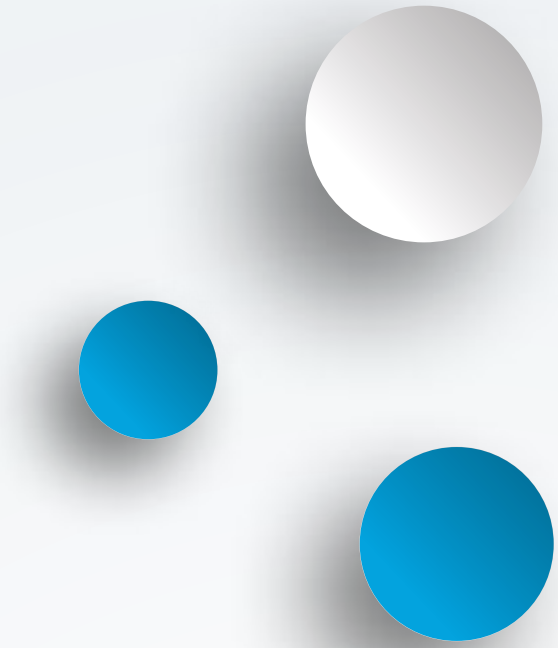
TV ENTERTAINMENT CONTENT MANAGEMENT

Entertaining is a fundamental axis on which the content of Mediaset España pivots. This activity is also framed within the management model that establishes the framework of action for the creation and broadcasting processes.

In this respect, innovation is an essential element to maintain Mediaset España's leading position in the Spanish market. To that end, the New Projects Area works with the production and distribution companies to keep on top of all new developments in Spain and internationally, or that may interest the company. It also takes part in trade fairs for the sector with the aim of capturing new trends and studying new products in order to decide whether to include them in the Group's programming.

The Antenna Division participates in the content development phase. Thus, in order to develop programming strategies that allow for the optimization of the programme performance, it analyzes the contents to be broadcast for inclusion in the programme shcedule, taking into account age classification or target audience, among other parametres.

The **categorisation of audio-visual content** is determined by applying the Age Rating System for audio-visual products defined by the Self-Regulation Code, subscribed by Mediaset España and under the supervision of the National Commission on Market and Competition. All television content is rated under this self-regulation framework, except for news programmes and the broadcast of events (sports, musical, cultural, political, bullfighting and bull runs), except those whose content requires a specific classification. For the classification, it should analyse whether the content contains one or more of the seven content categories that are identified in the System as potentially harmful, which are analysed independently. The presence, verbal or visual, intensity, realism or frequency of the programme content will determine the age below which their viewing is not recommended. The classification given will determine the time slot in which each programme can be broadcast.



How is it managed?

- **The Content Committee,** addresses issues related to the programmes content and the themes of the Group's different channels and their programming.
- **The Production Committee,** decides and establishes the general lines of the weekly contents of the in-house production programs and supervises the state of the productions underway.
- **The Editorial Committee** defines the editorial guidelines together with the Content Direction and gives them to the production companies to follow. The programmes' Executive Producers are responsible for monitoring their implementation.

CONTENT CATEGORIES IDENTIFIED IN THE SYSTEM AS POTENTIALLY HARMFUL

- Violence
- Fear or anguish
- Sex
- Discrimination
- Drugs and toxic substances
- Imitative behaviours
- Language

MEASURES TO MITIGATE POSSIBLE CONFLICTS OF INTEREST IN THE CONTENT CREATION AND BROADCAST

- Code of Ethics
- Policies established
- Meetings and Committees
- Measures for data collection and analysis
- Analysis of possible conflicts (production company hired, format, content, potencial partners and clients)
- Robustness of the information channels

In order to bring the television offer into line with the viewers' expectations, Mediaset España holds regular meetings to analyse programming and audience figures, and commissions market research surveys on television content from independent companies, such as surveys on how well the company's thematic channels are known or the analysis of the channels' position on the TV remote, among others. These surveys combine qualitative analysis, social media studies and other types of analysis employed by the audio-visual industry.

AUDIENCE SATISTACTION

DAILY CONSULTATION OF HOUSEHOLDS (THROUGH A PEOPLE METER)

11,465 INDIVIDUALS

4,755 HOUSEHOLDS

Source: Kantar media

QUALITATIVE STUDIES - FOCUS GROUP **6**

1,536 INDIVIDUALS

NEUROMARKETING STUDIES **13**

Source: In-house studies

Intellectual property protection is provided by the assignment contracts signed with works' producers and the registration of all the programmes' names (their brands) by Mediaset España, supervised by the Legal Department and the Rights Acquisition Division of the company. The Intellectual Property Management Protocol establishes the management framework for rights and duties in this area.

With regard to cinematographic films produced by Telecinco Cinema, the distribution company hires a service to combat piracy, from the moment it is released in cinemas until the DVD / Blu-Ray is launched.

As for the music created for a specific Mediaset España programme, it becomes part of the Grupo Editorial Tele5 catalogue. An editorial contract is signed with each one of the authors of these works and duly registered with SGAE, together with the musical score. Mediaset España declares the use it makes of the entire musical, audio-visual and theatrical repertoire to SGAE, which subsequently distributes the rights generated as appropriate.

Mediaset España has defined and implemented a control system to assess and monitor the generated content, for the purpose of aligning content creation to the company's values and its Code of Ethics.

CONTROL SYSTEMS

LIVE PROGRAMMING

ASSESSMENT AND MONITORING by the company with daily meetings attended by the channel's Managers and programme producers. All aspects of the programme are addressed, from the content to be broadcast or complaints received to the images and captions to be used. In turn, it is supervised by the Executive Production, either with their presence on the set or control of the programme completion or viewing the live programme broadcast, making observations to the programmes directors if necessary.

SUPERVISION by the Executive Production team, either with their presence on the set or control of the programme completion or viewing the live programme broadcast, making observations to the programmes directors if necessary

PROGRAMMES WITH CHILDREN

In addition to the controls referred to, the Child Protection Authority is informed before the programme is broadcast and, when required, the programme is sent; usually monitored by the production companies.

RECORDED PROGRAMMES

Starting with the definition of the **programme content guidelines** and sending them to the producers.

Once the programmes have been created and submitted by the producers, Mediaset España **views** them to assess compliance with the guidelines, the Code of Ethics, respect for human rights, rights of children and the right to privacy.

Once this assessment has been made, **findings** are sent to the production companies for them to adapt the content accordingly before submitting the programme to Mediaset España again for further analysis and assessment.

REVIEW SCRIPTS AND OUTLINES PROGRAMME VIEWINGS

During work meetings, the Executive Producers review scripts and schedules, and in the case of pre-recorded content they view the programmes prior to its screening

In addition to these periodic procedures, quarterly meetings of the **Self Regulation Committee** attended by the heads of the Antenna Division, Content Production Division and Institutional Relations Department are held to analyse complaints or claims received and transmit their findings to the production companies so that the relevant content can be corrected and improved.

In turn, the **Joint Monitoring Commission** analyzes the application of the Self-Regulation Code and assesses the compliance by each of the television operators.

The Antenna Division is responsible for the distribution of content through the self-promotion of Mediaset España's products. The editorial lines of self-promotion campaigns are managed under the direction and supervision of the Antenna Department's Manager, along with the Self-Promotion Sub-division and the cooperation of the Programming and Marketing Directors. This requires a very close collaboration with the In-House Production and Fiction Departments, as well as with the producers who make the programmes, with the aim of attracting the maximum number of viewers to the program.

Once the editorial lines are defined and the campaigns' target audience has been agreed, the Self-Promotion Sub-division's creative team creates the different elements of the promotion, keeping in constant contact with the Antenna Division's Management, so that they can supervise it and make sure that the publishing guidelines for promotions defined by Mediaset España's Management are met.

In **order to enhance the distribution of content**, Mediaset España makes its programme schedule available to viewers not only on television, but also through non-linear content distribution platforms, increasing opportunities to access content.

In November 2018 the LOVEStv platform was launched, a content platform with HbbTV technology, jointly developed by Mediaset España, RTVE and Atresmedia, taking a chance on this added value for the free-to-air television offer, with a more complete user experience provided through the services offered by the HbbTV technology such as the display of the last week's content, the possibility of starting a program from the begining even though it had already begun in the linear broadcast, an improved programming guide or the possibility to recommend content, among other features.

LOVEStv

DIGITAL CONTENT MANAGEMENT

Mediaset España's digital platforms reproduce the content broadcast on the Group's television channels and distribute exclusively created content.

Most of the content distributed on the Group's websites come from Mediaset España's television channels, therefore, they reflect the corporate editorial values and are subject to the management mechanisms related to the creation of content detailed before. Those responsible for the web platforms ensure that there is no bias with respect to the original content, since the content published are extracted in real time from the TV broadcast, in the case of live programmes and programmes from the channel's Digital Archive, in the case of recorded programmes.

Reagrding the videos created for digital platforms by external sources, they are supervised and edited by Mediaset España's digital team prior to being published, in order to ensure compliance with the quality standards and respect for corporate values relating to the creation of content.

After a year with responsive architecture, the improvement of the user experience in audio-visual mobile consumption can be confirmed. With this architecture, the Group's websites are more navigable and accessible from any device and have allowed the implementation of the advertising formats demanded by the market.

In 2018, Mediaset España has adopted all the measures required for compliance with the GDPR, informing its registered users of the new regulations and obtaining their express consent to be part of the company's database.

Consumption of Mediaset España contents from mobile devices (smartphones+Tablet):

82%

of total consumption in the Group's digital platforms

How is it managed?

- **The Content Committee,** addresses issues related to the contents to be distributed through the different media.
- **The Digital Committee**, is responsible for monitoring the evolution and needs of the audiences, revenues and technology related to everything digital.
  It is formed by the Chief Executive Officer, the General Director of Management and Operations, the Content General Director, the Director of Native Digital Content, the Director of Digital TV Content, the Commercial Director of Digital Media, the Antenna Director, the Technology Director and the Communications Director

ATTRACTING USERS TO THE GROUP'S DIGITAL PLATFORMS

- Sending content through whatsapp
- Subscription and sending of newsletters
- Publication of content in AMP stories
- Reinforcement of the social network strategy
- To provoke movement from other platorms such as Youtube to the group's websites and to the TV broadcast
- Growth plan for the Group's YouTube channels
- SEO strategy to improve the positioning of the Group's websites content in search engines

NAVIGATION IN A SAFE ENVIRONMENT

- **Parental Control** available on Mitele.es for registered users.
- **Segmented advertising on** websites with specific content for children and young people, to avoid the promotion of inappropriate products or services for minors.
- **Corporate Security policy** on the protection of personal data of users who interact on Mediaset España's websites and apps.

MECHANISMS FOR PARTICIPATION AND INTERACTION WITH MEDIASET ESPAÑA USERS

- **Webs (channels) and Apps (programmes):** The audience makes important decisions in the most viewed programmes and can generate content by participating in contests or initiatives that require their participation (sending responses or uploading content that they have generated).
- **Social networks of each programme and contact mailboxes:** users can express their opinions, complaints, suggestions or questions.
- **Surveys, trivia or interactive games (through Playbuzz):** the user interacts with the channels content.

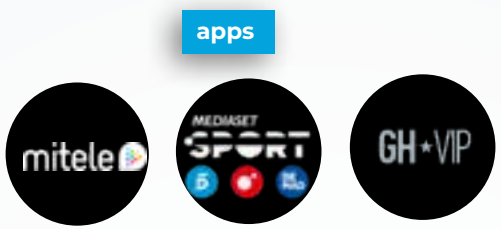
Exclusive audio-visual content for distribution on digital platforms

mt mad
All the content designed for the platform

mitele
Press conferences about upcoming releases or special events linked to programming

GH VIP
24 hour Celebrity Big Brother channel (Mitele, GH VIP app and Mediaset channel on Youtube

Mediaset España's multimedia universe has been created with the aim that the users can enjoy the contents whenever and wherever they want and can be a participant of them.



of each channel, program or series

ADVERTISING MANAGEMENT

The responsible broadcasting and management of advertising is a fundamental element for Mediaset España Group's business sustainability. For that reason, it has implemented management mechanisms and specific controls designed to ensure its achievement.

The Group's advertising activity is carried out through Publiespaña, and falls within the strict compliance of current legislation, the monitoring of action guidelines defined by the Self-regulation of Commercial Communication Association (hereinafter, Autocontrol), which the company has adhered to since its beginnings in 1995, and the application of solid internal control mechanisms.

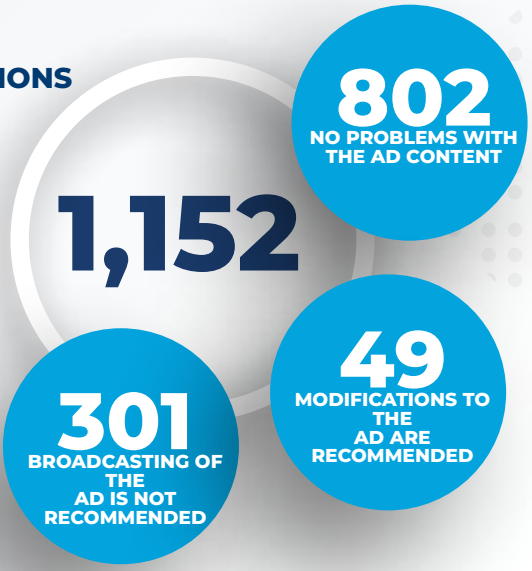
MAJOR ETHICAL AND REGULATORY DEVELOPMENTS

- New Advertising Code, Spanish Association of Fundraising.
- New Code of Commercial Communication of Wine, Interprofessional of wine in Spain.
- 10th International Code of Advertising and Marketing Communications Practice - International Chamber of Commerce.
- Directive (EU) 2018/1808 concerning the provision of audio-visual media services.
- Royal Decree 85/2018, which regulates cosmetic products.
- Royal Decree 130/2018, on food supplements.
- Circular 1/2018 of the Spanish National Securities Market Commission, on warnings relating to financial instruments.
- Royal Decree-Law 19/2018, on payment services and other urgent financial measures.
- Andalucian audio-visual Law 10/2018, of October 9.
- Law 10/2018, of May 18, on the creation of the Audio-visual Council of the Valencian Community.

To ensure the proper application of the Autocontrol Guidelines in 2018 Publiespaña requested 1,152 prior consultations (Copy Advice) from the Autocontrol Technical Office in relation to advertising pieces, prior to their broadcast, whether in the story phase, or final creative versions, to reflect what the final piece will include before recording. These prior consultations are conducted in order to identify the existence of any element that must be modified according to the Autocontrol regulations in order to make the necessary changes before the final completion of the advertising piece. In these prior consultations, a report on a particular piece of advertising is requested.

Moreover, Publiespaña has conducted 68 legal consultations to the Technical Office, prior to the completion of an advertising spot.

CONSULTATIONS



CONTROL MECHANISMS

1 Autocontrol action guides

- Regulate television content for children, food adverts aimed at children, obesity prevention and health, environmental messages in commercial communications, advertising toys to children, promotion of medicines, e-commerce and interactive advertising, alcoholic drinks, premium rate services and many other areas.

2 Internal Control Procedures

- Guarantee compliance with both current legislation and the codes issued by Autocontrol.
- In this regard, the company designs a commercial policy that is reviewed and revised on a weekly basis by the three general management teams that oversee its implementation, (Commercial Management, Marketing and Sales Management and New Commercial Products Management).
- This commercial policy is defined by taking into account the broadcast inventory capacity, client's needs, and trends in the advertising market, the legal framework and the recommended good practices.
- For its part, the company's Management Committee, composed of the CEO and the General Managers, meets on a weekly basis to coordinate, along with other matters, all initiatives and possible synergies between the commercial and publishing areas.

3 External Control Processes

- Ensure the exercise of responsible work by the voluntary submission of advertising to an independent control by Autocontrol.
- The content control process by Autocontrol may arise both prior to the broadcast of advertising content, and after, should any disputes arise or claims get presented
- Prior to the broadcast, when Publiespaña detects that one of the ads requested by a client may violate current legislation or content and advertising self-regulatory codes to which Mediaset España adheres to, it requests a preliminary report on its ethical and legal correction from the Autocontrol Technical Office (Copy Advice). The opinion issued by Autocontrol is accepted by the company and, if it recommends not broadcasting a piece of advertising, then the advertising campaign is suspended.

WORKFORCE MANAGEMENT

One of the essential pillars of Mediaset España's leadership is the talent of its professionals. The Group manages this successfully through an adequate Employer Branding strategy, offering the workforce effective training plans and it has a strong relationship with the main training institutes in Spain, which allows Mediaset to have a constant influx of young people carrying out internships who make up the base for future new talent.

Likewise, the company has implemented a set of measures such as the collective agreements, work life balance measures and fringe benefits, and equality plans, which help make a stable and beneficial work environment for the workforce and the business.

EMPLOYER BRANDING

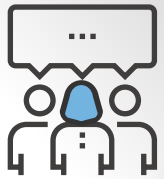
- A meticulous Trainees and Work Experience Students Policy
- Master's in Creation and Management of Audio-visual Content
- Participation in external events attracting a large number of young professionals
- Distribution of the project on Social Networks
- An internal Career Site- "Work with us" with testimonial videos of the Group's staff
- Corporate page on LinkedIn

Motivating and retaining talent

- Collective Agreements
- Work life balance measures and fringe benefits
- Equality Plan
- Training Plans

Attracting talent

- Employer Branding
- Agreements with training institutes



MANAGEMENT FRAMEWORK FOR EMPLOYMENT RELATIONSHIP

In the Mediaset Group's companies, the different fundamental ILO conventions ratified by Spain are implemented, through the compliance of the legislative, conventional and regulatory norms of application.

FUNDAMENTAL ILO CONVENTIONS

- **Conventions concerning freedom of association and protection of the right to organise.** Mediaset España has a Company Committee with the presence of Union Delegates, elected via the union elections that are held on the initiative of one of the unions that are part of the committee, every four years
- **Right to organise and collective bargaining Convention.** Mediaset España has its own collective agreement, the result of collective bargaining with the legal representation of workers.
- **Forced labour Convention.** Mediaset España guarantees the non-existence of forced labour through the application of internal procedures and regulations, the Code of Ethics, application of collective agreements and strict compliance with current legislation.
- **Abolition of forced labour Convention.** Mediaset España includes clauses in the contracts with its suppliers that states their commitment to reject any type of forced labour.
- **Minimum age Convention.** Mediaset España respects the current legislation, prohibiting work for minors, except in artistic activities. In the Group's companies, and in those cases in which the participation of minors in artistic activities exist, their corresponding authorisation to participate in public shows is processed and the criteria and procedures established by the Employment and Women's Counselling of Madrid are strictly followed. Also, special measures necessary for their protection in matters of health and safety, as well as the appropriate training processes, are adopted.
- **Worst forms of child labour Convention and the immediate action for its erradication.** Mediaset España transfers its commitment to not use child labor to its suppliers, by introducing clauses in contracts.
- **Equal remuneration Convention.** In the Group's companies there are equality plans that include the performance of studies that, to date, have not shown situations that could be considered discriminatory or constitute inequality in the workplace due to gender.
- **Discrimination (employment and occupation) Convention.** Mediaset España has procedures and bodies that ensure the correct compliance and application of standards. Among others, the Code of Ethics, the Complaints Channel, the Equality Plans, the Equality Committee and the Equality Agent, Procedure for the Management of Psychosocial Risk and Harassment, the Health and Safety Committee or the Joint Prevention Service ("Servicio de Prevención Mancomunado" or SPM).

Collective bargaining is widely recognised and guaranteed in the Mediaset Group's companies as evidenced by the frequent signature of Collective Agreements, the relevance given to the mechanisms of dialogue and the recognition of the role played by the workers representatives.

The Human Resources Department, in coordination with the directors of the various areas of the Group companies, is responsible for ensuring compliance with the legislation applicable to each of the companies.

The Collective Agreements cover both permanent and temporary employees. Employees hired by temporary employment agencies are covered by the Collective Agreement pertinent to this area and the provisions that are legally applicable to them under the Agreement covering the company that employs them.

The company manages the **minimum notice periods** which affect workers and the procedures relevant to organizational changes, making sure that the time limits are strictly complied with, either in the Workers Statute, in the current Collective Agreements in force or any other law that is applicable. As these notice periods are laid down by law or contained in Collective Agreements, they are guaranteed through the implementation of the legislation or the agreement concerned.

On the other hand, both the exercise of **freedom of association** and **freedom of union association** are fundamental rights that have been recognized and respected by the company, and this is shown in the unitary and union representation of the workforce, exercised through the Worker's Committee.

Binding Collective Agreements

Mediaset España
XII Mediaset España's Collective Agreement. In force 2018-2021.

Publiespaña
Advertising Sector's Collective Agreement. In force 2016. (currently in force)

Telecinco Cinema
Madrid's Regional Collective Agreement for Office Workers, however, employees will benefit from any improvements provided for in the Mediaset España Collective Agreement in force at all times.

Conecta 5
Madrid Regional Collective Agreement for Office Workers. In force 2013-2017. (currently in force)

Netsonic
Advertising Sector's Collective Agreement. In force 2016. (currently in force)

Further Information
For more information on the minimum notice period click here

EQUAL OPPORTUNITIES, NON-DISCRIMINATION AND ZERO TOLERANCE TOWARDS HARASSMENT

The various companies that make up the Mediaset Group have specific measures in place to ensure the commitment assumed by the Group with respect to equal opportunities and non-discrimination. In this respect, the Code of Ethics, Equality Plans, Collective Agreements and measures to eliminate and prevent harassment in the work place make up the robust framework for action that supports and reinforces the effective implementation of the commitment in this area.

Mediaset España
VI Equality Plan. In force 2018-2021.
Psychosocial and workplace harassment risk management procedures (2008)

Publiespaña
VII Equality Plan. In force until 2021.
Psychosocial and workplace harassment risk management procedures (From May 2010)

Telecinco cinema
Psychosocial and workplace harassment risk management procedures (2008)

Conecta 5
VII Equality Plan. In force until 2021.
Psychosocial and workplace harassment risk management procedures (2008)

Code of Ethics: guarantees the principle of equal of opportunities and non-discrimination in all situations, especially in all matters concerning access to employment, working conditions, training and professional development and promotion, as well as the responsibility to establish measures to eliminate and prevent situations of harassment in the workplace.

Collective Agreements: ensure that the aspects such as employment, assignment of work positions, remuneration, disciplinary regime or termination of the contractual relationship are based on objective factors and never linked to personal conditions of the workers such as gender, race or religion, among others.

Equality plans: the main objective is to ensure respect for equal treatment and opportunities between men and women in all areas of work and preventing any discriminatory situations. The plans contain self-evaluation and monitoring measures which guarantee that both company management and the Equality Committee ensure their proper application and fulfilment, and analyze the degree of achievement of the objectives set.

Equality Committee: is constituted by an equal number of company representatives and worker representatives. It has the mission to ensure the implementation and supervision of the Equality Plans in force.

Equality Agent: carries out a specific function to provide support and guidance regarding the measures laid down in the Equality Plans, as well as follow-up work and information on the degree of its implementation.

Both **Equality Plans** and the procedure for the management of Psychosocial Risks and Harassment Situations within the Work Environment are distributed to all staff via internal communication channels, mainly through informational circulars, the corporate intranet and the Employee Portal, where there is a specific section on "Equality" where the entire contents of the said documents are published.

PROCEDURE FOR THE MANAGEMENT OF PSYCHOSOCIAL RISKS AND HARASSMENT SITUATIONS WITHIN THE WORK ENVIRONMENT

Key areas

- Business declaration on principles of equality and non-discrimination.
- Preventive measures directed at taking action at the origin of the risk.
- Development of specific intervention procedures.
- Monitoring the implemented actions.

MEDIASET ESPAÑA DECLARES ZERO TOLERANCE TOWARDS ANY BEHAVIOUR THAT MAY BE CLASSIFIED AS HARASSMENT

Mediaset España declares zero tolerance towards any behaviour that may be considered abusive, humiliating, offensive or that may be considered as harassment, both physical and psychological, specifically on the basis of race, colour, gender, religion, ethnic origin, nationality, age, personal situation, sexual orientation, disability, physical condition or any other conduct prohibited by Law.

Mediaset España's Code of Ethics refers to this policy as applicable and compulsory for all staff, directors, Members of the Board of Directors and subsidiaries. In turn, the Procedure for the Management of Psychosocial Risks and situations of Harassment in the workplace establishes the management framework for the effective application of the zero-tolerance commitment to workplace harassment.

The channels made available to workers to report cases of harassment include, among others, the Medical Service, the Employment Relations Management, or the Complaints channel.

With regard to remuneration, Mediaset España guarantees equal treatment for all employees on the basis of their employment category. In this respect, the Collective Agreements applicable to Group companies officially contain the salary tables for each professional category and set out the applicable remuneration regime, irrespective of gender, indicating salary supplements and terms and conditions. Therefore, there is an equal allocation of base salary between men and women while salary supplements are assigned to the corresponding employee categories under Collective Agreement provisions, regardless of gender or any other personal features.

Exceptionally, some workers have an "ad-personam" supplement assigned to them, which is due to their personal circumstances or to the position of trust in the post they hold, this supplement is negotiated without regard to the gender of the person in question.

The HR Management prepares an annual remuneration report on the degree of implementation of the Equality Plan, which is submitted to the Equality Commission.

FRINGE BENEFITS AND WORK-LIFE BALANCE MEASURES

The company annually reinforces its commitment to fringe benefits and work-life balance measures offered to the workforce, in a continuous process of improvement. Such measures contribute to improving the employees' quality of life, facilitate gender equality and promote the health and well-being of the workforce and their environment. These benefits are offered to the entire workforce, regardless of their working hours or work contract. Only in the case of certain gifts from the company which are not included in the Agreement, such as the hamper or Christmas toys, all workers, permanent or temporary are required to comply with certain conditions, such as, the provision of services and, being employed at the time that the gift is given and, temporary workers must have complied with the minimum period of work accumulated in the corresponding calendar year.

Mediaset España strives to improve its employees quality of life of and for this reason the work disconnection is facilitated through work-life balance and fringe benefits measures.

Fruther Information
For more information on fringe benefits and work-life balance mesures click here.

FRINGE BENEFITS AND WORK-LIFE BALANCE MEASURES OFFERED TO THE WORKFORCE ARE EXTENDED PERIODICALLY

PERFORMANCE ASSESSMENT

Publiespaña is the pioneering company within the Group in the implementation of a Performance Assessment System that allows for the systematic, detailed analysis of activities and responsibilities undertaken throughout the year, while defining future actions for the development of work teams.

The process is carried out through a specific tool available in the Employee Portal, which enables the evaluation process to be completed more quickly and increases the reliability of historical data. In addition, the results are completely transparent. The assessment results are taken into account in the decisions regarding the professional development of employees and on the identification of training needs.

This Assessment system has also been extended to Mediaset España.

TRAINING AND TALENT DEVELOPMENT

Staff training is essential for achieving the maximum development of skills and talent required to maintain the company's leadership.

The Sub-directorate of Human Resources prepares a training plan, based on the guidelines set by the Management of the company each year and the demands generated by the evolution of jobs.

When defining the Plan, they take into consideration, on the one hand, the obligatory training and, on the other they review the needs that were not covered during the previous year, and those that have been identified through meetings with managers of the Group.

From the employee portal, the workforce can access the catalogue of existing training programmes and request any programme they deem necessary for the performance of their job. Applications for training are validated by the Human Resources Division, who evaluates the relevance of the requested course to the current or future activity of the applicant.

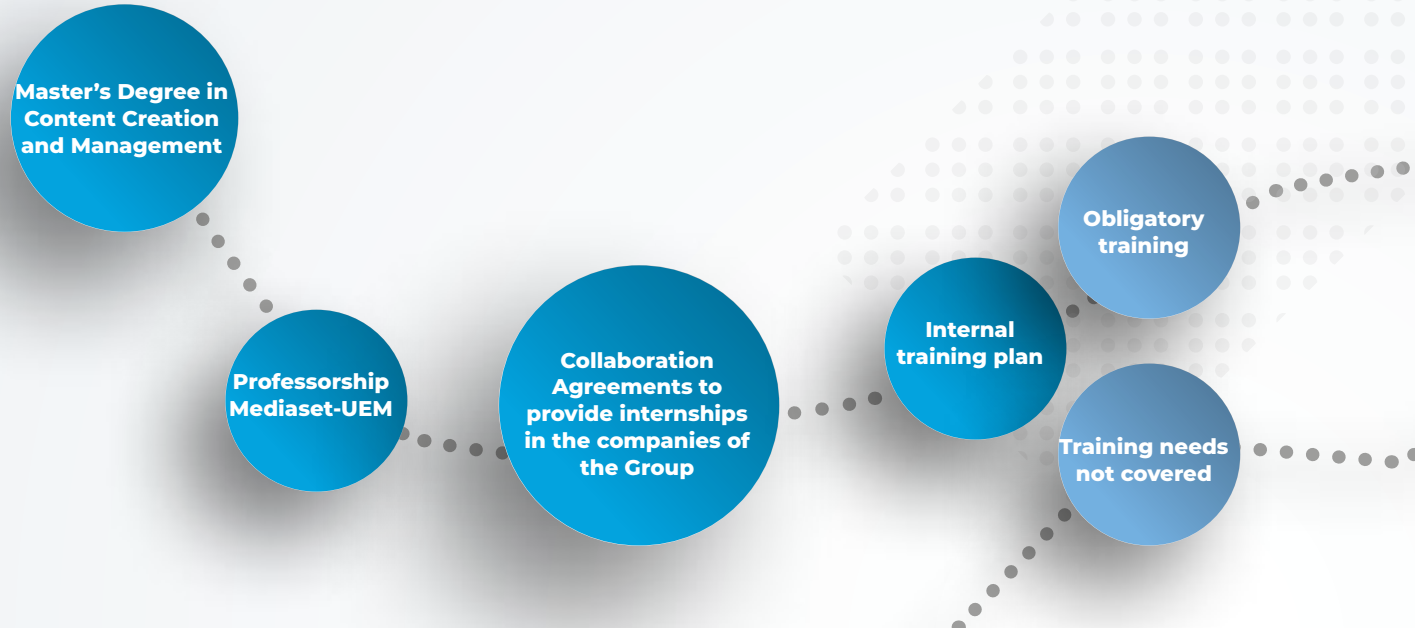
In order to guarantee training quality and continuous improvement, employee satisfaction is measured using questionnaires. Evaluations, tests and follow-ups are performed to check that the employees make the most of their training and meetings are held with the heads of the relevant departments to detect future training needs within their teams.

STAFF TRAINING IS ESSENTIAL TO ACHIEVING THE MAXIMUM DEVELOPMENT OF SKILLS AND TALENT REQUIRED TO MAINTAIN THE COMPANY'S LEADERSHIP.

Mediaset España contributes to knowledge creation in the audio-visual sector through the **Master's Degree in Content Creation and Management**, launched in 2009 jointly with the Universidad Europea de Madrid. The training meets the requirements and needs of the audio-visual sector and given the vast experience of the faculty and the practical approach of the methodology used in classes, it allows the professional to progress in this sector thanks to the high level qualification gained on completion of the course.

At the same time, the **Professorship Mediaset-UEM** (Universidad Europea de Madrid), created in 2013, has the task of generating collaboration synergies, channel training activities and undertaking research projects, between the two organizations in favour of developing the audio-visual business.

The **Collaboration Agreements with State and Private Universities**, and also with **Business Schools**, to provide internships for their students in the company, encourage students to acquire technical and human skills that qualify them to enter the employment market, at the same time as they build bridges for the creation of a future pool of new professionals that the company can access in the future to meet their needs for new talent.



OCCUPATIONAL RISK PREVENTION

The Occupational Health and Safety is regulated and guaranteed through the Occupational Risk Prevention Plan. The Plan is prepared by the Mediaset Group Joint Prevention Service ("Servicio de Prevención Mancomunado" or SPM) with the participation of the Health and Safety committee and is approved by the Human Resources and Services Management and presented to Risk Officers.

The **Occupational Risk Prevention Plan** ensures company's compliance with the provisions of the Law and the requirements laid down in the OHSAS 18.001 vocational risk prevention standard.

Compliance with the provisions of the **OSHAS 18.001** standard, under which the Group's main facilities have been certified, guarantees that the Occupational Health and Safety measures implemented in the company are developed within a management system effectively structured and integrated in the organization.

The Annual Preventive Activity Plan lays down the programmes and activities to be carried out during the year in order to achieve the Plan's objectives. This plan is delivered to the Risk Officers at the start of the year and is revised on a quarterly basis by the Health and Safety Committee

Furthermore, the SPM conducts activities not initially anticipated, but which prove to be necessary due to regulatory modifications, changes in the activities or for other reasons arising from the nature of the business.

The **Health and Safety Committee** is the body responsible for holding regular consultations on the company's risk prevention performance. Within its remit is the involvement in the preparation, application and evaluation of risk prevention plans and programmes within the Company and the promotion of initiatives concerning methods and procedures for the effective prevention of risks, proposing improvements in conditions or corrections to existing weaknesses to the Company management.

All Mediaset España's personnel are represented on this committee. The other Group companies do not have a committee of this kind as there is no workers' legal representative. However, the adequate protection of health and safety at work-Occupational Health and Safety of all employees of the Group's companies is guaranteed through the SPM.

THE OCCUPATIONAL RISK PREVENTION PLAN ENSURES THE COMPANY'S COMPLIANCE WITH THE PROVISIONS OF THE LAW

HEALTH AND SAFETY COMMITTEE

The company also has a Procedures Manual that addresses various aspects of corporate management that affects Health and Safety, such as business activity coordination, the acquisition and purchase of products or the effective incorporation of new regulatory requirements.

As for the external personnel, health and safety management is covered through their own companies. Nevertheless, the coordination procedures of business activities implemented in Mediaset España as well as the Health and Safety Committee's activity ensure that the implanted Health and Safety System works in an integral way and guarantees a safe work environment for all the people who work in their facilities.

Mediaset España performs a risk assessment of each of the tasks that are carried out or that can be carried out in the execution of a job. In the event that a risk related to the job is detected, the necessary measures to avoid it or to minimize its frequency or consequences are adopted, the workers are protected with appropriate equipment if necessary, the personnel are informed of the existing risks and of the preventive measures adopted in each case and workers are trained when necessary due to the risk involved in the tasks carried out or in accordance of existing legal measures.

The **Medical Service**, available at both the Fuencarral and Villaviciosa facilities, is available to anyone who requests assistance at the facilities. Thus, workers are guaranteed easy access to this service and they only have to go to the Medical Service facilities or phone them to request assistance wherever they are.

With regard to health monitoring, periodic medical check ups are carried out. First, a mandatory check up is carried out, at least every 4 years, and audited periodically both internally and externally. Secondly, non-obligatory check ups are carried out at the request of the workers concerned. Both medical check ups are supplemented by medical tests carried out by external laboratories, which are subject to compliance with quality standards.

Furthermore, during the year various health promotion campaigns are carried out with the aim of informing and raising awareness among the workforce about certain health risks and promoting healthy habits.

IN THE EVENT THAT ANY RISK RELATED TO A JOB IS DETECTED, THE NECESSARY MEASURES TO AVOID IT OR TO MINIMIZE ITS FREQUENCY OR CONSEQUENCES ARE ADOPTED.

SUPPLY CHAIN MANAGEMENT

The supply chain management is part of Mediaset España's responsible and sustainable business management. For that purpose, the company promotes responsible practices within its area of influence by transmitting environmental, social and ethical standards to its supply chain.

Mediaset España introduces clauses into its contracts that ensure responsible business behaviour throughout its value chain, so that all collaborating companies assume the commitment to act ethically and responsibly.

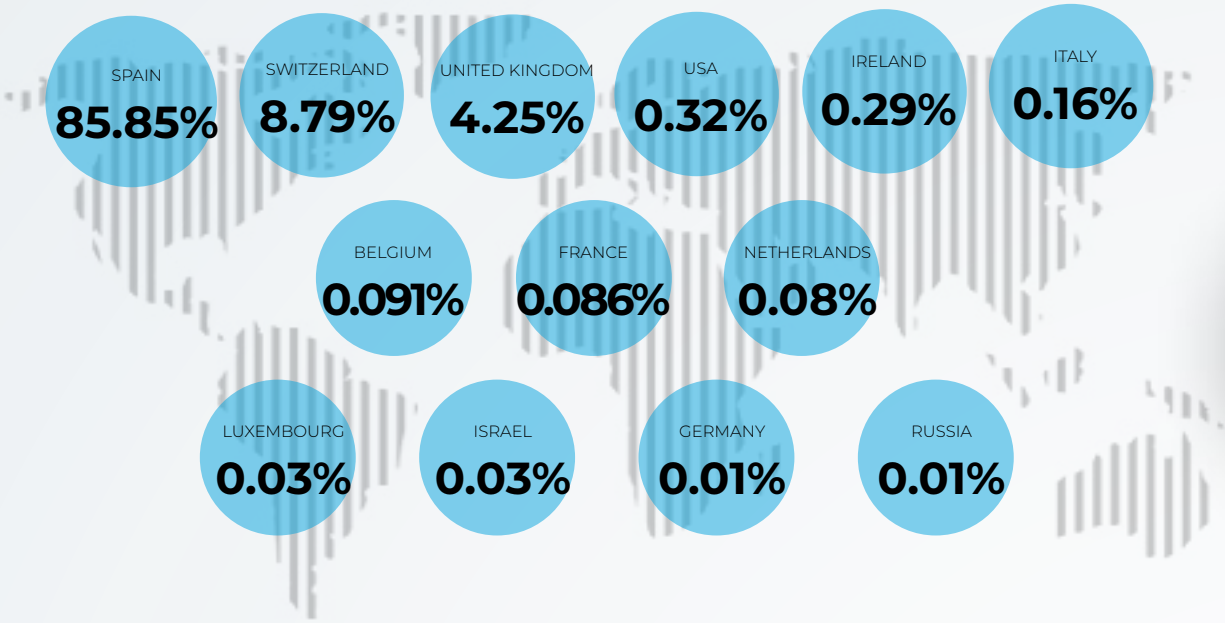
Among others, it refers to respect for employees' and union agreement rights, refraining from using child labour, rejecting all kinds of forced labour, prohibit any type of discrimination, comply with occupational hazard prevention legislation, assure employee safety during working hours and prohibit any conduct that entails corruption, blackmail or extortion. What's more, they are asked to declare that they will respect environmental regulations and promote the efficient use of limited natural resources.

Purchase volume (%) by category

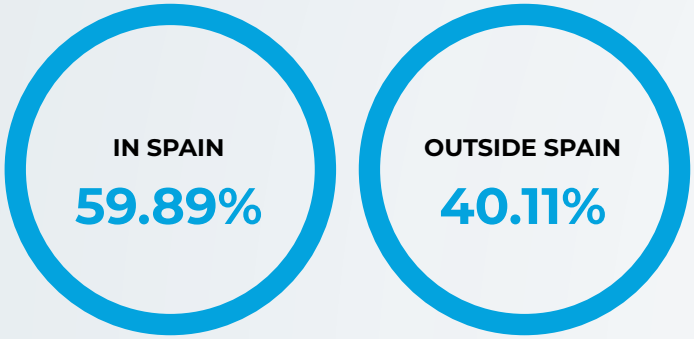
(1) Technical services mainly cover technical connection services, while structure services are mainly composed of suppliers of office supplies, consumptions, courier services, telephony, travel and accommodation, catering and supplies.

In 2018, the main contracts focused on the production of audio-visual content and advertising, core areas of the business.

Geographical distribution of suppliers



Audio-visual Investmentes



MANAGEMENT OF ASSOCIATED PRODUCTION COMPANIES

The Mediaset Group's associated production companies are a crucial link in its supply chain and, therefore, the responsible management of its business constitutes a relevant issue for the Group.

In their managment, the associated production companies take into account the following relevant issues:

EDITORIAL INDEPENDENCE

Freedom and editorial independence of an audio-visual programme is guaranteed with the complete autonomy and discretion of the programme Director to decide on the programme editorial content.

FREEDOM OF EXPRESSION

The exercise of the right to freedom of expression by those appearing in the programmes is an essential value, with no restrictions other than those legally stated to protect the privacy, honour and image of third parties.

INTELLECTUAL PROPERTY RIGHTS

The transfer of intellectual property and/or image rights in favor of the audio-visual production company is included in contracts on the provision of services undertaken with authors, artists, performers, presenters, collaborators and other participants in a production. Thus, the audio-visual content can be, in turn, transferred by the production company to television channels and/or web platforms for broadcasting.

PLURALISM AND DIVERSITY, NON-DISCRIMINATION

The profile of programmes is very diverse, but respect for pluralism and diversity opinions is maintained in all of them.

In current affairs programmes, the variety of sources consulted and remaining true towards the reality of the news is valued, as for entertainment programmes or magazines, diversity on the guest panel are valued, and in fiction, these concetps are included through the narrative of scripts.

RIGHT TO PRIVACY AND HONOUR

Programmes collaborators and/or participants are contractually bound to not incur any violations of third parties' rights to privacy or honour, assuming responsibility if any of these rights are breached.

PERSONAL DATA PROTECTION

The necessary technical and organizational systems have been implemented to guarantee the security of personal data and compliance with current legislation.

OCCUPATIONAL HEALTH AND SAFETY

The personnel take courses related to the activity carried out, such as fire emergency plans, office and security training.

EMPLOYMENT STABILITY

Despite the temporary nature of the activity, the production companies try to hire workers who have collaborated in previous projects, provided that the required profiles are appropriate.

megamedia

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

Restaurant vouchers.
Life insurance.
Training courses.
Flexible remuneration (Nursery and health insurance).

MANAGEMENT OF ENERGY RESOURCES

Managed under Mediaset España's management system, as it is located in its Madrid facilities.

WASTE MANAGEMENT

Managed under Mediaset España's management system, as it is located in its Madrid facilities.

Recordings are made with reusable digital media.

supersport

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

Restaurant vouchers.
Life insurance.
Training courses.
Flexible remuneration (Nursery and health insurance).

MANAGEMENT OF ENERGY RESOURCES

Managed under Mediaset España's management system, as it is located in its Madrid facilities.

WASTE MANAGEMENT

Managed under Mediaset España's management system, as it is located in its Madrid facilities.

Recordings are made with reusable digital media.

OCCUPATIONAL HEALTH AND SAFETY

Training on data visualisation screens has been provided to new employees.

Workforce data

Average Workforce	110	71.5
Workforce	112	73
Workforce's average length of service (years)	3	3.79
Volume of indefinite employees	59%	40%
Temporary contracts converted to indefinite	57%	49%
Workers with disability	0	2
Average age of the workforce (years)	34	33
Volume of part-time employees	80%	20%

The workforce is covered by the Madrid's Regional Collective Agreement for Office Workers

Average Workforce	57	30
Workforce	60	29
Workforce's average length of service (years)	2.63	2.64
Volume of indefinite employees	67%	33%
Temporary contracts converted to indefinite	0	3
Workers with disability	1	0
Average age of the workforce (years)	37	35
Volume of part-time employees	50%	50%

The workforce is covered by the Collective Agreement of the Audio-visual production industry.

LA FABRICA de la tele

MANAGEMENT OF ENERGY RESOURCES

Automated lights and air conditioning control systems in the offices.

WASTE MANAGEMENT

Selective collection and recycling of plastic, paper and toner.

Recordings are made with digital media, which can be reused once the content has been digitalized.

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

Restaurant vouchers.
Flexible hours
Life insurance.
Training courses.

MADRID 83.4%

BARCELONA 16.6%

Average Workforce in 2018	134	118
Workforce	138	115
Workforce's average length of service (years)	4.28	4.39
Volume of indefinite employees	30%	30%
Temporary contracts converted to indefinite	52%	49%
Employees with disability	5	1
Average age of the workforce (years)	32	31
Volume of part-time employees	6%	6%

The entire workforce is covered by the II Collective Agreement of the Audio-visual production industry. (Technicians).

UNICORN CONTENT

MANAGEMENT OF ENERGY RESOURCES

- Automated climate control systems in the offices

WASTE MANAGEMENT

- Selective collection and recycling of plastic and paper.
- Recordings are made with digital media, which can be reused once the content has been digitalized.

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

- Restaurant vouchers and cards.
- Flexible hours.
- Training Courses.

Continuous audit and training agreement with an external consultant.

Average Workforce in 2018	96	100
Worforce at 31/12	132	143
Workforce's average length of service (years)	0.5	0.6
Volume of indefinite employees	4%	7%
Average age of the workforce	40	41
Volume of employees covered by Collective Agreement	44%	46%
Volume of part-time employees	2.63%	0

The entire workforce is covered by the II Collective Agreement of the Audio-visual production industry. (Technicians).

BULLDOG TV

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

- Restaurant vouchers.
- Flexibible hours.
- Training and retraining courses.
- Paid leave beyond the requirements set by law.
- Bus service for employees.

MANAGEMENT OF ENERGY RESOURCES

- Automated climate control systems in the offices.
- LED lighting.

WASTE MANAGEMENT

- Selective collection of plastic and papers.
- Collection of paper and cardboard, toner and batteries.
- Recordings are made with digital media, which can be reused once the content has been digitalized.

It has a Data Protection Representative to ensure compliance of the regulations.

MADRID 100%

Average Workforce in 2018	67	75
Workforce	36	54
Workforce's average length of service (years)	1.38	1.52
Volume of indefinite employees	46%	35%
Temporary contracts converted to indefinite	9	13
Number of employees with disability	1	0
Average age of the workforce (years)	33	36
Volume of part-time employees	0	1

The workforce is covered by the II Collective Agreement of the Audio-visual production industry. (Technicians).

alea MEDIA

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

- Flexible hours

MANAGEMENT OF ENERGY RESOURCES

- LED lighting and energy efficient lightbulbs

WASTE MANAGEMET

- Selective collection of plastic and papers
- Recordings are made with digital media

MADRID AND GALICIA

Average Worforce in 2018	16	8
Workforce	38	29
Workforce's average length of service (years)	-	-
Volume of indefinite employees	18%	20%
Average age of the workforce	45	39
Volume of part-time employees	-	-

The entire workforce is covered by the II Collective Agreement of the Audio-visual production industry. (Technicians).

mandarina

MANAGEMENT OF ENERGY RESOURCES

- Automated climate control systems in the offices.
- Progressive incorporation of LED lighting.

WASTE MANAGEMENT

- Toner recycling.
- Paper recycling.
- Delivery to recycling poing of computer components, telephones and video players.
- The recordings are made with digital media, which are reused once the contents has been digitalised.

FRINGE BENEFITS OR WORK LIFE BALANCE MEASURES

- Restaurant vouchers for all staff and agreements with restaurants for discounts on the price of set menus.
- Flexible hours.
- Flexible hours and the adjustment of functions and activities to the needs of pregnant employees.
- Bus service for employees.

The Code of Ethics governs journalistic activity and establishes that presenters, collaborators, Directors team and editors must carry out their work in compliance with the principles of veracity, objectiveness and independence of the information transmitted, as well as the principles of freedom of expression and information, professional secrecy and non-discrimination with the generation of content.

Average Worforce in 2018	39	29
Workforce	26	12
Workforce's average length of service (years)	6	7
Volume of indefinite employees	32%	24%
Temporary contracts converted to indefinite in 2018	3%	3%
Average age of the workforce	41	38
Volume of part-time employees	3%	0

The entire workforce is covered by a Collective Agreement: the II Collective Agreement of the Audio-visual production industry (Technicians), or the State Collective Agreement on labour relations between audio-visual works' producers and the actors' who appear in them.

ALMA

Average Worforce in 2018	8	7
Workforce	19	12
Workforce's average length of service (years)	P	P
Volume of indefinite employees	12	10
Number of employees with disability	0	0
Average age of the workforce	P	P
Volume of part-time employees	0	0

The workforce is covered by the II Collective Agreement of the Audio-visual production industry. (Technicians).

STAKEHOLDER RELATIONS

Mediaset España considers its main stakeholders to be those people or organisations which make its business activity possible or are affected by it; and thus, they integrate them into their management through various channels of information, communication and interaction with the company. They are identified in the main business areas, under the Corporate General Management coordination.

Main Stakeholders and tools for communication and dialogue

Employees

- HR Division
- Corporate Intranet
- Employee Portal
- Notice Board
- HR App
- Equality Agent
- T Health and Safety Committees
- Workers' Committees and Trade Union representatives
- Complaints channel

Artist and professionals of the sector

- Artistic Hiring Dept.
- Special Production Division

Shareholders and investors

- A Annual Reports
- A General Shareholders Meeting
- T Results presentation and webcast
- Roadshows
- Working breakfasts
- Meetings and conference calls
- Shareholders office
- Investor Relations Area

Public Administration

- National Stock- Market Commission (CNMV)
- National Stock Markets and Competition Commission (CNMC)
- Secretary of State for Information Society and Digital Agenda (Ministry of Economy and Business)
- Directorate General for the Regulation of Gaming (Ministry of Economy)
- Ministry of Culture
- Spanish Data Protection Agency (AEPD)

Community

- Collaboration Agreements with Universities
- Social Organisations: Corporate Responsibility Management rc@telecinco.es
- Employment Portal http://www.rrhhempleo.telecinco.es/
- Exercise of ARCO rights arco@mediaset.es
- Communications Division mediasetcom@mediaset.es
- Corporate Responsibility rc@telecinco.es

Suppliers

- Purchasing and General Services Managements
- Restricted access web site for suppliers
- E-mail: comprasyservicios@telecinco.es

Audience

- Programme web sites
- Social Networks
- Blogs, digital events, forums
- Opinion surveys and audience measurements

Competition

- Associated Commercial Television Union (UTECA)
- European Association of Commercial Television (ACT)
- C Joint Commission for the Monitoring of the Self-Regulation Code
- Responsible Media Forum

Advertisers

- Publiespaña Commercial Management
- Association for the Self-Regulation of Commercial Communication (Autocontrol)
- Media Agencies

Trade Unions

- Notice boards
- Digital board on the corporate intranet
- Worker's Committee
- Social Networks and blogs

FREQUENCY
Continuous **A Annually** **T Quarterly** **C Three times a year**

Mediaset España values and promotes dialogue, establishing various channels in order to meet its stakeholders expectations and be able to respond to them, a fundamental aspect for business sustainability.

The Employee Portal and the corporate intranet are the main channels used to notify the workforce of any relevant information and the employees concerns and requirements are compiled via the Committees.

As for the complaints channel, it serves to notify any concerns about business practices that are contrary to the values of the Code of Ethics, ethics and good faith.

The roadshows, meetings, webcasts and other means established by the Investor Relations department and the Shareholders Office are the channels used to gather the shareholders and investment community's concerns and respond to them; **audience measurements** allow for the suitability of the content offered to be gauged; the forums and blogs on its web pages facilitate dialogue with the audiences; the **corporate responsability mailbox** maintains communication with all those interested in the responsible management of the audio-visual business, as well as with those seeking the company's cooperation with academic assignments or when developing tools related to social responsibility; and it channels interaction with advertisers through **media agencies**.

In addition, the Company's involvement in major media associations allows it to intervene in the development of those initiatives which regulate the sector at a national, Community and international level.

Regular meetings and direct contact with the manager of each purchase allow fluid dialogue with suppliers, who also have an **email** address through which they can raise their concerns and needs.

CORPORATE COMMUNICATION MANAGEMENT

The Communications and External Relations Management is responsible for being the official voice of the Group, for the reporting on its main activities and business lines before the media and other agents of the sector, for the promotion and broadcast of the company's values and leadership, as well as safeguarding the corporate reputation.

In this sense, it focuses its management on implementing the recommendations from the Deontological Code of the Federation of Journalists, European Journalism Deontological Code and the Association of Directors of Communication's Code of Ethics.

Corporate Communication Management Mechanisms

In turn, the performance of its activity is governed by the following criteria; accuracy of information, ethical opinions, transparency and respect for the ideological and publishing guidance of the owners of various media echoing the numerous news articles generated by the company.

The Communications Department establishes fluid relations within the world of communication from a journalistic and opinion leader's point of view, with daily operations from the Communication sub-directorate. Moreover, corporate accounts on social networks are two-way channels of communication that allow the company to listen, to know, to inform, to communicate, to interact and to promote news immediately. The interaction of users with corporate accounts gives Mediaset España valuable knowledge of its target followers and the possibility of having immediate feedback regarding their tastes and preferences, and to respond to their concerns or requirements and develop ad hoc communication and marketing strategies.

The information generated by Mediaset España in the media is tracked, monitored, analyzed and disseminated internally through daily clippings. It is estimated that the company generates close to 200,000 impacts per year in the media, which places it among the Spanish companies that generate the most information in the media, according to MyNews. Such visibility and exposure require continuous monitoring to safeguard the corporate reputation.

All the work carried out by the Press Office is published on the free access website Mediaset.es/Mediasetcom, where the content is updated daily based on the press releases sent, dossiers, photographic and audio-visual material and in general, all relevant information on the contents, the activity of the companies, social campaigns and corporate and institutional company news.

The Communication Department is responsible for the management of the Mediaset.es website's contents. Users access the most relevant information generated by the different divisions of the company from this online page - financial results, audiences -, as well as the Press Room or the Employment Portal.

On the other hand, the Online Medias Sub-directorate has created the website Telemania.es, a portal that gathers the news on the media sector, paying special attention to the audio-visual business. The web offers professionals and other users complete information about television audiences, as well as the most relevant news and analysis about communication.

The main target of the Corporate Image Sub-directorate, which belongs to the Communication and External Relations Division, is to provide Mediaset España with intangible value through the union of the brand image with its corporate identity. This represents an increase of notoriety and positive memories in advertisers, shareholders, viewers and employees.

For that purpose, this Sub-directorate devolops the following communication and marketing strategies:

1. **Safeguard the company's brand** and ensure responsible use of it both internally and externally.

2. **Design and creation of new institutional brands** demanded by the evolution of the company and the different departments that compose it. Among others, in 2018 the following brands stands out: the Telecinco Live brand, in collaboration with the Commercial Division, the Mediterráneo Audiovisual brand for the production deparment, the naming of the Loves tv audio-visual platform, the Mediaset International Sales logo or new brands arising from the union with business partners such as Showrunner in collaboration with ESCAC.

   This Sub-directorate develops and produces all the elements of visual identity of both channels and institutional products (merchandising, institutional gifts, elements of corporate stationery, etc.)

3. Design and planning of external advertising campaigns *to promote the content of the channels and institutional messages of Mediaset España.*

4. Design, production and coordination of institutional events in collaboration with different areas of the company:

- The Ordinary General Shareholders' Meeting and Boards of Directors is in the hands of Mediaset España's Board of Directors.
- Organization of film premieres. A fundamental part of the communication of the films produced by Telecinco Cinema is the institutional presentation of them to the media.
- Brand marketing initiatives. Special events coordinated with Publiespaña reinforce customer loyalty by linking advertisers with the values associated to Mediaset España, its channels and its contents.
- The sub-direcotorate, together with the Human Resources Division create and coordinate events such as the representation of the company in the Employment Forum of the Digital Era (Foro de Empleo de la Era Digital (FEED)). In 2018 Mediaset España received the "Employer Branding" award.
- Mediaset International Sales gains presence and status through the design of stands at international audio-visual fairs

5. Mediaset España's social communication project, 12 Meses, is responsible for providing the company with the social values to be conveyed to the audience in exchange for their trust. It is a dynamic and valuable link for Mediaset España with its stakeholders, with the third sector, with authorities and with high social commitment companies. In 2018 some of the most relevant agreements have been signed with organizations such as Obra Social La Caixa, Fundación Pro CNIC, Ministry of Health, Social Services and Equality, Spanish Committee ACNUR (UNHCR) or the Emergency Committee, among others.

12 Meses is, urthermore, an element of cohesion and internal communication that makes the information and participation of employees easier as well as the adherence of the company's presenters and actors to the campaign causes.

The Communication and External Relations Division proposes the strategy directly to Mediaset España's CEO so that, once agreed upon, it is executed by the Corporate Image Sub-directorate

The campaigns are framed within the Sustainable Development Goals of the UN (SDG) and are based on universal criteria with the objective of generating social debate to promote changes. In particular, during 2018 the SDGs that have been addressed were Quality Education (goal 4), Good Health and Well-Being (goal 3) and Peace, Justice and Strong Institutions (goal 16).

The initiatives are planned on all Mediaset España's channels, including Boing, provided that the topic is suitable for this target. When this is the case, the communication is specifically adapted for this public, complying with all the protection o minor's guarantees. In order to maximise the message of "12 Meses", meetings with the Antenna Division, the Content Production Division, the News Division, the Communication Sub-directorate, the Multiplatform Directorate and the HR Division are held in order to establish the appropriate communication strategy, prior to launch, taking into account the idiosyncrasy of each of Mediaset España's programmes and channels.

The sub-directorate also manage 12 Meses's social networks, as well as the contents of www.12meses.es and the audio-visual content of Mitele, the Docusocial channel in which there is room for social documentaries such as "El Corazón resiliente", "El loco del Desierto", "La intérprete" or "La niña bonita".

@Mediaset.com

152,915 followers **141,673 followers** **138,842 followers** **25,024 followers**

@12_meses

28,629 followers **15,400 followers** **5,874 followers**

@Telemania

3,374 followers **7,350 followers**

SHAREHOLDER AND INVESTOR RELATIONS MANAGEMENT

The Investor Relations Management and the Shareholder Office of Mediaset España are the deparments responsible for maintaining a smooth relationship with institutional and individual investors and it channels continuous communication with analysts and the main players in the stock markets.

All the above is carried out with the aim of distributing corporate information without causing distortion or asymmetry between shareholders or potential investors, following the criteria established to that end for listed companies by the National Stock Market Commission (CNMV), Mediaset España's Code of Ethics and the best market practices in terms of communication and relations with investors.

Holding conferences, roadshows and meetings with the investors

Send information via e-mail to every investor and/or analyst that has requested it.

Live broadcast of results presentations by means of conference calls and web casts, allowing interest groups to interact and pose any question that they may consider relevant. These presentations are recorded and are available via Mediaset España's website until the next one is broadcast.

Quarterly reports on the results remitted to the CNMV, published on its corporate web site

Communication to the CNMV of those relevant aspects that have affected the market price and that the shareholder or investor needs to know.

PUBLIC INSTITUTIONS RELATION MANAGEMENT

The Institutional Relations Management is responsible for promoting and ensuring Mediaset España's legitimate interests before the Public authorities and particularly, before the legislative and executive powers, at a Spanish and European level, acting in accordance to the provisions of the company's Code of Ethics.

Contribution to the evolution of cinema

Mediaset España annually contributes 5% of its income to the financing of European films and series and reserves more than half of its annual broadcasting time to European works

Contribution to the financing of public television

Mediaset España, as a free to air television operator, contributes annually to the financing of the RTVE Corporation

INVOLVEMENT IN MAJOR ASSOCIATIONS OF THE SECTOR

- Unión de Televisiones Comerciales Asociadas (UTECA)
- Association of Commercial Television in Europe (ACT)
- Unión Europea de Radiodifusores (UER)
- Observatorio de Contenidos Televisivos y Audio-visuales (OCTA)
- Self-regulation Committee of television content and children
- Federación de Asociaciones de Consumidores y Usuarios de los Medios (ICMEDIA)
- Asociación de Usuarios de la Comunicación (AUC)

MAIN AREAS OF ACTIVITY

- Application of the General Audio-visual Communication Law and its regulatory development.
- Application of a new "age rating system for audio-visual products".
- Application of gambling regulations to the TV contests.
- Participation in the review process of the European Directive on Audio-Visual Communication Services (Directive (EU) 2018/1808, of 14 de November 2018).
- Defence of a public system of transparent and rational television, with a true public service approach in its contents, subject to real control mechanisms, and in strict compliance with the prevailing regulations, especially in advertising.
- Defence of a transparent and equitable system for the management of intellectual property, calling for greater transparency and control of Intellectual property rights management entities, as well as the application of fair and proportionate fees based on the effective use of the repertoire they represent.

For more information
on the contribution to RTVE, see the "Tax Transparency" section of this document."

SUSTAINABILITY INITIATIVES

Since 2007, Mediaset España maintains its commitment to support the United Nations Global Compact (UN Global Compact), an international initiative proposed by the United Nations with the aim of obtaining companies voluntary commitment to corporate social responsibility by implementing Ten Principles based on human, employment and environmental rights and to combat corruption.

Since 2009, Mediaset España has participated in the Carbon Disclosure Project consultation/ analysis process (hereinafter, CDP), by responding to the question form on the Climate Change. The initiative was launched in 2000 by the United Nations and keeps the world's main database of primary and business information on climate change, with the purpose of providing solutions for climate change by disclosing information significant to business, policies and investment decisions.

Since 2016 Mediaset España has been a member of the Forética's Climate Change Cluster, a business meeting point in leadership, knowledge, exchange and dialogue on climate change, coordinated by Forética, as Spain's representative in the World Business Council for Sustainable Development.

Mediaset España is member of the European Trade Association for marketers of advertising solutions across (multiple) screens and/or audio platforms, with the aim to help its members protect, grow and diversify their business around content edited and broadcast on a linear basis by their TV channels and/or radio stations.

Since 2017, Mediaset España is part of the international partnership composed of the main media companies, whose objective is to identify and promote actions regarding the social and environmental challenges facing the sector.

Mediaset España is member of Fundación Seres, an organisation that promotes companies commitments to improveme society through actions aligned with the company's strategy that generate value for both, the society and the company. since 2018, Mediaset España has participated, in the Investors Laboratory, a space for analysis and promotion of socially responsible investment.

Since 2008 Mediaset España has taken part in the FTSE4Good Ibex. This index reflects levels of environmental, human rights and employment policy management, as well as compliance with certain standards relating to supply chain working conditions, rejection of corruption, among others.

Since 2016 Mediaset España is a member Forética's Transparency, Good Governance and Integrity Cluster, it is a business meeting point for leadership, knowledge, exchange and dialogue in this field, with a special focus on the value of transparency and good governance in companies and their impact on the market.

Mediaset España has been part of the Responsible Gambling Advisory Board since it was established. This organisation aims to protect the safety and welfare of consumers from the possible consequences of gambling, and for that purpose, it serves as a forum so that the various groups involved work together to achieve an ethical and responsible approach to gambling in Spain.

Since 2012, Mediaset España follows the principles and guidelines established in the Global Reporting Initiative (GRI) for the development of Sustainability Reporting Guidelines.

Since 2012, Mediaset España has been part of the Spanish Broadcasters Association, whose purpose is the promotion of measures which strengthen legal certainty in all matters concerning the issuing of traded securities; the improvement of the legal framework and the development of high corporate governance standards; the improvement of communication between companies and their shareholders and the promotion of dialogue and cooperation with the public authorities and in particular with the National Securities Market Commission (CNMV).

COLLABORATION WITH OTHER SOCIAL ORGANIZATIONS

MEDIASET ESPAÑA IN 2018

MEDIASETespaña.

OTHER PERFORMANCE INDICATORS

ECONOMIC DIMENSION

TOTAL NET REVENUE (€ MILLION)

982
2017: 996
2016: 992

NET PROFIT/REVENUE (%)

20.4
2017: 24.6

READJUSTED EBITDA (€ MILLION)

274
2017: 262.2

ADJUSTED EBITDA / NET REVENUE (%)

27.9
2017: 26.3

NET FINANCIAL POSITION (€ MILLION)

167.8
2017: 135.3

ORIGIN-BASED TAX PAID (€ MILLION)

65.28
2017: 50

GOVERNMENT FINANCIAL ASSISTANCE (€ THOUSAND)[1]

350
2017: 600

NUMBER OF ADVERTISERS[2]

860
2017: 869
2016: 905

NUMBER OF TIMES THE WEB WAS ACCESSED (THOUSANDS)[3]

800,470
2017: 777,808
2016: 1,122,803

AVERAGE UNIQUE WEB USERS[4]

SEE TABLE

DOWNLOADED VIDEOS (THOUSANDS)

2,471,279

1. Mainly relates to grants received from the Institute of Cinematography and Audio-visual Arts (77%) for film co-production and other grants received from the Community of Madrid related to the workforce.
2. Only advertisers with investment in all Mediaset España's channels have been taken into account. .
3. Source: Data according to MMX Comscore multiplatform.
4. Average unique web users

Unique Users	MEDIASET.ES	TELECINCO.ES	CUATRO.COM	DIVINITY.ES	MITELE	MTMAD
Monthly Average 2016	10,599,569	7,648,224	2,874,186	1,343,369	2,898,449	
Monthly Average 2017	11,457,398	7,711,909	3,634,648	1,758.,592	2,465,661	
Monthly Average 2018	11,736,198	7,633,391	3,267,061	1,879,279	2,529,542	600,999

OTHER PERFORMANCE INDICATORS

SOCIAL DIMENSION

COMMUNITY DONATIONS (€ THOUSAND)

75

2017: 107
2016: 119

PROGRAMMES WITH SOCIAL CONTENT (NUMBER OF BROADCASTS)

2,360

2017: 2,555
2016: 2,445

ASSIGNMENT OF ADVERTISING SLOTS SUPPORTING SOCIAL CAUSES (€ THOUSAND)[1]

9,535

2017: 13,341
2016: 10,538

HOURS OF TRAINING PER EMPLOYEE

13.76

2017: 15.5
2016: 10.38

INVESTMENT IN TRAINING (€ THOUSAND)

328

2017: 149
2016: 156

HOURS OF SKILLS TRAINING ACTIVITIES

2,873

HOURS OF TRANSVERSAL TRAINING ACTIVITIES

4,497

(1) Since the approval of the Sustainable Economy Law in 2011, all NGO advertising is no longer taken into account.

OTHER PERFORMANCE INDICATORS

ENVIRONMENTAL DIMENSION

ENVIRONMENTAL INVESTMENTS (€ THOUSAND)[1]

225
2017: 359
2016: 553

PAPER CONSUMPTION (KG)

20,175
2017: 17,567
2016: 19,075

PRINTER TONER AND CARTRIDGE CONSUMPTION (KG)

1,251
2017: 1,121
2016: 941

BATTERY CONSUMPTION (KG)

1,705
2017: 2,247
2016: 2,561

DISCS/TAPES CONSUMPTION (KG)

157
2017: 1,734
2016: 1,325

WASTE GENERATED (TN)

431
2017: 458
2016: 496

WATER CONSUMPTION (M^3)

25,327
2017: 28,662
2016: 26,282

ELECTRICITY CONSUMPTION (GJ)

59,133
2017: 63,919
2016: 63,256

DIESEL CONSUMPTION (GJ)[2]

1,429
2017: 76
2016: 79

NATURAL GAS CONSUMPTION (GJ)

5,674
2017: 4,638
2016: 4,527

GREENHOUSE GAS EMISSIONS (TN) SCOPE 1

521.18
2017: 1,278
2016: 845

GREENHOUSE GAS EMISSIONS (TN) SCOPE 2

0
2017: 0
2016: 0

GREENHOUSE GAS EMISSIONS (TN) SCOPE 3

161,893
2017: 182,955
2016: 265,810

(1) Corresponds to investments made in improving energy savings and efficiency.
(2) As of 2018, an estimate of the fuel used by company vehicles is included.

AUDIO-VISUAL BUSINESS

Mediaset España has finished 2018 as the leading audio-visual group in audiences in both linear and digital consumption for the eighth consecutive year. The group's set of generalist and thematic television channels has once again had the majority support of the viewers with the most viewed content offer in all genres. It has been the television benchmark for another year in news, sports, film and entertainment, where, once again its fiction proposals and in-house production formats have stood out, making it one of the main content creators and producers in Spain. Its content platforms on the Internet and its web sites have also offered the most watched video offers, once again becoming the group with the largest number of unique users on the television websites. It has also rewritten cinema history with golden letters through Telecinco Cinema, the productions of which have led the Spanish film industry in market share, revenue and number of viewers.

MEDIASET ESPAÑA, AUDIENCIE LEADER IN LINEAR CONSUMPTION

Not a year has gone by since its creation as an audio-visual group, eight years now, that Mediaset España has not been number one in market share in Spain, with programming that has once again been the most demanded by television viewers:

- **Most followed audio-visual group in linear consumption** both in total individuals (28.8%) and in prime time (29.1%) growing 0.6 points with respect to last year and with the second highest advantage in its history, of 2.4 points, over its immediate competitor (26.7%).
- Leader also, both in **commercial target (30.9%) and in prime time commercial target (30.5%),** outperforming its immediate competitor by 2.6 and 1.4 points, respectively (28.3% and 29.1%).
- Most followed Group by young people 13-24 years old (35.3%), almost 10 points more than the second audio-visual group (26.1%).

Telecinco, the leader in commercial television for 19 years in a row and the most watched channel overall for the seventh time

In 2018 **Telecinco** marked its **19th victory among commercial television stations** with an aver**age audience share of 14.1%. No other channel grew more year to year from 2017 (+0.8 points), positioning Telecinco 1.8% above 2nd place (12.3), representing its largest advantage in the past seven years.**

Telecinco led in all target audiences by age except for children, with millennials (urban viewers between 16 and 34 years old) representing one of its strengths at 12.9% share versus 10.7% for its chief rival.

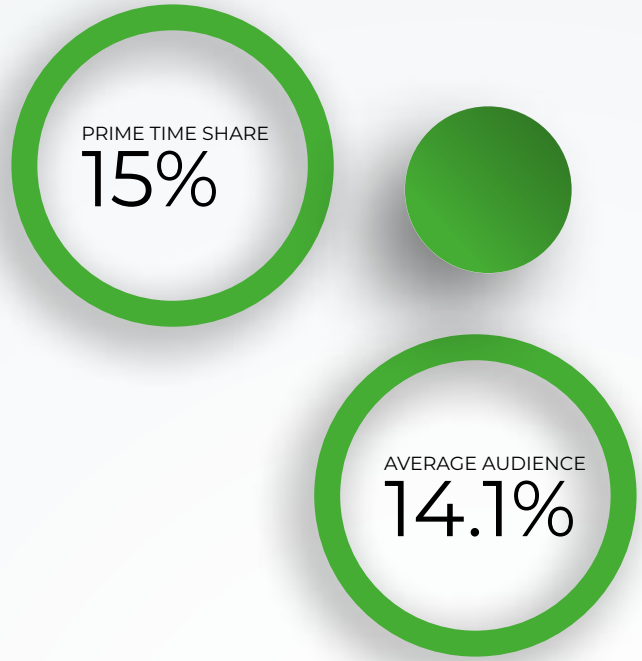
Telecinco is the leader in prime time with a significant increase of 1.4% over 2017, giving it a 15% share, thus achieving its greatest advantage (2.7%) over 2nd place in the last 6 years.

The most coveted group for advertisers, the so-called **commercial target, not only made Telecinco its number one choice for the fourth year running**, but did so with a share (13.4%) that is nearly one point higher than 2017, while the next immediate competitor fell by 0.3%, creating the largest gap between them in the last 7 years (1.5%). This leadership in commercial target also grew during the timeslot with maximum viewership (14.0% versus 13.3%).

Telecinco was in first place 11 of the 12 months last year (one of those 11 months was a tie with its competitior) and led for the greatest number of days, 263, representing 72.1% of the year. It also has some of the most watched broadcasts of the year, five of the 11 broadcasts that are in this category occupy the top five spots.

The channel was number one in practically every broadcast metric: **total day (14.1%), prime time (15.0%), daytime (13.7%), morning (13.1%), afternoon (15.8%) and late night (17.0%). It also led 6 of the 7 nights of the week**: Monday (16.2%), Tuesday (17.1%), Wednesday (13.7%), Thursday (19%), Saturday (15.6%) and Sunday (15.3%).

By region, it was number one in **Asturias (20.5%), Canarias (17.4%), Euskadi (16.0%), Murcia (15.6%), Madrid (15.5%), Andalucía (14.4%), Valencia (14.1%; tied with its nearest competitor), Galicia (14.0%), Baleares (13.9%) and others (14.3%).**



TELECINCO NEWS

Telecinco News at 9:00 p.m. Monday through Friday presented by Pedro **Piqueras (2,411,000 and 16.3%)** was **the most watched television news source in 2018 for the sixth consecutive year**, with its highest viewership since 2016. It enjoyed a 3.5% advantage over Antena 3 Noticias 2 (12.8% and 1,834,000) and 4 points over Telediario 2 from TVE1 (12.3% and 1,890,000), and led the rankings of the most watched broadcasts of the year with a total of 56 victories.

Looking at Monday through Sunday, the prime time edition of Telecinco News (15.1% and 2,219,000) also ended the year as the number one news choice with a margin of 2.7 points above Antena 3 Noticias (12.4% and 1,772,000) and almost 3 points ahead of Telediario 2 from TVE1 (12.3% and 1,871,000). Also, **Telecinco News at 3:00 p.m**. (12.8% and 1,584,000) saw its highest viewership Monday through Sunday since 2016, while **Morning News** offered Monday through Friday (11.7% and 167,000) saw its best results since 2009.

ENTERTAINMENT

In the ratings for **entertainment shows**, Telecinco is eclipsed by no one: the channel captured 9 of the top 10 spots with various popular shows, with only fifth and seventh places occupied by two public television shows with which Telecinco does not compte for advertising revenue ("Masterchef Celebrity" and "Masterchef Junior").

"**Supervivientes**" (29.2% and 3,290,000) **was the most watched programme in 2018 with its best season ever in terms of aundience share** and had its highest viewership since 2015. The contest led in every target, with an impressive 34.3% of youth between 13 and 24 years old. Every episode was in first place with a wide advantage over its competitors, reaching up to a 27 point advantage over second place.

TELECINCO NEWS AT 9:00 P.M. MONDAY THROUGH FRIDAY PRESENTED BY PEDRO PIQUERAS (2,411,000 AND 16.3%) WAS THE MOST WATCHED TELEVISION NEWS SOURCE IN 2018 FOR THE SIXTH CONSECUTIVE YEAR

"**Supervivientes en tierra de nadie**" (23.4% and 2,787,000) was in third place in entertainment shows with its best ever results both in share as well as viewers, even without counting its access results from "**Supervivientes: Express**" (3,120,000 and 17.2%).

"**Gran Hermano VIP**" (29.7% and 3,124,000) **occupied second place as the most watched show of the season in terms of number of viewers and as the show with the biggest share for the entire year.** All of its episodes have been unmatched, winning in every target and geographic market, dominating in viewers from 25 to 34 years old (37.3%) and youth between 13 and 24 (33.9%). The finale (32.6% and 3,649,000) broke the season record, becoming the most watched since "GH VIP 3". And "**GH VIP: el debate" (18.5% and 2,298,000)** was the Sunday night leader with its best results in three years, while Tuesday access "**GH VIP: Express" (3,284,000 and 18.7%) had no peer in its time slot.**

IN THE RATINGS FOR ENTERTAINMENT SHOWS, TELECINCO IS ECLIPSED BY NO ONE: THE CHANNEL CAPTURED 9 OF THE TOP 10 SPOTS WITH VARIOUS POPULAR SHOWS

Telecinco also had among its lineup the most watched talent show of the year, "**La Voz Kids" (21.4% and 2,723,000)** garnering first place for all of its episodes, while "**Got Talent España" (17.6% and 2,219,000**) led its time slot significantly.

"Sábado Deluxe" (16.3% and 1,733,000) was a Saturday night tour de force, ending a decade of unrivaled success with its greatest margin over second place in the past four years. (+7.8 points).

For its part, "Mi casa es la tuya" reached 12.2% and 1,839,000 viewers, while "Mi casa es la vuestra" reached 12.4% and 1,764,000 viewers.

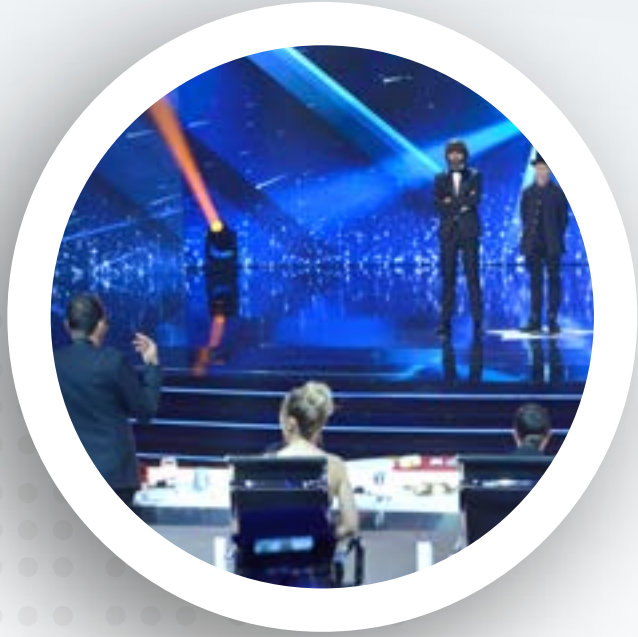
As for daytime, "**El programa de Ana Rosa" (18.4% and 633,000),** which in 2018 marked 13 years on air with more than 3,000 episodes, became the **morning talk show leader with the highest ratings in daytime**. The show is number one in its time slot, increasing its lead over its nearest rival since last year (from 2.4 points to 3.8), the largest gap since 2011. Compared with "Espejo público" (14.6% and 470,000), the Telecinco program enjoys a lead of nearly 4 points.

"Ya es mediodía" (10.2% and 816,000) grew month by month until it became a force in its time slot, growing from 7.6% to 12.0% its first month and posting a record month in December (14.2% and 1,169,000).

"Sálvame,",with its "Naranja" and "Limón",shows taken together, led its time slot for the eighth consecutive year, **achieving a 16.2% share and 1,740,000 viewers**. The show, which this past April marked nine years as the undisputed afternoon broadcast leader, began the countdown to celebrate a full decade of broadcasts.

Then, there is "**Pasapalabra**" (16.0% and 1,69,000), which in 2018 passed 3,000 episodes and remained the most watched daily game show, amassing the highest number of days of peak ratings (76).

On the weekends, **"Socialité by Cazamariposas" checked in with a 10.6% share and 857,000 viewers,** while **"Viva la vida" reached 10.8% and 1,344,000.**



ANA ROSA'S PROGRAMME SHARE

18.4%

SERIES AND MOVIES

Telecinco shone in the arena of television series with the premiere of three in-house productions, one of which, "Vi**vir sin permiso**", emerged in its first season as the **most watched Spanish series for 2018** with an average of 19% share and an audience of 2,701,000. Every one of its episodes came in first, with 21.5% of viewers between 25 and 34 years old and 20.7% of those between 13 and 24.

Another premiere, "**El accidente**", grew to be the third most watched series on Telecinco and the fourth overall with an average share of 16.3% and 2,654,000 for its 13 episodes, leading its time slot and increasing its share of commercial target to 17.4% while growing notably in the 25 to 34 demographic(19.7%).

The last of the new shows, "**La verdad**", achieved an average share of 12.8% and 1,844,000 viewers, leading in its time slot among commercial television networks.

In foreign television series, Telecinco also offered the most watched foreign show on television for 2018 with an all-time first: "**The Good Doctor**", was the overall television series leader with an average share of 19.6%, 3,058,000 viewers, and the highest commercial target for the year with a remarkable 22.3%.

As for cinema, Telecinco also came in first. "**Jurassic World**" **(3,765,000 and 25.1%)** was the most watched movie on television in 2018, while the **broadcast debut of "A Monster Calls" (20.1% and 2,671,000),** produced by Telecinco Cinema, was the most watched Spanish film, ahead of Hollywood blockbusters like "American Sniper" and "The Amazing Spiderman".

SPORTS EVENTS

Mediaset España presented the World Cup with the greatest advertising impact ever, with every match, 64 in all, offered on free to air television. The games in which **Spain played (70.8% and 11,797,000)** as well as all of the others broadcast on Telecinco, (45.6% and 5,811,000) beat the results achieved at the 2014 World Cup in Brazil. The 30 games shown on Cuatro which did not go head to head with Telecinco saw an average share of 23.7%, an audience of 2,816,000 and commercial target of 28.7%, making them overall leaders in their time slots.

The penalty shootout in the round of 16 between Spain and Russia (81.1% and 14,829,000) was the most watched broadcast since the European Cup final in 2012. Additionally, the final in Russia between France and Croatia (57.3% and 8,247,000) was the most watched match between two foreign teams since the final of the World Cup in Brazil between Germany and Argentina.

This championship was also the most digital in history, attracting 3.1 million unique users on the World Cup website and nearly 14 million live streams, dramatically higher than the totals achieved in other World Cups.

Telecinco also broadcast two friendly matches played by the Spanish
National team (31.7% and 5,615,000) and six matches of the Copa del Rey de fútbol (18.1% and 3,551,000 viewers), putting them in first place in their respective time slots. And Cuatro showed four friendly matches involving the Spanish National team, obtaining an average of 15.6% share and an audience of 2,429,000.

Cuatro: growing among millennials and placing third among non-public channels in commercial target

One of the most demanding audiences with the most audio-visual entertainment choices within their reach, Millenials, once again chose progamming offered by Cuatro in 2018 designed to appeal to and strengthen the main target audiences of the company. Mediaset España's second channel increased its 16 to 34 audience by 0.5 points over 2017, achieving a 7.8% share. Cuatro also saw in increase in the 13 to 24 demographic (8.1%, +1.1 points over 2017) and for 25-34 year-olds (7.4%, the same as the year before).

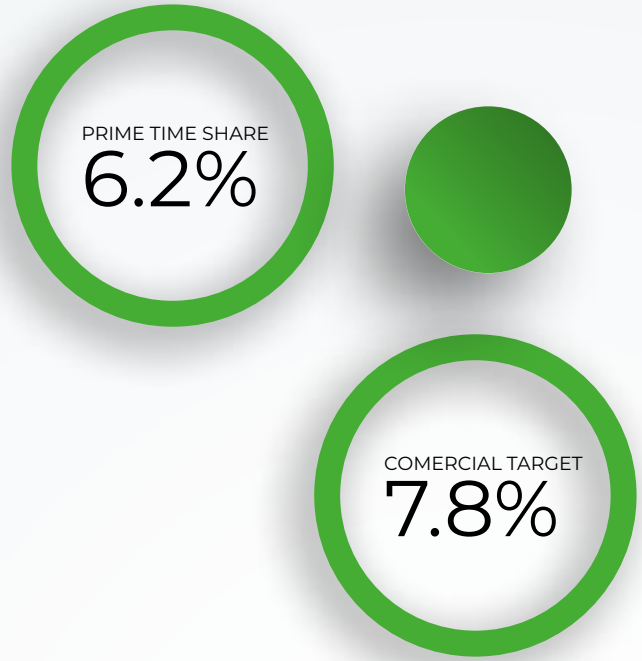
These results helped Cuatro become the **third most watched non-public channel among viewers under age 55** with a 7.3% share, 0.2 points better than 2017 and consolidated its position in **third place among commercial broadcasters** (surpassed only by Telecinco and Antena 3) in terms of **commercial target**. With a 7.4 share, 0.2 points more than in 2017, Cuatro is the channel with the **best conversion rate** (+1.4 points) of its audience in total individuals (6.0)

In prime time, **Cuatro (6.2%) also registered impressive results in commercial target (7.8%).**

2018, A YEAR FULL OF NEW IN-HOUSE PRODUCTIONS CENTERED ON ENTERTAINMENT AND CURRENT EVENTS

For yet another year, Cuatro has reaffirmed its commitment to in-house produced content with the introduction of original shows and adaptations of international shows with proven success. It features a wide ranging entertainment offering which has allowed it to work in such genres as non-fiction, dating shows, news and investigative journalism.

"**Planeta Calleja**" (9.1% and 1,762,000) was the most watched entertainment programme on Cuatro for 2018, scoring a record breaking 13.2% share and an audience of 2,588,000. It excelled with 11.0% in commercial target and with the 25-54 age group (10.9%). "**El embarazo de la Rebe**" (12.1% and 1,517,000) follows on the podium of the most watched programmes, also being the channel's most competitive programme, leading its time slot and commercial target (15.6%), and achieving an audience of 24% for 25 to 34 year olds. The original show "**Los Gipsy Kings**" (9.6% and 1,425,000), also remained number one in commercial target (12.8%).



"Volando voy" (8.2% and 1.485,000), closed the year with its second best season ever. Its commercial target (9.2%) and its reach to 35 to 54 year olds (9.7%) make it another of the year's exceptional shows for Cuatro. "Chester" was also a hit with an average of 7.5% and 1,390,000 viewers for 2018, placing it once again among the **most watched programs on Cuatro** with a commercial target of 9.1%.

In the docufactual genre, "**Samanta y**..." (7.7% and 1,245,000) reached 14.8% of the 25 to 34 age group, while the return of a renewed spirit of wanderlust on the channel's "**Viajeros Cuatro**" scored a 6% and 814,000 viewers. In the field of investigative reporting, controversial themes have once again been the focus of "**Pasaporte Pampliega**" (5.3% and 856,000), "**En el punto de mira**" (6.4% and 937,000) and its summer spin-off "**El verano en el punto de mira**" (7.5% and 915,000).

"**Ven a cenar conmigo**" maintained its connection with a devoted audience (5.1% and 710,000 viewers), amassing 8.0% of 25-34 year olds and a commercial target of 7.4%. Its spin-off "**Ven a cenar conmigo gourmet edition**" (7.7% and 1,172,000) was one of the year's surprises, with an impressive 9% commercial target and 10.2% of the 25 to 34 age group. Meanwhile, "**First Dates**" (Monday through Thursday) (6.9% and 1,166,000 and 8.3% in commercial target) bolstered its success with the best prime time access for Cuatro in the last 8 years.

Among new offerings, "**El Concurso del año**", stands out with 6.7% and 465,000 viewers, placing it as the number one show in its time slot for 13-24 year olds with 15.3%. Together with "**Mujeres and hombres and viceversa**" -the leading programme in its time slot in viewers between 13 and 24 years old (14.4%) -it forms a unique youthful tandem in morning television. Cuatro also premiered "**Cuatro Weddings**", (5.9% and 773,000), "**Misión exclusiva**" (4.3% and 588,000) and "**Bienvenidos a mi hotel**" (3.8% and 509,000).

Now the channel's longest running program after 14 seasons, "**Cuarto Milenio**" stands out in late Sunday nights with a 7.4% share and 859,000 viewers, reaching 9.3% in commercial target and 9.4% among those aged 35-54.

FOR YET ANOTHER YEAR, CUATRO HAS REAFFIRMED ITS COMMITMENT TO IN-HOUSE PRODUCED CONTENT WITH THE INTRODUCTION OF ORIGINAL SHOWS

In the news genre, Mondays through Fridays "**Noticias Cuatro 1**" achieved 8.2% and 788,000 viewers, while on the weekends its midday broadcast tied its third best ratings ever (9.8% and 877,000). In the evenings, "Noticias Cuatro 2" had a 3.6% share and 388,000% viewers Monday through Friday and 5.8% and 711,000 viewers on the weekends, its highest number of viewers in the past three years.

In cinema, "**El Blockbuster**" averaged 7.7% and 1,034,000 viewers, and 2.4 points better in commercial target (10.1%). The double slot "Home Cinema" came in with 7.7% and 979,000 while "Home Cinema 2" saw a 6.0% share with 711,000 viewers. They scored 10.2% and 7.8% in commercial target, respectively. Among the most watched movies of the year was the complete Harry Potter series with an average of 13.2% and 1,808,000 viewers. "Harry Potter and the Goblet of Fire" topped all of the broadcasts with 2,203,000 viewers.

In foreign shows "**911**" (8.9%, 1,085,000 viewers and an 11.2% in commercial target) turned out to be one of the surprise series of the year, while "**Criminal Minds**" (851,000 and 5.7%) grew to 8.1% in commercial target.

Factoría de Ficción, the leading thematic channel for the seventh consecutive year

Factoría de Ficción (2.9%) closed 2018 as the most watched thematic channel for the seventh year in a row, surpassing Neox (2.4%) by half a point. The movie and series channel from Mediaset España has a string of 81 consecutive months of leadership among all specialty channels and was in third place among the most watched channels by youth 13 to 24 years old with an 8.3% share, increasing its lead in this demographic over Neox (5.5%). It grew to 3.7% in commercial target, also outpacing Neox (3.4%). The top three broadcasts for the channel in 2018 were three episodes of "**La que se avecina**" (854,000-4.4%, 829,000-4.2% and 812,000-4.2%).

Divinity, leader in commercial target among women's thematic channels

Divinity (2%), with 2.4% in commercial target and 3.2% in its core target (women 16-44 years old), is the leader among women's thematic channels in these metrics, surpassing Nova, which came in at 2.1% and 3%, respectively. Its 3 most watched episodes in 2018 were "**Supervivientes**" (684,000 and 3.6%) and two episodes of "**GH VIP diario**" (632,000-3.5% and 616,000-3.5%).

Energy grows in commercial target

In 2018 the international fiction channel equalled its best results ever in commercial target (2.2%). It beat Mega in all metrics, for the entire day (1.9% vs. 1.6%) as well as in prime time (1.8% vs. 1.3%) and in daytime (2% vs. 1.8%). Three episodes of "**C.S.I. Miami**" led the ratings for the most watched broadcasts during the year (609,000-3.7%, 608,000-3.7% and 581,000 and 4.7%, respectively).

Boing, the leading children's Television among commercial stations for the 6th consecutive year

Children have once again made Boing the leading children's television among commercial stations for the sixth consecutive year with a 10.9% share, beating the Disney Channel (10.3%) by more than half a point. It also beat Disney Channel for the seventh consecutive year in total viewership (1.3% vs. 1.2%). The most watched broadcasts of the year were the movies "**Shrek 2**" (563,000 and 3.5%), "**Harry Potter and the Philosopher's Stone**" (537,000 and 3.4%) and "**Harry Potter and the Chamber of Secrets**" (535,000 and 3.5%).

Be Mad achieved its best figures in core target, 16-44 year old men

The Mediaset España channel in HD (0.6%) raised its commercial target average to 0.8% and registered 1% in its core target (16-44 year old men), its best figure ever. Two broadcasts of the programme "**Ven a cenar conmigo**" were the two most watched (227,000 and 2.3% and 214,000 and 1.5%) while third place was occupied by "**Callejeros**" (187,000 and 1.1%).

THE INTERNATIONAL CHANNEL CINCOMAS EXPANDS ITS PRESENCE IN CENTRAL AMERICA

In addition to its domestic channels, Mediaset España continued its commitment to bring some of its most successful shows to Spanish speaking viewers in the Americas through CincoMAS, its international channel, which in 2018 continued expanding, strengthening its presence in the central region of the continents. Together with countries such as the United States, Mexico, Argentina, Ecuador, Chile, Paraguay, Peru and Panama, CincoMAS is now broadcast to countries such as the Dominican Republic, Guatemala, Honduras and Costa Rica, among others, not to mention its presence on the GEE platform providing television service on the high seas, offering its signal to cruise ships and ocean liners all over the world.

Throughout 2018 CincoMAS brought these new viewers the main in-house produced programmes of the groups' main channels, with particular emphasis on live broadcasts, bringing them across the ocean: "El programa de Ana Rosa", "Sálvame" and "Viva la vida", among many others, in addition to Telecinco News, in-house productions such as "Planeta Calleja", "Mi casa es la tuya" and "Chester", and series such as "Lo que escondían sus ojos", "El padre de Caín" and "Ciega a citas", as well as others. Additionally, as part of Mediaset España, CincoMAS has become the international medium for the company's socially conscious communications with its 12 Meses anti-bullying campaign "Se buscan valientes", which appear during shows' introductions and in its institutional advertising.

MEDIASET ESPAÑA, LEADER IN ONLINE CONTENT CONSUMPTION, IS THE CHANNEL WITH THE GREATEST NUMBER OF USERS IN SPAIN

Online, Mediaset España ended 2018 as the leading communication medium in audio-visual consumption with 2,471 million videos viewed from January to December, exceeding by a wide margin the largest Spanish public television channel (954 million) as well as its chief rival (527 million, only on PC's). Additionally, this sum puts it in fifth place among all providers, only behind Google, VEVO, Broadband TV and Facebook.

It is the television group with the largest consumption of video, with 852 million minutes of videos viewed in an average month last year, putting it in fifth place in Spain behind Google Sites, BroadbandTV, VEVO, and Webedia Sites.

With an average of 11.7 million unique visitors per month in 2018 (+2.4% over the previous year), Mediaset España has the most traffic within the new Comscore category for Broadcast TV and Cable, where its nearest competitor doesn't even appear.

Among channels, with an average of 7.6 million unique visitors per month, Telecinco.es, is the leading television site, while second place receives 7.5 million. For its part, Cuatro ended the year with an average of 3.3 million unique visitors per month.

Mediaset España's YouTube channel accumulated more than 260 million videos from January to November 2018** and Mediaset España apps saw more than 10 million downloads up to November, the most popular being Mitele (8.2 million), "Gran hermano" (1.4 million) and Mediaset Sport (232,000).

MITELE, THE LEADING TELEVISION CONTENT PLATFORM IN SPAIN

Mitele has successfully met the challenge of maintaining its position as the leading platform for live and on demand television content among Spanish broadcasters in consumption of videos, with 1,529 million videos downloaded, more than 127 million videos per month. There are on demand offerings related to series, documentaries, films, and sporting events, and live broadcasts of Mediaset España programming and exclusive events to which three new channels were added in 2018 which harken back to the early days of the group: "Unplugged", "Fun" and "Wala!"

"Unplugged" has various sections such as "La primera vez de...", where the television beginnings of well-known characters are shown; "Hazte un remember", that observes anniversaries, remembrances of historical moments, and tributes; "Quién te ha visto..." in which the most spectacular changes in Telecinco characters are shown; "Telemomentazos", with the most iconic moments from the Mediaset television archive; "¡Es Historia!", which collects images that have become part of television history; "Así empezó" and "Así terminó", which offer the first and last moments of programmes and iconic series, and "Tele de cabecera", which looks behind the curtain at leaders in television.

"Mitele fun", offers compilations of the best funny moments from series such as "La que se avecina", "Aída", and "7 vidas", programmes such as "Los Gipsy Kings" and "Dani and Flo", as well as some of the comedies produced by Telecinco Cinema; and "Mitele Wala!", aimed at Generation Z users, includes such films as "Atrapa la bandera" and "Tadeo Jones", series such as "Yo quisiera", short films, and making of and direct broadcasts from Boing, among other content.

MITELE, THE TELEVISION APP WITH THE HIGHEST GROWTH IN 2018

In 2018, the app which combines all of Mediaset España's live and on-demand content became the television **app with the highest rate of growth** according to Smartme Analytics, which analysed more than 17,000 apps in 15 different sectors.

The app experienced **the highest increase in users among television apps** between January and September as reflected in the Smartme Flash Index (SFIx) study, which highlights the 100 most notable apps in terms of active users and their growth during the year. Mitele achieved 4.6% penetration among the Spanish population in the third quarter, compared with 2.2% during the first, resulting in an **increase of 115% between the two time periods.**

Mitele, which occupies the **13th position in global** ranking headed by Instagram, Amazon and Spotify, was second behind Netflix (4th) in the "TV & Cinema" category, and ahead of other apps such as Amazon Prime Video (31st), Vodafone TV (43rd), and "**Gran Hermano VIP**" (46th), all of them in the **Top 50**. RTVE (71st), Yomvi (72nd) and Sky (73rd) appeared far behind.

Among new features on **Mitele** is the launch of a **new skill for Amazon's virtual assistant Alexa**, available on Echo Spot smart speakers with integrated screen recently appearing on the market. This tool, called "**Mitele Momentazos**", allows users to enjoy the best daily television moments from various Mediaset España channels in addition to "**Telecinco**", which offers the option of accessing a **news summary** with branding from the company's news programs.

MITELE EXPERIENCED THE HIGHEST INCREASE IN USERS AMONG TELEVISION APPS BETWEEN JANUARY AND SEPTEMBER

MTMAD, PIONEER IN REALITY VLOGS AND IN THE CREATION OF NEW EXPERIMENTAL STREAMING FORMATS, SURPASSED 44 MILLION VIEWS AND LAUNCHED ITS 24 HOUR CHANNEL

Since it was launched in November 2016, Mtmad has evolved into the source platform for all of Mediaset España's native digital content. During these two years it has incorporated a great number of live broadcast hours; various episodes of "Dulceweekend", the fashion and music show organized by Dulceida; and experimental formats such as "Rodéanos 24h", the first 24 hour streaming platform presented by former "Gran Hermano" contestants Bea and Rodri.

More than 30 new digital channels have debuted during the same period, presented by talent such as game show host Tania Llasera, influencer Dulceida, "Sálvame" host Kiko Hernández, and former contestants from reality and dating shows such as "Gran Hermano", "Supervivientes" and "Mujeres y Hombres y Viceversa". Among them, reality vlogs "Rodéanos", "Algo pasa con Oriana", "A mi manera", "Made in Basauri" and "Ultravioleta", hosted by vloggers with more than three million subscribers on social networks, make up the top spots in rankings of the most watched programmes on the platform.

Additionally, the channel celebrated its second year of existence with the launch of **Mtmad24h** in 2018, a new online portal with all of its content on its own site, Mitele and Youtube, and poised to satisfy the demand for new types of audio-visual consumption from viewers who have watched more than 44.3 million videos on its own platform and more than 51.1 million views on Youtube over the past two years from its wide range of content, which in 2018 included more than 150 channels with nearly 200 young stars.

Mediaset España's digital content also includes Yasss.es, a site designed to appeal to Millenials and Generation Z.

** Source: Omniture, by Adobe Analytics*
*** Source: YouTube Analytics.*

FOR THE FIFTH CONSECUTIVE YEAR, TELECINCO CINEMA LED THE SPANISH BOX OFFICE WITH 31.2% OF MARKET SHARE AND AN AUDIENCE OF MORE THAN 5.4 MILLION

In 2018, Telecinco Cinema once again established its position as the leader in cinematographic production in Spain with its fifth consecutive year achieving the highest box office in the country. Its ability to create and produce universal stories in various genres which connect with large audiences allowed the Mediaset España affiliate to reach 31.2% national market share with its productions accumulating a box office of 32.3M€ and an audience of more than 5.4 million according to data from ComScore published by the Instituto de la Cinematografía y de las Artes Audiovisuales(IAAC).

This year, box office leadership was fueled by the results of its four debut films," Superlópez", "El cuaderno de Sara", "Yucatán" and "Ola de Crímenes", the first three placed among the top 10 in Spanish cinema for 2018, and the premiere in theatres of the documentary "Sanz: lo que fui es lo que soy", which was the most watched documentary of the year. A film that contributed to the 2018 box office was the hit "Perfectos Desconocidos", which in spite of opening in December 2017 was the third highest grossing film in Spain last year, obtaining nearly 40% of its total revenue.

"Superlópez": the second highest grossing Spanish film after five weeks in theatres

Its arrival in theatres took place at the end of the year (23rd November), but this did not prevent "Superlópez" from embarking on an unstoppable flight through box office rankings, rising to second place after only a bit more than five weeks. Still in theatres and appearing in the weekly Top 10, the film directed by Javier Ruiz Caldera and starring Dani Rovira ended 2018 with nearly 1.8 million viewers and 10.6M€ in revenues after having the best opening weekend for any Spanish film for the year.

"Perfectos Desconocidos", third highest grossing film of the year in Spanish cinema

Despite having its premiere in December 2017, "Perfectos Desconocidos" climbed all the way to second place in box office for the year. And its continued strong showing beginning 1st January, the film directed by Álex de la Iglesia positioned itself in third place in box office after receiving more than 8M€ and nearly 1.3 million more viewers, ending its run with total revenue of 20.8M€ and an audience of 3.3 million, numbers which placed it directly in the Top 20 of all time for Spanish cinema.

'El cuaderno de Sara' and 'Yucatán', also appeared in the Top 10

"El cuaderno de Sara", a drama directed by Norberto López Amado and starring Belén Rueda, and "Yucatán", a comedy by Daniel Monzón starring Luis Tosar, completed the quartet of films that Telecinco Cinema placed among the ten highest grossing films of the year. "El cuaderno de Sara" occupied sixth position, grossing 5.2M€ and seen by 845,000 viewers, while "Yucatán" appeared next, in seventh place, with more than 5.1M€ and more than 915,000 viewers.

The dark comedy "Ola de Crímenes", directed by Gracia Querejeta and starring Maribel Verdú, Paula Echavarría and Juana Acosta surpassed 500,000 viewers and took in more than 3M€.

Alejandro Sanz, subject of the most watched documentary of the year

After having worked previously on documentaries of musical geniuses such as Paco de Lucía and Enrique Morente in the films "Paco de Lucía: la búsqueda" (2014) and "Omega" (2016), Telecinco Cinema entered into the genre once again with two new productions with a musical theme: "Sanz: lo que fui es lo que soy", which examines one of the most internationally renowned Spanish artists, Alejandro Sanz, and "El corazón del Teatro Real", dedicated to the discovery of the secrets and grandiose spaces contained within this temple of scenic arts, coinciding with the bicentennial of its founding.

"Sanz: lo que fui es lo que soy" became the most watched and highest grossing documentary of the year with 45,877 viewers and generating a box office of nearly 300,000 euros, ranking it number 36 in its category. With a much smaller theatrical run, "El corazón del Teatro Real" delivered 6,745€ to the Mediaset España affiliate after being seen by more than 1,000 people.

THE LAUNCH OF MEDITERRÁNEO, AN ORGANIZATION OF INDEPENDENT PRODUCERS OF TELEVISION, FILM, AND DIGITAL CONTENT FOR MEDIASET ESPAÑA

Mediaset España created "Mediterráneo Audiovisual, S.L.U." at the end of 2018, a company that gathers together in one organization the producers of audio-visual, cinematographic and digital content in which the company participates, among which are Telecinco Cinema, Megamedia, Supersport, La Fábrica de la Tele, Bulldog, Mandarina, Alma, Melodía Producciones, Unicorn and Alea Media.

In its first phase, this new structure will allow, the network of producers to leverage their access to the purchase and development of international programmes through creative agreements with other independent producers, as well as collaborate and share knowhow in development, and 360° projects with other digital companies, thereby optimizing operational costs, corporate structures, and human resources.

MEDITERRÁNEO also plans to strengthen international sales and distribution of the programmes and productions of this audio-visual conglomerate, optimizing the international success of Spanish series and exploiting the content demands generated by new distribution platforms.

The producers in which Mediaset España owns between a 30 and 40% and form part of MEDITERRÁNEO may currently have content and a diverse client base featuring not only support from Mediaset España but also other television channels such as TVE, Mediaset, Real Madrid TV, Telemadrid, Telefé and the BBC, as well as content distribution platforms such as HBO, Netflix and Amazon.

The new structure brings together a vast amount of experience in such disparate genres as entertainment, fiction, cinema, sporting events, and digital formats. Its portfolio contains series which have already debuted or are in production such as "Patria", "Los Nuestros" and "Vivir sin Permiso"; successful television entertainment programmes from our country such as "Supervivientes", "Sálvame" and "Cuarto Milenio"; experience in producing the highest grossing Spanish films such as "Ocho Apellidos Vascos", "Ocho Apellidos Catalanes", "Lo Imposible", "Un monstruo viene a verme", "El Orfanato", "El laberinto del Fauno" and "Celda 211"; participation in major sports arenas with the rebroadcasting of the most important football events of the last decade such as the World Cups in South Africa in 2010, Brazil in 2014 and Russia in 2018, the European Cup for 2012 and 2016, the FIFA Confederations Cup for 2009 and 2013; as well as a broad based knowledge of production of native digital content for Mitele and Mtmad and the development of projects for third party branded content.

In the distribution field, MEDITERRÁNEO was created with the backing of Mediaset España for commercialization of content, much of it fiction, for the principal SVoD platforms; other channels and devices so that its content may continue to reach new audiences in the more than 190 countries where it is present through its productions.

MEDITERRÁNEO ALSO PLANS TO STRENGTHEN INTERNATIONAL SALES AND DISTRIBUTION OF THE PROGRAMMES AND PRODUCTIONS OF THIS AUDIO-VISUAL CONGLOMERATE

MEDIASET ESPAÑA, VALUE IN A BRAND

Mediaset España has been able to add value to its brand, apart from management of the company, by monetizing content in other markets and businesses, by editorial and commercial management of original or licensed music which appears in its productions, and through monetization of associates, content and presenters with merchandising, licensing derivative products, and events, thereby projecting the value of its brand beyond the screen.

Solid positioning of new digital platforms, both at home and abroad, has created a new panorama so that Mediaset España content carries the same cachet as larger players such as HBO, Netflix and Amazon Prime Video. The rise of Spanish series and the enormous need for content arising from consolidation of new platforms worldwide has spurred an increase in interest in content from Mediaset España, which during 2018 arrived in a great number of countries.

The number one Spanish series this season, "Vivir Sin Permiso", reached 190 countries thanks to the first global sale made by Mediaset España with Netflix, while the series "La Verdad" can be seen in more than 100 countries.

Mediaset España roundly broke through the language barrier for its content, closing its most important deal in Australia where it sold a series for the first time, "Sé Quién Eres", to be broadcast on SBS. In addition, it strengthened the visibility of its content principally through SVoD platforms, international television channels and other media, reaching audiences in the 135 countries in which the company's shows may be found.

One example is "El Chiringuito de Pepe", adapted for many counties, including Colombia, México and Greece, and of keen interest in countries with great potential such as the United States, and "Escenas de Matrimonio", Mediaset España's most widely sold show, produced in more than 20 countries. This year it celebrated its 10th successful year in prime time on French television with the M6 Group and in Greece through the ALPHA TV channel. Two new countries have succumbed to the "Escenas de Matrimonio" phenomenon: Bosnia and Macedonia broadcast a Serbian version of the show.

Far from fiction, "La Niña Bonita", the documentary about the reality of refugees produced by the Communication and External Relations Department at Mediaset España in collaboration with the UNHCR, debuted on the Uruguayan public channel TNU.

Mediaset España, together with the Spanish music industry

Mediaset España collaborates with the principal record labels in the promotion of their launches as well as those artists belonging to Grupo Editorial Telecinco, giving visibility and support to the music industry through content offerings, the joining of music and musicians in original productions, the broadcast of concerts and documentaries, and the joint launching of records and DVD's arising from its brands, such as Volume 4 of "Mi casa es la tuya.".

For example, the show "Taquilla Mediaset" has scheduled broadcast events and concerts and established alliances with the best known music promotors in order to publicize events; new promotors and venues were added in 2018. Additionally, Mediaset España has signed up as media partner for the Concert Music Festival, dedicated to Spanish artists.

MEDIASETespaña.

In the publishing area, quality criteria, transparency, variety of styles and diversity of composers have prevailed in managing the musical needs of all programmes, films and producers, with 50% of new composers creating music in 2018 for the various Mediaset España films and shows.

Grupo Editorial Telecinco (GET) and its business brand "Mira Mi Música" (MMM), have promoted local music alliances outside of the large commercial environments in order to support and give exposure to their work, giving critical visibility to these artists.

Additionally, in 2018 implementation of an integral management tool was completed for the music library and the music setting process covering each step in the value chain, from the commissioning of music to its use in content, including contract management, musical scores, and payments.

"Made in Mediaset España" merchandising, licenses, tie-ins and events

The Tadeo Jones brand has grown to be one of the most important in the field of licensing for children. A collaboration with the Port Aventura theme park began in 2018, one of the biggest ever for a Spanish children's franchise, while the musical work based on the characters from Tadeo Jones continued its tour. Additionally, a collaboration with Cola Cao was established in order to promote healthy eating habits in children.

Along the same lines, the company launched a television show called Xplora Tecnología in order to raise awareness on both the television and on its website regarding the responsible use of technology by children and adolescents, introducing them to products consistent with this goal, such as a smartwatch for a young public. Additionally, a children's savings book called Estrella Boing was redesigned with Caixabank, and which promotes values related to savings, ecology and recycling. All of the agreements regarding children's and young people's products marketed under the Mediaset España brand were entered into with certified factories and licensees in compliance with ethical standards regarding responsible manufacture and compliance with the regulations and codes of conduct for each industry.

The leisure industry is experiencing a boom in live entertainment and live experiences. One of the most ambitious projects in recent years is Telecinco Live, a road show launched at the end of 2018 that brings entertainment from the major Mediast España brands in order to bring them closer to fans of its series and programs. In addition, a number of agreements have been entered into by Taquilla Mediaset with the exhibitions "Leonardo: los rostros del genio", "Jurassic World: The Exhibition', and the "Concert Music Festival".

As for cinema, sponsorship by Pullmantur of the premiere of the Telecinco Cinema film "Yucatán" was a magnificent example of collaboration between brands associated with Mediaset film productions. And 2018 saw continued support for literary creation with the Cuatro show "Mil Palabras & +" dedicated to the promotion of reading, with news about the entire publishing industry. Also, books by well-known Mediaset talent such as Sonsoles Ónega and Carme Chaparro, and those related to series and programs ("Vivir sin permiso"). Tie-in magazines such as Divinity, Boing, Pasatiempos Telecinco, Pasatiempos Sálvame and Viva la Vida continue to show good results. Live theatre is the last sector that the Publishing Business Department has supported by means of the show "Butaca Reservada" dedicated to promoting theatrical productions in our country.

Finally, Mediaset España has dedicated itself to exploiting third party brands such as Love the 90's, expanding its concert tour, debuting a program on Telecinco, and launching its first licensed products: a book and a board game.

ATLAS, LEADER IN AUDIO-VISUAL NEWS PRODUCTION IN SPAIN: 45,000 NEWS SEGMENTS AND 15,000 LIVE FEEDS PER YEAR

2018 saw news events with great social importance covered by ATLAS, Mediaset España's audio-visual news agency and production company, which continued its leadership in its three core businesses: Agency, Broadcast Services and Audio-visual Communication Services.

As an Agency, in 2018 it was once again the video news service provider of choice for the major digital media, domestic and international television networks, local media, and content producers. More than a hundred clients and subscribers to Agencia TV, Agencia E-News and Archivo, have chosen ATLAS for their web based newsletters and to create current news and programming content. With almost 45,000 news segments per year, ATLAS is the audio-visual news agency with the greatest supply of news content, covering all major topics: politics, society, events, culture, news, international, and sports. In addition, ATLAS offers a complete Archive service with archival news dating back to 1991.

On the international front, in 2018 ATLAS entered into a major agreement with the international news agency Reuters to commercialize and distribute content through the Connect platform, a tool that makes a selection of content produced by the major news agencies of each country available to international clients.

From its Broadcast Services area, it coordinated the primary audio-visual production services both within Mediaset España and for external clients, performing the tasks of recording, creation, editing, live transmission, streaming, and image delivery, among others. This work resulted in more than 15,000 live feeds in 2018 using the latest technologies, a figure that confirms ATLAS as a major resource for production services. Digital media, live video streaming channels on platforms and social networks, national, international and local television companies, and content producers have also entrusted their audio-visual production services to ATLAS.

ATLAS also continued to be a major producer of events for third parties such as: the special live event "Envuelve de luz tu pueblo" by Ferrero Rocher, with the lighting of more than 100,000 Christmas lights in Puebla de Sanabria; production of the feed for the lottery draw: Sorteo Extraordinario de la Lotería Nacional; Congress of Gastroenterology by Innovara Janssen and the opening ceremony of the Frontera del Conocimiento awards by Fundación BBVA, among others.

Within Mediaset España, ATLAS collaborates with Informativos Telecinco and Noticias Cuatro and has expanded its collaboration with the production of programmes such as "El programa de Ana Rosa", "Ya es mediodía", "Sálvame" and "Viva la vida". In addition, Publiespaña turned over a large part of its production, the editing of video for various advertisers, creative and graphic design services for marketing, complete production of special events, and internal advertising activities such as those carried out with "El Tiempo", in both Telecinco, and Cuatro.

The ATLAS audio-visual communication services department ended a successful year which saw expanded services and additions to the client portfolio, mainly companies and institutions. Fundación La Caixa, Banco BBVA Sigla Comunicación (Audi), Consejeros del Norte, Distrito Castellana Norte, Proximity, and the Asociación Española Contra el Cáncer all entrusted ATLAS with their audio-visual communication events during 2018. Special note should be made here of the international interest and coverage of the Fronteras del Conocimiento awards by the Fundación BBVA and the production of micro-segments for Xplora Tecnología.

AWARDS RECEIVED BY MEDIASET ESPAÑA IN 2018

- Goya Awards to '**Tadeo Jones 2: el secreto del Rey Midas**' for Best Animated Film
- **Award to Mediaset España's Human Resources** in the HR Awards organised by Facthum Group, THP Worldwide Spain and the Human Resources Forum
- **Digital Talent Award to** Mediaset España f**or the Best Employer Branding Company** awarded by the Employment Forum of the Digital Era (Foro de Empleo de la Era Digital (FEED)), meeting point between companies and candidates, endorsed by the Ministry of Emloyment and Social Security.
- **Human Resources Forum Award for Best Communicator 2018 to Luis Expósito**, Mediaset España's HR and Services Manager.
- **Silver PromaxBDA Award for Best Song of a TV** Campaign to Mediaset España for the campaign 'Se buscan valientes'
- **Nacional Pedro Antonio de Alarcón Award to Pedro Piqueras,** in recognition of his entire career, 45 years since his first contract
- **Feminismo PSOE Rosa Manzano** 2018 **Award to** Carme Chaparro
- **Fotogramas de Plata Award to Juana Acosta** for her performance in 'Perfectos desconocidos'
- **Unión de Actores Award to Petra Martínez** for Best Supporting Actress for her performance as Mrs. Fina in 'La que se avecina'
- **Communication** Award awarded by the Fire Department of the Madrid Council, to Cuatro's programme "Héroes, más allá del deber".
- **Health Festival Award to 'La tribu del corazón'** in the category of Best Health Initiative
- **Caracol de Plata Award for Best Campaign to 'Se buscan valientes'**
- **Gepac Cancer Patients Award to the campaign "Queremos que te cuides"** in the category of Best Journalist Work.
- **Platino Award to Tadeo Jones 2 for** Best Animated Film.
- **Communication SECIB 2017 to 'Punto de Mira'** in recognition to the dissemination of the Invasive Dentistry trend, carried out through the report "Is your neighborhood dentist an imposter?"
- **Tiflos Jorunalism ONCE Award to the reporters Agustín Pérez Blanco and Eduardo Payán Moreno** of 'Crónica Cuatro' in the TV category for the work 'El sueño de Pere'.
- **Health defenders Award,** granted by the Hospital Universitario del Vinalopó to the Cuatro programme "Héroes más allá del deber", in recognition of its work and contribution to the prevention of gender violence.
- **Publifestival Award**:
  - To '**Se buscan valientes**' for Best Social Message in Campaign
  - To '**MinimalMama & MinimalPapa**' for Best Message Use in Proyect
  - To '**La Tribu del Corazón**' for Best Creativity in Animation
  - **Special award as a Communication group with the most social action in 20**18
- **Consalud.es Award to CNIC and Mediaset for their campaign 'La Tribu del Corazón' for Best Foundation of the year.**
- **Fundación Guardia Civil Award to Pedro Piqueras** for his professional trajectory.
- **Andalucian Diversity 2018 Award to 'First Dates'** in recognition of the cultural, social and visibility work performed towards the different realities of identity and sexual orientation that it promotes and makes visible through the programme chapters
- **Eisenhower Award to Pedro Piqueras** in recognition of his professional commitment with the defense and promotion of freedom of expression and freedom of the press.
- **Manuel Villanueva**, Mediaset España's Content General Manager, was honoured with the Gold **Decoration in the Xornadas de Cine y Vídeo de Galicia 2018**
- **Ondas Award to Jesús Calleja** for Best Presenter
- **Antena de Oro Award to Carlos Sobera** for Best TV Presenter
- **Chupete Award in the Children's Advertising International Festival for the campaign 'La Tribu del Corazón'**
  - In the category of Cinema and TV/ Animated Subcategory
  - In the category Other media/Music
- **XIV Awards of the Observatory against Domestic Violence given by the General Council of the Judiciary (CGPJ)** to the personal and professional career of Carme Chaparro for her firm commitment to freedom, equality and women's rights, and against any form of violence towards the most vulnerable people
- **Disfam Award to Mediaset España** in the IX National Congress of Dyslexia for its campaign 12 Meses 'United for dyslexia' with Isabel Jiménez as influencer
- **Rioja TV Award to Marta Reyero** in its 20th anniversary
- **Journalism Award 'Dolor infantil'** granted by Grünenthal Foundation to Gabriel Cruz for his report on Cristina Barquín broadcasted in Noticias Cuatro
- **Festival MiM Series Award** to:
  - **José Coronado** for Best Series Actor
  - **Elena Rivera** for Best Series Actress
- **Personal Data Protection Communication Campaign Award to Mediaset España**, granted by the Spanish Data Protection Agency.

ADVERTISING BUSINESS

Linear television continued to be the centerpiece of client communications in 2018 in the face of new technologies and new consumption models as the basic component of any communication campaign because of its familiarity and ability to rapidly achieve broad coverage.

Television is the media par excellence for delivery of memorable advertising, and an area in which Mediaset España continued to work throughout the year in order to understand the key techniques for expanding brand awareness, and concluding that the viewer has more engagement with programmes produced internally, where the company remains unrivaled.

For yet another year, the menu of services offered by Mediaset España on television and the internet is the most comprehensive available to advertisers. Its mix of linear and digital media and its high segmentation of users and viewers by profile and type permit Mediaset España's channels not only to affirm their position as an advertising market leader with a 43.3% share in 2018, but also as a resource for the most effective advertising campaigns in terms of recall and recognition.

98% OF THE MOST WATCHED SPOTS FOR THE YEAR, ON MEDIASET ESPAÑA

Mediaset España broadcast 98 of the 100 most watched spots in 2018, all of them on Telecinco, the leading channel for effectiveness and recall, during the 2018 World Cup. The highest rated ad for the year appeared during the post-game show after the match between Spain and Russia, reaching an extraordinary 34% of adults.

During this sporting event, Mediaset España offered in 2018 the highest quality advertising opportunities in the history of the World Cup, with broadcasts of 64 games, more than 900 prime spots and more than 250 sponsorship opportunities. Through an ad policy created specifically for the event and with games on television, internet, social networks, apps and the iWall surrounding the pitch—managed by a subsidiary of the company-- Mediaset España offered a multiscreen World Cup, opening infinite possibilities for advertisers to reach their target audiences. For the first time in the history of this type of event, a 40 second Golden Spot was made available at the beginning of the match just before the opening whistle, achieving the highest level of effectiveness and reach.

Thanks to these offerings, added to new developments such as the pioneering inclusion of virtual reality associated with special advertising initiatives, Telecinco was positioned for yet another year as the advertising ratings leader in prime time, with 24% more audience than its nearest competitor. This dominance confirms the success of its strategy for more than eight years of using short blocks during prime time, the power of which allows them to guaraantee advertisers' awareness rates up to 33% higher than the nearest commercial channel.

MEDIASET ESPAÑA BROADCAST 98 OF THE 100 MOST WATCHED SPOTS IN 2018, ALL OF THEM ON TELECINCO, THE LEADING CHANNEL FOR EFFECTIVENESS AND RECALL, DURING THE 2018 WORLD CUP.

MEDIASET ESPAÑA LAUNCHES THE VISIBILITY MODULE, WHICH GUARANTEES ADVERTISERS THE HIGHEST RECALL LEVEL AVAILABLE ON THE MARKET

In its quest to maximize advertising efficiency in terms of recall, Mediaset España took an important step in 2018 with the launch of the Visibilty Module, an exclusive purchase option that guarantees, through optimal ad campaign planning, that 100% of ads appear in spots within blocks of less than six minutes during the entire day, with improved positioning and within the framework of programmes that generate more interest and result in higher viewer recall.

This one of a kind module offers brand campaigns some 20% more than the normally high levels of visibility that Mediaset España already offers. It also yields recall rates 50% better than the nearest competitor according to visibility tracking results obtained by Consultoría Estratégica de Investigación de Mercados. Also, purchase of this module includes preferential access to premium advertising space that ensures maximum visibility, a key factor during periods of high ad density.

This module also optimizes the two factors that animate Mediaset España's advertising visibility model:

- The large presence of in-house production in its programming grid, with a significant percentage of live programs, which favour advertising recall due to the higher engagement level they generate for the viewer. Placement of spots from this module in blocks during the broadcast of the program doubles visibility as compared to those blocks broadcast between shows.

- Short blocks, which have been expanded to the entire day and to all of the channels in the group, achieving a recall increase of more than 50%. Improving intermediate placements and avoiding central positions, results in an increase in visibility of 176%.

Besides conventional advertising on its linear media, Mediaset España is committed to maintaining its offer of quality products with exclusive formats and with a premium positioning, which when strategically planned are capable of tripling the level of ad recall for a spot located in an intermediate position. With a goal of further improving campaign visibility and of taking advantage of their well known group of presenters, the company also offers an extensive menu of special initiatives that can be extended to its digital media in order to achieve coverage unmatched by any other domestic media conglomerate.

MEDIASET ESPAÑA, LEADER IN DIGITAL CONSUMPTION

In the digital arena, in 2018 Mediaset España has a business policy for online content, providing its customers complete and high-quality advertising choices with access to a wide range of options and formats. All this with the certainty of maximum visibility for advertisers and with the absolute guarantee that the contracted video advertising space fulfills its objective of being viewed by users.

The visibility achieved by digital media is based on video and more particularly on television content, endowed with a high level of user connection and large advertising impact in terms of visibility and recall. This way video spots on Mediaset España obtain visibility above 80% and brand recall that quadruples that of social networks and out-stream formats, according to data provided by Neurologyca.

Technological advances have generated new audio-visual formulae so that users may enjoy content wherever and however they want from a new multiplatform world in which a type of non-professional content has proliferated which puts brand security at risk, a matter which worries and engages Mediaset España and before which, Publiespaña responds with an offer of absolute brand safety: all of the content and all of the platforms that the company makes available to advertisers and agencies is top quality, professional videos recorded by professionals, housed in a safe place and 100% regulated, making its portfolio the most trusted partner available for any advertiser.

PUBLIESPAÑA DEBUTS A NEW WEBSITE FOR CLIENTES AND USERS

In its effort to remain plugged in to the market and improve its quality of service, the advertising concessionaire of Mediaset España launched a new development in the digital environment, a new website (www.publiesp.es) that presents a responsive design optimized for all screens and all devices on which users may consume high definition videos, with the option to share the most relevant information on the main social networks. The group's business policy, its success stories, reports and studies carried out by the Observatorio de Notoriedad de TV and news from the sector are some of the options available on the new website for both users of the site and Publiespaña customers.

PUBLIESPAÑA INCORPORATES U-BEAT, THE E-SPORTS PLATFORM, TO ITS LIST OF EXTERNAL CLIENTS

In 2018, Mediaset España reached an agreement with Mediapro for the commercialization of U-BEAT, the new platform and e-Sports channel created by the production company and the Liga de Videojuegos Profesional, whose business exploitation of the on-demand digital content platform as well as the television channel were made its responsibility after launching this past month of December. U-BEAT offers fans of e-Sports more than 3,000 hours of competitions, information, news, and entertainment programmes, and content which is accompanied by the best expert game commentators, analysts and talent. This content can be consumed when, where, and in the format the user chooses by means of the platform and its 24 hour pay tv channel.

ECONOMIC AND FINANCIAL PERFORMANCE

Find below the main financial and economic data for Mediaset España´s Group though all financial information is properly detailed and explained throughout the Financial Statements.

Consolidated financial statements (thousand euros)

	2016	2017	2018
Current Assets	436,931	408,225	420,955
Non-Current Assets	865,772	826,771	775,214
Total Assets	**1,302,703**	**1,234,996**	**1,196,169**
Equity	983,291	900,077	904,805
Current Liabilities	284,756	302,482	254,098
Non-Current Liabilities	34,656	32,437	37,266
Total Liabilities	**1,302,703**	**1,234,996**	**1,196,169**

Summary of Separate Consolidated Income Statement (thousand euros)

	2016	2017	2018
Total net operating income	991,983	996,257	981,564
Operating costs	767,548	750,917	724,672
Operating profits	224,435	245,340	256,892
Profit/(loss) before taxes and minority interests	225,815	247,408	265,606
Net profit/(loss), group[1]	**170,997**	**197,496**	**200,326**

1. Attributable to the Parent Company's shareholders

Operating income and expenses (thousand euros)

Income	**2016**	**2017**	**2018**
Group advertising revenues	926,916	928,695	919,280
Other advertising revenues	2,515	3,182	5,714
Provision of services	47,578	47,368	41,226
Other	8,029	6,404	8,256
Other operating income	6,945	10,608	7,087
Total	**991,983**	**996,257**	**981,564**
Operating expenses	**2016**	**2017**	**2018**
Decrease in inventories of finished goods and work in progress	(164)	692	(4,168)
Procurements	240,917	229,660	250,986
Staff costs	105,872	105,646	107,824
Amortization of audio-visual rights	205,455	186,849	153,086
Depreciation/amortisation	17,924	18,659	19,916
Change in operating provisions	(5,999)	(1,748)	(2,815)
Other expenses	203,543	211,159	199,843
Total operating charges	**767,548**	**750,917**	**724,672**

For further information visit the corporate web

TAX TRANSPARENCY

The Mediaset España´s tax strategy focuses on optimising the tax contribution level under the premise of strict compliance with tax regulations and eliminating any risk that may arise from any interpretative margin of tax regulations.

PRINCIPLES OF ACTION OF THE TAX POLICY AND STRATEGY OF THE MEDIASET ESPAÑA GROUP

- Strict compliance with applicable tax regulations
- Compliance with the obligation to pay the corresponding taxes
- Collaboration with the Tax Administration
- Transparency in its communications on compliance with applicable tax obligations.
- Commitment to not implement or use opaque corporate structures for tax purposes,
- Board of Directors approval for operations with a tax impact and / or may present a special tax risk
- Control and prevention of fiscal risk
- Compliance with the "OECD guidelines for multinational companies"
- Adherence to the "Code of Good Tax Practices of the Public Administration"

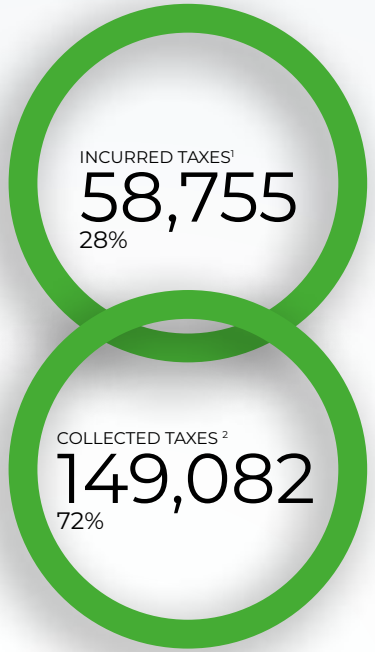
Tax paid by the Mediaset Group: (thousands of euros)

Spectrum Reservation fees	764
Property Tax	347
Businiess Activities Tax	99
Personal Income Tax on Investment Income (FORM.123)	4,251
Value Added Tax (VAT) (FORM.303/322)	105,626
Value Added Tax (VAT - Basque Country)	19
Non-resident income tax (MOD.216)	13,984
Personal Income Tax on Lease Income (FORM.115)	3
Personal Income Tax on Earned Income, Economic Activities, Awards (FORM.111)	25,137
Personal Income Tax on Earned Income, Economic Activities, Awards (Basque Country)	61
Corporate Tax Payments on account (FORM.222)	43,538
Corporate Tax	10,329
Solid Urban Waste Tax	43
Vehicle Entry Tax (No Parking)	12
RTVE Finance Contribution	24,210
CNMV Fees	51
Gaming Taxes and Administrative Fees (FORM.763)	21
TOTAL TAX CONTRIBUTION IN SPAIN IN 2018	207,837

(1) Incurred Taxes: Spectrum Reservation fees; Property tax; Business Activities Tax; Value Added Tax (VAT); Corporations Tax; Solid Urban Waste Tax; Vehicle Entry Tax (No Parking); RTVE Finance Contribution; CNMV Fees; Gaming Taxes and Administrative Fees.

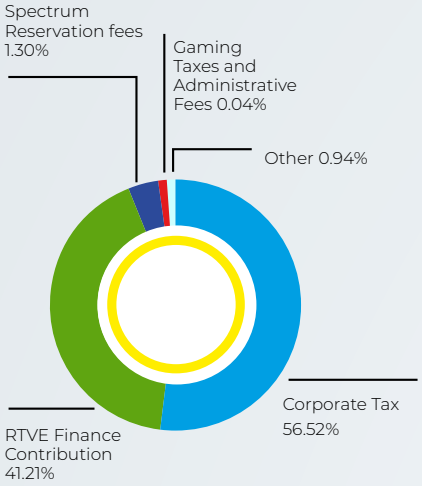
(2) Collected Taxes: Personal Income Tax on Investment Income; Non-resident income tax; Personal Income Tax on lease income; Personal Income Tax on earned income, Economic activities, Awards; Value Added Tax (VAT)

IN 2018, THE MEDIASET GROUP'S TAX CONTRIBUTION IN SPAIN HAS INCREASED TO MORE THAN 207 MILLION EUROS.



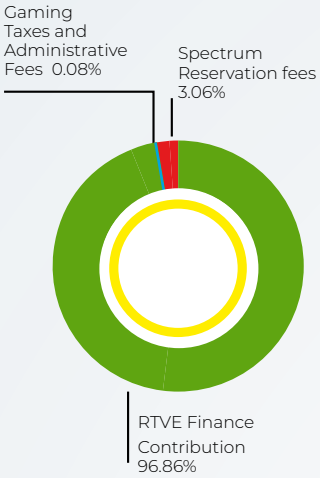
MEDIASET ESPAÑA'S GROUP INCURRED TAXES 2018

The taxes incurred by the Mediaset Group in 2018 exceeded 58 million euros, where more than 56% corresponds to Corporate Income Tax and 41% to RTVE Finance Contribution.



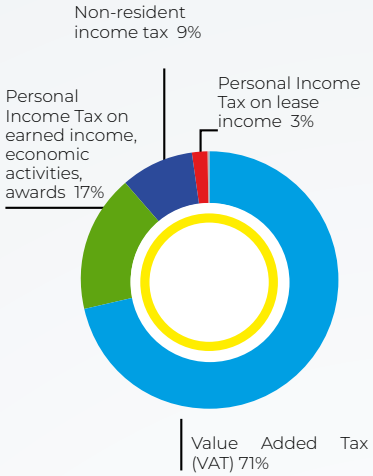
BUSINESS ACTIVITY SPECIFIC TAXES/FEES

The incurred fees or taxes of specific activities in 2018 exceeded 24 million euros, with almost 97% corresponding to the RTVE finance contribution.



COLLECTED TAXES

The taxes collected by the Mediaset España Group during 2018 exceeded 149 million euros, with 71% of the tax contribution corresponding to value added tax (VAT) and 17% to the Personal Income Tax on Earned Income, Economic Activities and Awards.



THE MEDIASET GROUP'S TAX CONTRIBUTION WITH REGARDS TO REVENUES IN 2018

21% of the Mediaset España Group's turnover is used to pay taxes, of which 6% corresponds to incurred taxes and 15% are collected taxes.

TOTAL TAX CONTRIBUTION RATIO IN 2018

In 2018, the ratio for the Mediaset España Group's Total Tax Contribution in Spain amounted to 22%. The incurred taxes represent 22% of the total consolidated profit before taxes.

RECONCILIATION BETWEEN THE ANNUAL PROFIT BEFORE TAX AND CORPORATE TAX (THOUSANDS EUROS)

	2018
Spectrum Reservation fees	764
Consolidated profit for the year before tax	265,606
Permanent differences	10,875
Temporary differences	-37,548
Taxable income (tax result)	**238,933**
Taxable income	238,933
Tax payable (25%)	59,733
Offsetting negative taxable incomes	-14,934
Deductions and rebates	-11,446
Withholdings	-43,687
Corporate Tax rebate	**(10,334)**

GRANTS RECEIVED IN 2018 (THOUSAND EUROS)

GRANTS RECEIVED FROM THE INSTITUTE OF CINEMATOGRAPHY AND AUDIO-VISUAL ARTS, FOR FILM CO-PRODUCTION
270[1]

OTHER GRANTS RECEIVED FROM PUBLIC BODIES
80[2]

GRANTS RECEIVED FROM NON-GOVERNMENTAL SOURCES
0

(1) Corresponds to the grants received by Telecinco Cinema, within the framework of the grants for the amortization of cinematographic feature films.

(2) 2Corresponds to grants received by the Community of Madrid for converting a temporary work contract into permanent one and the bonuses for the continuous training plans of the Tripartite Foundation.

EFFECTIVE TAX RATE
24.6%

NOMINAL TAX RATE
25%

Note: Effective tax rate differs from the nominal tax rate due to deductions for audio-visual production

NEGATIVE TAXABLE INCOME (THOUSAND EUROS)

CONECTA5
6,341

MEDIACINCO CARTERA
90,049

NETSONIC
1,167

OTHER DATA OF INTEREST

PERCENTAGE OF INTRA-GROUP PURCHASES WITH REGARDS TO TOTAL PURCHASES

15.6%

FINANCIAL COST OF THE DEBT

0

TOTAL EXTERNAL DEBT

0

PERCENTAGE OF THE INTRAGROUP DEBT WITH REGARDS TO THE TOTAL DEBT

0

TAX CONTRIBUTION OUTSIDE SPANISH TERRITORY

The tax contribution of the Mediaset España Group outside Spanish territory is limited to Non-resident income tax (Mediaset España, Telecinco Cinema and Netsonic) and the taxation in each country where there are subsidiaries of the Netsonic Group. (1)

The contribution of the Group's companies in the countries where they have activity are, mainly, related to the volume of current operations. In 2018 Corporate Taxes have not been paid as the results have been losses in the year, or if there have been profits, they have been compensated with losses from previous years.

(1) Netsonic Group is formed by subsidiaries in Mexico, Colombia, USA and Peru.

Taxes paid in 2018 by Group companies domiciled in foreign territory

Company	**Country**	**Tax**	**Equivalent €**
Netsonic S.A.S.	Colombia	Direct Tax	3,158
		Indirect Tax	51,933
		Prepaid Direct Tax	42,620
		Prepaid Indirect Tax	971
Netsonic S. de R.L. de C.V.	Mexico	Indirect Tax	11,657
		Prepaid Direct Tax	53,648
		Prepaid Indirect Tax	1,281
Netsonic S.A.C.	Peru	Indirect Tax	472
		Prepaid Direct Tax	3,221
		Indirect Tax	3,680
		Others	2,771
Netsonic Corporation	USA	Prepaid Direct Tax	153,912
		Other taxs and fees	132

SHAREHOLDERS AND INVESTORS VALUE

2018 was an intense year for several reasons: on the one hand, at the macroeconomic level, the slow-down in the domestic GDP growth rate, as well as the new perspectives for improving income in various sectors and companies, led to the initial forecasts for growth of the advertising market in Spain being regularly revised by various bodies.

On top of this, the challenge which, in the investment community's opinion, the new platforms represent in terms of viewers consumption habits, in that they are causing the consumption of linear TV to decrease in recent years.

This environment has caused those sectors that are considered to be cyclical to readjust their weight in the portfolios of those managers who considered that the investment options and the expected returns were more interesting in other types of companies, less linked to the economic cycle and with the presence of less intense challenges than those currently facing, in the opinion of the analysts, FTA television.

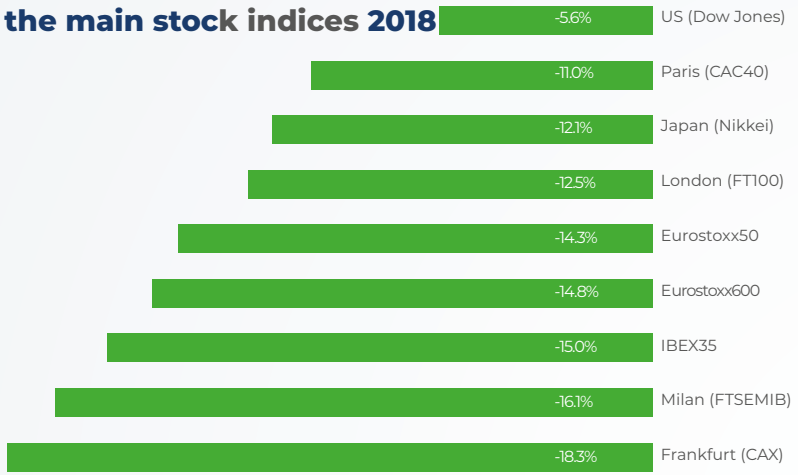
With regard to the investment community, the arrival of the MIFID II regulations has changed the way Investors, analysts and listed companies relate to each other. Some research houses have had to reassess the size of their teams and the number of broadcasters that they could cover, which has led to, both Mediaset España and other similar sized firms, seeing part of the active coverage that they had until then being withdrawn. This has led to the Investor Relations department being very proactive when attending conferences, forums and informing the investment community of both equity story and the company's strategy.

At a stock market level, 2018 has generally been a complicated year for global equities, where there have been several fronts: the European Union political crisis (Brexit and the Italian Budgets, among others), the tariff war between the US and China, problems of emerging countries and the rise in interest rates by the Federal Reserve which, throughout 2018 and on four occasions, rose by 100 basis points. This is compounded by the growing concerns surrounding the global economic slowdown, which has strongly penalized the global equities market.

Wall Street began the year with strong gains, in its best bullish cycle in history that started in March 2009. In January, the Dow Jones index linked nine historical rises and maintained a good tone to reach highs of 26,951.8 points in October. In the last quarter of the year, the decreases began and 2018 closed 23,327.46 points, showing a negative balance of 5.6% in the year. On the opposite side of the globe, the main German index, DAX, led the declines within the indexes analysed (-18.3%), mainly affected by the situation of the automobile sector, the decline in exports and the complex political situation in the country.

On the other hand, in 2018, the Spanish index reached its best share on January 23rd (10,609.5 points) and its worst on October 24th (8,539.9 points), registering a 15% decrease in the year, its lowest level since August 2016 and its worst performance since 2010, when it registered a 17% decline. At the end of 2018, only 8 of the index values managed to stay out of the red during the year.

Evolution of the main stock indices 2018



By sector, the banking sector was the most penalized within the Spanish index in 2018, with three of its securities at the top of the losses. This was due to the low interest environment, the situation with Brexit and the crisis in Turkey and Argentina. The most punished securities in the sector were: BBVA, Bankia and Sabadell. On the contrary, the securities with the best performance in the year were in the energy sector with Naturgy, Endesa and Iberdola at the top.

The 2018 report published by Bolsa y Mercados Españoles, pointed out that the investment base of the Spanish stock exchange has been mainly foreign and that it has a 46% share in the capital of listed companies. On the other hand, at the end of 2018, the weight of family businesses had reduced from 24.4% to 19.7% in the last 3 years.

The report also observed a lower number of IPOs in 2018, 53% lower compared to the previous year where the large number of cancelled transactions as a result of the strong market uncertainties is highlighted. On the other hand, it highlighted the strong rate of incorporation of real estate investment companies, SOCIMIS, in the Alternative Stock Market (MAB).

MEDIASET ON THE STOCK EXCHANGE

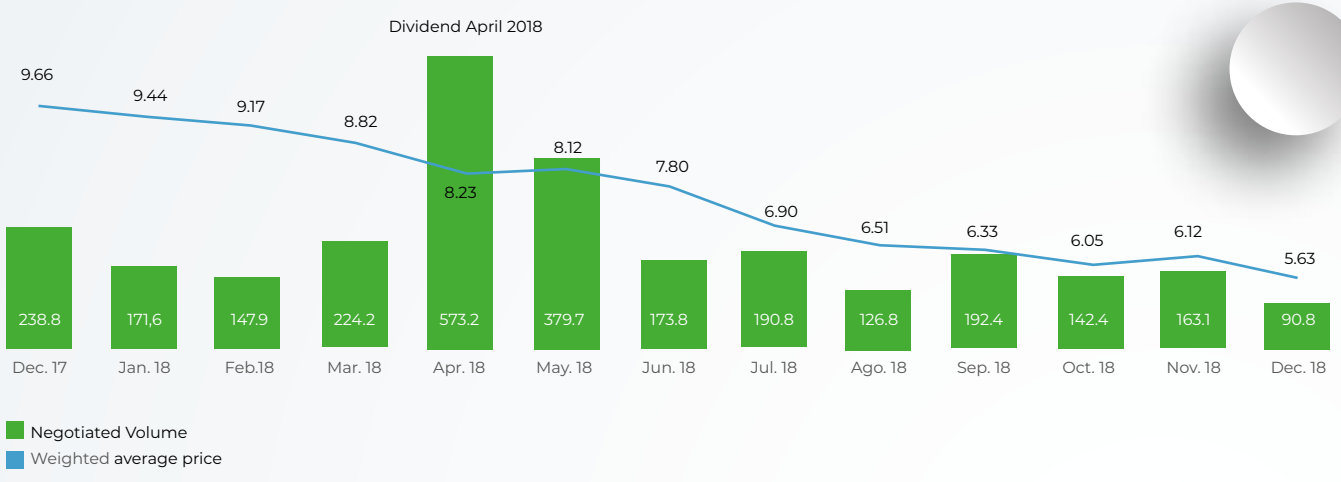
In annual terms, the Mediaset España share recorded its annual maximum on January 5th (€ 9.83) and its minimum on December 27th (€ 5.37), accumulating a decrease of 41.3% in 2018.

Even though the company's operating performance was similar, if not better than the previous year, doubts about the sector and the continuous profit warnings announced by broadcasters and media agencies lowered the share price, closing the year close to annual minimums.

The weighted average price of Mediaset España's securities, accumulated in the year to December 31st, 2018, was € 7.53 with a total negotiated volume of 342.3 million shares and a contracted volume of € 2,576.6 million in the aforementioned period, leading to the company's capital circulating more than once. In the Ibex35 ranking, Mediaset España is situated in position 28 in terms of contract volume and position 32 with regard to stock market capitalization.

Mediaset's share evolution in 2018

Mediaset España: Total Negotiated Volume (€ mn) and Average Price December 2018

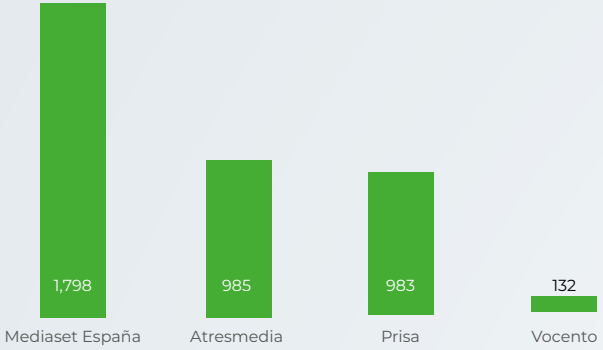


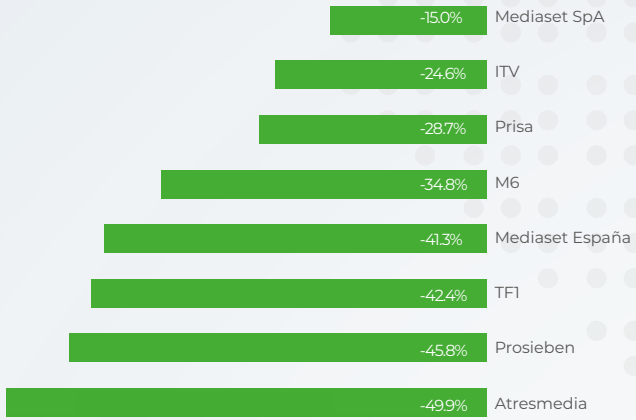
Source: Thomson Reuters.

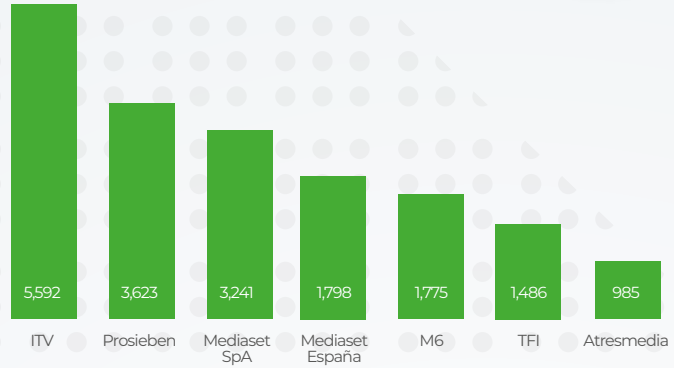
Regarding national comparables, the Mediaset España's capitalization accounted for 85% of the total accumulated value of the rest of the companies in the sector at the year end, Mediaset España totalling 1,798 million euros compared to Atresmedia, Prisa and Vocento's stock market capitalization of 2,100 million euros on December 31st.

At a European level, Mediaset España's share price was in the mid-range of the sector, where its main competitor was the company with the most value on the Stock Exchange, 50%, and Mediaset Spa presented the pole opposite, with a 15% decline in its market value.

As a result, Mediaset España ranked as the fourth European company in the sector in terms of market capitalization.







5 breakfasts with Spanish investors

+500 investors contacted

25 conferences (regional and sectorial) and roadshows (Europe and USA)

30 research houses that actively follow and publish reports about the company

4 results presentations and conference calls with the Management team present

300 meetings/calls with analysts and some 5000 emails exchanged

INVESTOR RELATIONS AND SHAREHOLDERS OFFICE

Through its Investor Relations Department and the Shareholders Office, in 2018 Mediaset España has maintained an active, open and close communication policy with the investment community, to promote accessibility, understanding and comprehension of its results and strategy, on the part of the different investors and market analysts.

COMMUNICATION WITH MINORITY SHAREHOLDERS AND OTHER STAKEHOLDERS

Main questions raised by investors

How has the advertising market evolved in 2018?

The television advertising market had a negative growth in 2018 compared to the previous year, despite the existence the World Cup, the positive contribution of which was estimated between 0.7% and 0.9% of the total and led to the adjustment of analysts and investors expected estimates throughout the year.

In this environment, Mediaset España performed better than its peers, both in terms of audiences, and in market share over the total television advertising market. This good relative performance, together with the active management of costs, allowed the profit levels and profitability to improve compared to the previous year.

What was the advertising price policy in 2018?

In a market where almost all television operators advertising spaces were sold, bordering on full occupation, this market growth was a result of variable prices. Thanks to exclusively having the World Cup rights, Mediaset España had a higher negotiation capacity, in terms of prices, than the rest of the market. It is the company's intention to maintain this policy for the future, taking advantage of the uniqueness of the television medium: its rapid and vast reach.

What was the economic result of the Russian Football World Cup 2018?

Although neither the cost nor a specific income statement of the event was broken down, the company considers that the event's impact was positive, due to both the contribution made and the relative position it gave us in the market against competitors. Proof of this is that 15 days after the end of the event we announced the acquisition of the rights for the next European Football Championship to be held in 2020.

How are digital revenues evolving?

Mediaset España is no stranger to the growing demand from advertisers in the digital environment and understands that the digital strategy is complementary to the television business. This environment will evolve in the future, in both the regulatory and operational areas. Meanwhile, the opportunity presented by the arrival of new advertisers is something that the company is trying to monetize now and in the future. Not surprisingly, the income growth from the digital field was part of the guidance that the company provided the market for the year, where the forecast of expected revenue growth exceeds 20%.

What can be done to face lower television consumption?

The population sees more audio-visual content than ever before, but it is viewed from different media and devices. Mediaset España is aware of this reality and is working in different areas in this regard.

Spain has one of the highest levels of television consumption within the main European economies, around 240 minutes per person / day, although this stability presents discrepancies when looking at consumption by age. Mediaset España works to offer the right content through the appropriate channels. The largest audiences of its programmes (Russian Football World Cup 2018, Survivor, Big Brother VIP, among others) have corresponded with the most watched and downloaded videos on Mitele, which shows that the right content is consumed, whatever means are used.

To what extent can the company's costs be reduced?

Cost guidance at the beginning of the year involved a slight increase in costs compared to the previous year, despite the existence of a high-cost, relevant event, such as the Russian Football World Cup 2018.

The company's adaptation to the market's environment, less buoyant than initially estimated, via an active management of operating costs, led to the 770-million-euro guidance published at the beginning, which had already been updated and improved to 760 million in the results on June 30th. In the second half of the year, good audiences made it easier for cost saving measures to be activated to end the year with significantly lower operating costs even to those that were improved in June.

In order to facilitate the understanding of the business and to provide greater visibility in terms of possible estimates, Mediaset España's objective is to try and give the market a guide to annual operating costs, since offering a revenue guide, in a market as tactical and short-term as the current one, it is considered as simply an exercise of good will and, therefore, with little foundation.

WORKFORCE

In an economy where knowledge is important and the economic environment is characterized by the speed of changes and uncertainty, the intangible become more valueble, especially human talent. In this context, the business leadership of the Mediaset España Group is based on the leadership of its executives and senior management, who manage professional teams that are extremely committed to the company's mission and possess a level of training and motivation that allow for the pursuit of excellence in the different activities.

To maintain the competitive advantage of having valuable high-level workers, it is necessary to invest in their ongoing training and create a framework of relationships that provide a good working environment, conducive to stability and confidence, pathways for professional development and the balance between personal life and work. For this reason, in 2018 there have been numerous training activities, the renewal of the Collective Agreement has been agreed and the Equality Plan has been extended. Furthermore, the Human Resources Division has launched the HR APP, to improve internal communication and facilitate its relations with employees.

On the other hand, the necessary renewal of talent requires that a pool of young professionals is managed, and the Mediaset Group's new job offers are opened to new profiles, especially within digital specialties. Thus, Mediaset España has agreements with prestigious universities and specialized schools, with the aim of incorporating students into the different business areas via internships. It has organized the Master of Creation and Management of Audio-visual Contents with the European University and carries out a very active "Employer Branding" policy, with a presence on social networks and in avant-garde employment fairs, as well as with the renewal of the company's Employment Portal image, among other measures.

The signing of Mediaset España's XII Collective Agreement in May is worth mentioning, the result of a fluid and constructive relationship with the workers' representatives, the agreement is valid for three years and which, among other matters, contemplates wage increases which improve purchasing power, bonuses linked to the advertising market, improve social benefits and, the internal promotion of workers is used first for newly created jobs.

Finally, given that the new General Regulation for the Protection of Personal Data (RGPD) came into force on 25th May, the HR Division has updated and reinforced the security measures in this regard, with an intense informative campaign to all staff in collaboration with the Corporate General Management. Complementary to these measures, cybersecurity training has also been launched, in order to raise awareness and help the entire workforce face this new and growing risk.

MAIN INITIATIVES 2018

- Signature of Mediaset España's XII Collective Agreement.
- Application of the new GDPR, update of personnel authorizations and information / awareness campaign.
- Training in Cybersecurity.
- Enhancing employer branding policy.
- Selection process of digital professionals.

Main Indicators

AVERAGE WORKFORCE (1) (PERSONS)

1,267

WORKFORCE AT YEAR END (2) (PERSONS)

1,258

INTERNS (3) (PERSONS)

187

WORK EXPERIENCE STUDENTS (4) (PERSONS)

80

AVERAGE AGE OF THE WORKFORCE (5)

46.21 YEARS

PROPORTION OF FEMALE EMPLOYEES (ANNUAL AVERAGE)

50.36%

PROPORTION OF EMPLOYEES WITH INDEFINITE CONTRACTS (6)

99.84%

TURNOVER RATE (7)

2.13%

AVERAGE LENGTH OF SERVICE IN THE WORKFORCE (YEARS) (5)

16.96

(1) Includes permanent and temporary employees, 2018 annual average. It does not include workers hired through Temporary Employment Agencies, internships or work experience placements.

(2) Refers to the permanent and temporary personnel, at 31 December.

(3) Total annual data.

(4) Total annual data.

(5) Calculated as of 31st December.

(6) Refers to permanent employees with an indefinite contract. Data is calculated to 31st December 2018.

(7) Unwanted leave (voluntary redundancies + voluntary leave of absence) / Average workforce * 100.

Geographic distribution

TOTAL SPAIN

1,243 **98.81%**

MADRID	BARCELONA	BILBAO
1,217	22	4
96.74%	1.75%	0.32%

TOTAL OUTSIDE OF SPAIN

15 **1.19%**

COLOMBIA	MEXICO	USA	PERU
5	7	2	1
4 1	4 3	- 2	1 -

(1) The staff outside of Spain are contracted by Netsonic's subsidiaries in each country, they perform online advertising marketing activities and are all local staff, except for one person in the US who has moved there from Spain.

Workforce by Group Company, job category and gender

Managers	74	41
Head of dpt.	42	42
Journalists	55	89
Employees	427	467
Operators	20	1
Total	**618**	**640**

FEMALE MANAGERS
36%
2017: 33%
2016: 34%

Workforce distribution by age

over 50	236	160
30-50	374	463
under 30	8	17
Total	**618**	**640**

Workforce distribution by contract type

PERMANENT
99.13%

TEMPORARY
0.87%

TOTAL SPAIN

PERMANENT		TEMPORARY	
1.232		11	
626	606	5	6

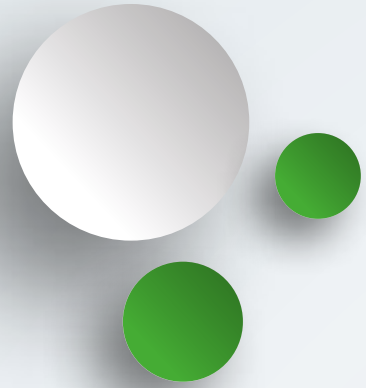
TOTAL OUTSIDE SPAIN

PERMANENT	
15	
9	6

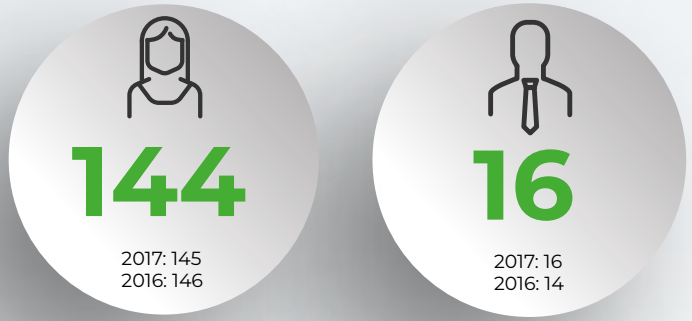
Scope: Mediaset Group. Data as of December 31, 2018. Comparative information with previous years is available in the "Additional Information" section of this document.

Distribution of part-time workforce

Managers		3
Head of dpt.	1	5
Journalists	2	31
Employees	13	105
Operators		
Total	**16**	**144**



Workforce with reduced working hours



Parental leave

Employees who took parental leave	15	23
Employees who returned to work in 2018 after taking parental leave	13	19
Rate of return to work and retention of employees who took parental leave[1]	80%	69%
Employees who returned to work after parental leave was granted and who maintained their employment in the 12 months after their reinstatement[2]	13	14

The entire workforce has the right to apply for a maternity / paternity leave

(1) 10 people who have not returned from parental leave because they continue to benefit from it at the end of the year.
(2) 13 men and 18 women returned from parental leave in 2017. The 4 women who have not re-joined in 2018 are: 1 leave of absence for child care in 2018; 1 voluntary redundancy in 2017; 1 voluntary leave of absence and 1 worker belonging to a company that, during the enjoyment of the permit, has ceased to belong to the Mediaset Group.

External Collaborators

Interns	71	116
Work experience students	47	33
Temporary employment agency workers [1]	115	100

(1) Calculated according to temporal employment agency criteria.

Employees included in the Performance Evaluation System

Mediaset España [(1)]		
Managers	59	26
Middle management	6	5
Accounts Executive	2	12
Technicians	4	10
Total Mediaset España		**124**
Publiespaña		
Managers	13	12
Middle management	9	8
Accounts Executive	20	33
Technicians	15	46
Messenger/Secretaries	2	17
Total Publiespaña		**175**
Total Mediaset Group		

11.7% of the workforce

98.9% of the workforce

(1) Includes all the group's companies except Publiespaña and Netsonic.

Scope: Mediaset Group. Data as of December 31, 2018. Comparative information with previous years is available in the "Additional Information" section of this document.

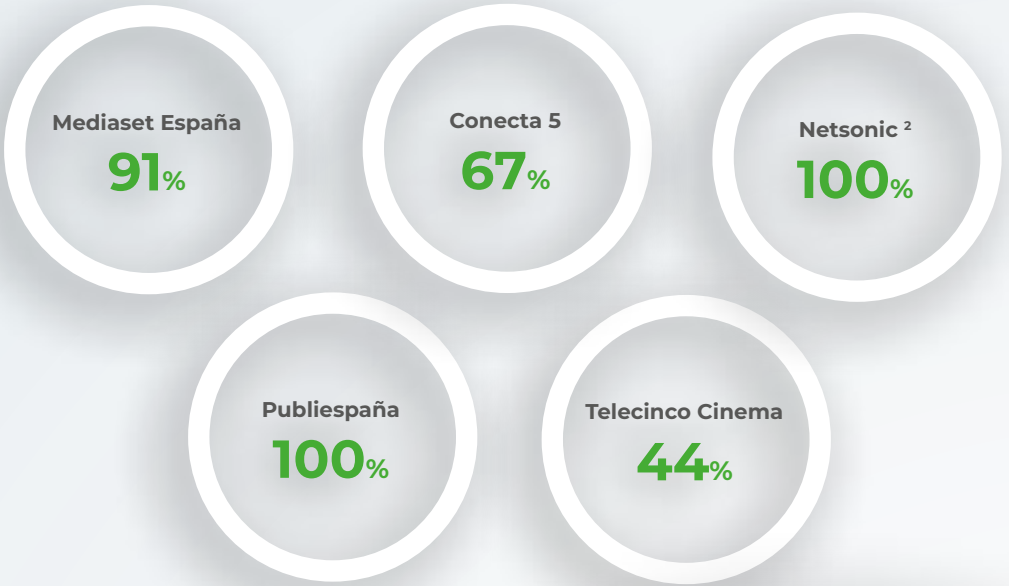
EMPLOYEE RELATIONS

The employment relationship between the company and its employees is framed in the collective agreements applicable to the Group's companies. Each agreement defines its own scope of application, providing for the exclusion of certain groups, which due to their uniqueness have their own regulations. These collective agreements ensure appropriate working conditions that are accepted by both parties, an appropriate social climate and the competitiveness of the company in the audio-visual market. In 2018 the new Mediaset España collective agreement was signed, it is valid until 2021.

Freedom of association and trade union freedom, both fundamental rights, are recognised and respected in each country where the Group has a workforce, through the application of the legal provisions established in each place. During 2018, there was no risk related to the exercise of freedom of association and trade union freedom rights.

In the area of collective bargaining, in 2018 a Joint Commission has been constituted for the analysis and application of measures aimed at articulating a voluntary early retirement system.

Employees covered by the collective agreement in 2018 (1)



(1) Scope: Mediaset España Group. Data to 31 December 2018.

(2) Applicable to Netsonic in Spain. Employment relationships and the guarantees to respect workers' rights hired by Netsonic's subsidiaries in each country (15 workers who work in Colombia, Mexico, the United States and Peru), are regulated by the legislation of each country, strictly enforced by the Netsonic Group.

EQUALITY, TACLKING DISCRIMINATION AND HARASSMENT

Equal opportunities, non-discrimination and harassment prevention are included in Mediaset España's Code of Ethics and the effective application of which is guaranteed by the current Collective Agreements, also the Equality Plans implemented by each Group company and the current Psychosocial and Workplace Harassment Risk Management Procedure in the Work Environment, as described in the section corresponding to the Workforce Management.

The inclusion of the recent Standards of Conduct tackling employment discrimination against LGBTI people is guaranteed through the Code of Ethics, which contains the necessary measures to avoid any sort of employment discrimination. This group 's rights are supported by the company, as can be seen through the content it broadcasts and the social causes it distributes on its family of channels.

As a result of Mediaset España's new collective agreement, the Equality Plan was signed in 2018, adapting it to the validity of said collective agreement.

There have been no cases of discrimination reported during 2018. Likewise, the diagnoses carried out before the equality plan's objectives were set have not detected discriminatory situations or situations constitutive of inequality in the workplace due to gender.

In turn, there have been no complaints in 2018 due to harassment between the workforce personnel that made it necessary to activate the managing psychosocial risk and harassment procedure in the workplace. However, there has been an indirect incident, which has affected a female employee hired through TEA, a fact that has been diligently investigated by the Human Resources Division and to which the appropriate corrective measures were applied.

OUTSTANDING PERFORMANCES CARRIED OUT DURING 2018

- Preparation of the Annual Report on Equality in the Company, which is given to the the workers' representatives. It addresses, among other issues, the representation of women in the organization and their presence in positions of responsibility, the measures adopted to promote equality and conciliation or access to employment and training.
- Advising the employees and processing the application of the measures contained in the Equality Plan and the Collective Agreement during the year.
- Update of the Guide to Work-Life Balance Measures, the content of which has been published in the Employee Portal, whose main improvements include the increase in paid breastfeeding leave, the improvement of temporary disability benefit or the flexibility of special advance payments.
- Mediaset España's presentation in the "Madrid Flexible Company" programme, in the Large Company category, as finalist.
- Up-to-date training programme on equality in the company, received by the Equality Agent and imparted by the Chamber of Commerce of Madrid.

MAKING PROGRESS TOWARDS GENDER EQUALITY
EQUILEAP
TOP 200
2018

IN 2018 MEDIASET ESPAÑA HAS BEEN INCLUDED IN THE RANKING OF THE TOP 200 GLOBAL COMPANIES IN GENDER EQUALITY.

2018 EQUILEAP GENDER EQUALITY GLOBAL REPORT AND RANKING

FRINGE BENEFITS AND WORK-LIFE BALANCE MEASURES

In 2018 the Guide to Work-Life balance Measures has been updated, the content of which has been published in the Employee Portal, among which, the main improvements are the increase in paid breastfeeding leave, the improvement of the temporary disability benefit and the flexibilization of the special advances. In 2018 the following fringe benefits and work - life balance measures have been enjoyed by the employees

Disability and death insurance **The entire Group workforce.**

Temporary disability supplement **261 people.**

Maternity supplement **27 people.**

Paternity supplement **16 people.**

Additional week of maternity leave **22 people.**

Accumulated breastfeeding leave **33 people.**

Flexible daily hours (Mediaset España) **325 people.**

Special advances **11 people**.

Employee club **The entire Group workforce.**

Reserved spaces for pregnant employees **12 people.**

Reserved spaces for medical reasons **1 person.**

Leave of absence to look after children or family members **13 people.**

Reductions for legal guardians in force **148 people.**

Other reductions of working hours in force **12 people.**

Surrogate maternity leave **1 person.**

Workplace parking
The entire Group workforce located in Madrid. The parking has approximately 700 spaces (607 of them at the Fuencarral facilities of the company).

Seguro médico
285 people have benefitted from personal health insurance paid for by the Company. In addition, **316** health insurance policies for spouses and children (up to 25 years) have been paid.

Exceptional bonus
940 Mediaset España workers benefitted from the exceptional bonus aproved in the new Collective Agreement. In addition, 207 employees of the Group received an exceptional bonus.

Transport Service
Applicable to the entire Group Workforce (Madrid).

Free canteen (Madrid) / Lunch vouchers (Other offices)
147,030 set menus served to the Group employees.
5,928 lunch vouchers distributed in other offices.

Gym subsidy (required groups)
12 people.

Christmas hamper
1,257 hampers distributed.

Toys at Christmas
1,101 toys were given to the employee's children.

TRAINING AND RECRUITMENT OF NEW TALENT

Training and reinforcing the employees skills are a key element to promoting, retaining and attracting talent. Therefore, Mediaset España develops an annual training plan and devotes a significant part of their income to finance training activities.

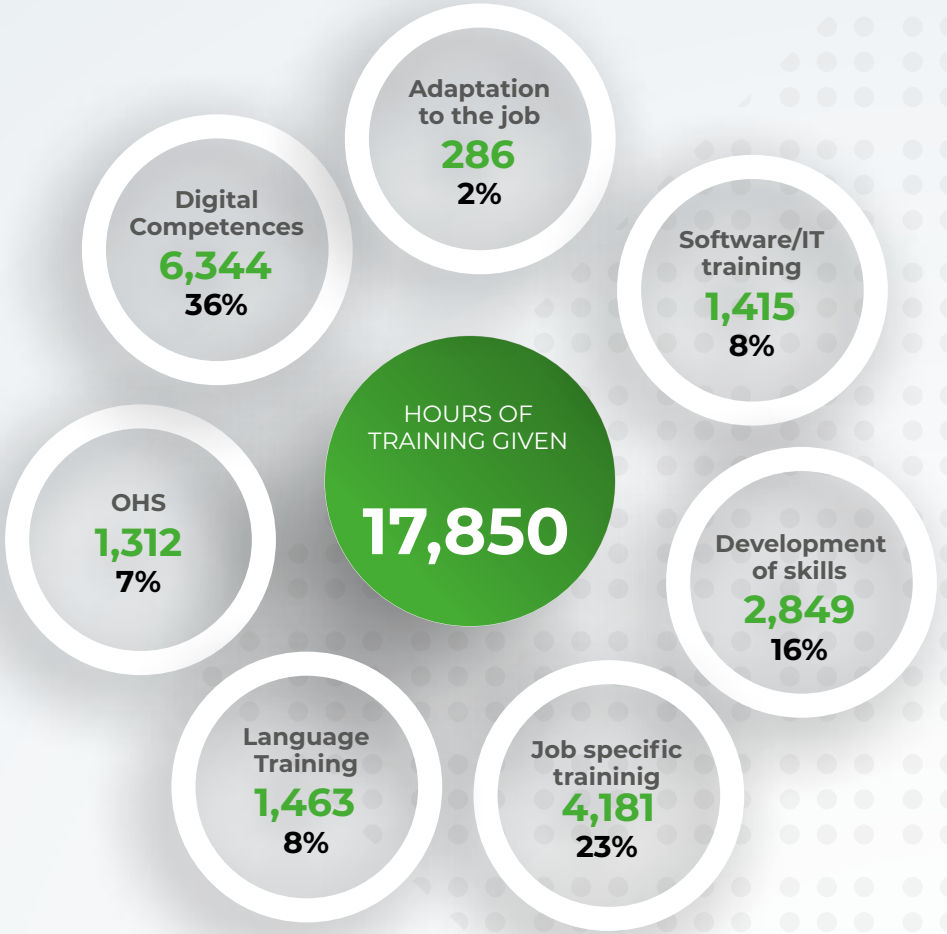
EMPLOYEES TRAINING COSTS
328

EMPLOYEES TRAINED
1,191

HOURS OF TRAINING PER EMPLOYEE
13.76

The 2018 Training Plan has focused on skill development programmes and has maintained the central axis of training to meet the need for skills, technical and risk prevention development of the job position, necessary for the correct performance of it. Among the most outstanding are the Women's Management Development Programmes, Executive Coaching, the Management Development Programme "Proactive Leader", sessions on regulatory changes in the use of personal data, the criminal compliance programme, and training on Cybersecurity of which more than 87% of the workforce has participated. In addition, the training given on the development of digital business, addressing aspects of the market and digital advertising sales, digital marketing, HBBTV and OTT, digital technology and analytics or programmatic advertising has been very relevant and necessary in order to guarantee the essential skills techniques to be able to maximize business results in the current and future context.

The training offered to workers is aimed at improving their skills and facilitating their continuous employability.



Scope: the reported data includes the Mediaset España's Group and Temporary Employment Agency employees.

Training by professional category and gender

	2018 (Hours)		Hours of training ratio	
Managers	1,042	1,161	13.71	29.03
Heads of Department	1,527	595	35.51	14.17
Journalists	289	465	5.16	5.34
Employees and Operators	7,161	5,188	15.77	11.06
Temporary employment Agencies	254	168		
Total	**10,273**	**7,577**	**15.93**	**11.61**
	17,850			

Scope: Mediaset España Group.

Note: The training offered to employees hired by Temporary Employment Agencies is not taken into account in the training ratios and neither is the hourly ratio per person calculated given that the recording system registers the number of contracts signed and not the number of people hired through temporary employment companies. Therefore, the information would be distorted, indicating hours per contract and not per person, with some people having more than one contract in the year.

Participants by training type

	Attendances[1]	Participants[2]	N° hours
Languages	7	3	188
Group training	1,032	580	7,942
Seminars and congresses	36	29	234
Master's degree programmes	6	6	2,304
Online Training	1,508	1,123	7,182

Scope: the data reported includes Mediaset's Group and Temporary Employment Agency employees

[1] Attendance: corresponds to all people who took part in the training, whether they repeated the category or not.

[2] Participants: corresponds to the non-repeated atendance in the same training category, however the attendees can be repeated between the different training categories.

Skills training programmes

NUMBER OF ACTIONS **7**

HOURS **2,873**

ATTENDANCE **51**

Note: refers to different training actions, without including training actoins repeated in the different companies of the Group.

Transversal skills training programmes

NUMBER OF ACTIONS **13**

HOURS **4,497**

ATTENDANCE **154**

Note: refers to different training actions, without including training actoins repeated in the different companies of the Group.

NUMBER OF STUDY GRANTS **112**

In turn, Mediaset España has continued its commitment to generating knowledge for the audio-visual sector through the **Master's Degree in Audio-visual Content Creation and Management**, a degree that it promotes jointly with the European University of Madrid. In its eighth edition 19 students participated of which 4 belonged to the Group. As in previous editions, the students have been able to enjoy the participation of recognised prestigious speakers who are members of Mediaset España and have been able to visit its facilities.

In turn, during 2018 the Group has maintained and reinforced its **collaboration policy with universities, business schools and professional training centres**, maintaining these excellent ways of recruiting new talent, while at the same time giving young participants the opportunity to acquire technical and human skills that allows them to improve their possibilities in the audio-visual employment market.

In this regard, in 2018 80 students attended professional training centres and 187 students higher education, 75 of whom were hired to work in the different companies of the Group as external collaborators.

OCCUPATIONAL HEALTH AND SAFETY

In 2018, the Annual Preventive Activity Plan prepared by the Joint Prevention Service has included the following measures, among the most noteworthy were:

- Fire drill in Fuencarral and Villaviciosa centres.
- Installation of automatic defibrillators in the Fuencarral and Villaviciosa facilities.
- Installation of walkways in the studios.
- Evaluation and creation of a risk map of the radon content at the facilities.
- Programme for the early detection of lung cancer.
- Campaign for the early detection of cardiovascular diseases.

For its part, the **Health and Safety Committee** has held four ordinary and one extraordinary meetings in 2018. Some of the most relevant issues dealt with in the context of these meetings has been the installation of defibrillators and training on how to use them, the development of campaigns related to occupational health, the furniture associated with certain jobs positions, the results of the annual audit carried out by the Joint Prevenction Service and its conclusions, the execution of planned works and their planning to avoid any risks, the monitoring of any accidents that have occurred or the elimination of non-biodegradable plastic in the catering options offered to workers.

In 2018, Mediaset España carried out the OHSAS 18001 audit, maintaining the corresponding certification for the Fuencarral facilities and Mediaset España's employees who work at the said facilities.

Mediaset España is part of the **Ministry of Employment and Social Security's Healthy Companies Network** and has expressed its commitment to the **Luxembourg Declaration**. As a Healthy Company, the company manages its worker's health using a comprehensive and integrated approach, considering health in all company policies, which is reflected in the Comprehensive Healthy Company Management System Manual. In this regard, in 2018 various measures have been taken to promote health among its staff.

Health and Security campaigns in 2018

Training is given to workers throughout the year as part of the prevention work on various subjects such as safety and emergencies, manual handling or risk prevention for office positions, among others.

The distribution of voluntary assistance courses has been carried out through the corporate intranet, whereas the courses that were considered compulsory for the performance of a particular job were offered directly to those employees affected.

Scope: the data includes Mediaset España's group and workers contracted via temporary employment agencies.

MEASURES TO ENSURE THE SAFETY AND WELFARE OF EMPLOYEES

- Distribution of information on the intranet about jobs, associated risks and preventive measures. In this regard, the informative circular for adequate maternity protection should be highlighted, in which the basic conditions for the exclusion of pregnant women for certain tasks and the list of jobs that cannot be carried out by pregnant women are detailed.
- Specific prevention in the programme's special events, in coordination with the Program Production area.
- Coordination of business activities in preventive matters with collaborating companies.
- Presence of Preventive Resources in the assembly / disassembly of programme sets.
- Designation of Authorised Personnel in jobs that may involve some specific risk, among other actions.

Accidents at work

ACCIDENTS AT WORK WITH SICK LEAVE (AAWSL)		ACCIDENTS IN-ITINERE (AII)		COMMON ILLNESS (CI)		ACCIDENTS NOT AT WORK (ANAW)		TOTAL DAYS LOST [1]		TOTAL DAYS LOST EXCLUDING MATERNITY AND PATERNITY LEAVE	
2	1	2	6	131	134	2	7	5,651	9,119	5,064	6,735
3		**8**		**265**		**9**		**14,770**		**11,790**	
2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016
6	7	13	5	264	261	6	6	14,575	11,158	11,980	7,660

Scope: Mediaset España Group
(1) It includes data corresponding to AAWSL, AII, CI, ANAW and also maternity / paternity leave.
Note: In 2018 there has been no deaths due to an accident at work or occupational disease, nor has there been any high-impact accident in the workforce or in the workers contracted via temporary employment agencies.

Accident rates

FREQUENCY RATE	INCIDENCE RATE	SERIOUSNESS RATE	INCIDENCE RATE OF OCCUPATIONAL DISEASES (IROD)	RECORDABLE INJURY RATE
1.49	**2.4**	**0.05**	**0**	**5.47**
2017: 2.97 2016: 3.41	2017: 4.79 2016: 5.57	2017: 0.04 2016: 0.07	2017: 0 2016: 0	

Scope: Mediaset España Group
Frecuency rate= nº AAWSL x 1,000,000 / Hours worked of average employees
Incidence rate = nº AAWSL x 1,000 / average employees
Seriousness rate = Days lost due to AAWSL x 1,000 / Hours worked of average employees.
I.R.O.D.= nº O.D. / average employees x 1
Rate of recordable work-related injuries = nº AAWSL + AII x 1,000,000 / Hours worked of average employees.
The hours worked have been estimated based on the annual hours of Mediaset España's Collective Agreement and the average number of employees.

In the normal course of business activities, those work activities considered as high incidence or high risk of certain accidents or illnesses are not carried out. To mitigate the risk situations in which workers may be involved, measures have been taken such as the installation of walkways in sets and the restriction of access to them and training courses, among others.

Despite having implemented a complete occupational risks prevention system, in 2018 undesired incidents linked to occupational safety and health have occurred. Within the identified dangers that have caused work accidents in 2018, there has been an accident due to repetitive movements affecting a camera man and an ankle injury in a production assistant, when going down stairs that meet all the legal requirements.

VALUE FOR SOCIETY

MEDIASET ESPAÑA COMMITTED TO SOCIETY

Mediaset España, exercising the fundamental role it plays as a means of communication to reflect society and therefore, raise awareness and sensitize the audience as well as entertain it, promotes numerous values and initiatives of a social and environmental nature through its channels and digital platforms, taking advantage of the influence and vast scope that they possess, and contribute to broadcasting knowledge, with the objective of promoting the development of a society that is informed and aware of the different challenges that surround it.

Main issues promoted in 2018

DISABILITY
DIVERSITY
CULTURAL AND SOCIAL DIVERSITY
INTEGRATION
GENDER EQUALITY
RARE DISEASES
ANIMAL CARE
GENDER VIOLENCE
EDUCATIONAL VALUE OF MUSIC
ENVIRONMENT AND BIODIVERSITY
VISIBILITY IN RURAL ZONES
REFUGEES
SOLIDARITY

NEWS

In 2018, Mediaset España's News programmes have offered coverage of important social and environmental issues, carrying out their public service informational work and their commitment to the development of a more informed society.

HEALTH

- **TAKE CARE OF OUR HEARTS:** an initiative for the prevention of cardiovascular disease which aims to reach the hearts of the audience (men, women and children) and awareness of the importance of prevention when it comes to heart disease.
- **USE OF DEFIBRILLATORS:** the basic aspects on the use of defibrillators are explained, something that is unknown to more than half of the population according to a Mapfre study: only 4 out of 10 Spaniards feel capable of carrying out life support manoeuvres, many times for fear of hurting someone or having legal problems.
- **BREAST CANCER, INTERNATIONAL BREAST CANCER DAY**: thanks to research, more and more women survive cancer. The importance of the treatment is explored and the day after the cancer is detected and women who have overcome the disease share their testimonies.
- **ADVANCES IN TREATMENT OF SPINAL CORD INJURIES**: explains how a medical team from Lausanne treating two patients with a spinal cord injury, introduced 16 electrodes below the injured area and these electrodes, connected to a stimulator helped revive some nerve connections in the spinal cord.
- **MENTAL HEALTH**: the problem of mental health has been brought to the audience through the testimony of a 17-year-old boy diagnosed with mental health problems, who, once he turns 18 faces the fact that he will not be attend to in any centre.
- **TRAFFIC ACCIDENTS** – an awareness campaign launched by the DGT (Directorate General of Traffic) in which relatives of road traffic accident victims are placed in front of the latest DGT announcement, with the aim of showing society the consequences of the infractions and carelessness at the wheel.
- **BONE MARROW DONATION**: the military emergency unit in Madrid fulfils a special mission, together, but this time very personal: some of its members have become bone marrow donors and want to make people aware of the benefits of doing so.

SOCIETY

- **GENDER VIOLENCE:** awareness of this social problem through data and concrete situations: according to the Observatory of the Judiciary, between April and June personal complaints reduced because there are fewer victims; however, complaints made by relatives have increased. On the other hand, there are more prison sentences for male violence.
- **FEMINIST STRIKE IN SPAIN**: News coverage on the day of the feminist strike throughout Spain, including different reports on it.
- **VOLUNTEER CAMPAIGN TO ACCOMPANY THE AGED**: in this image era where our elders seem invisible, something which volunteers from the Valencian foundation 'Friends of the Elderly' want to change. The campaign has been created with the intention of keeping the elderly company, take a selfie with them and give them a new memory to frame in their mind.
- **THE AGING SUIT**: an experiment with which, by wearing a special suit, a young person feels what an old person feels as they gets older, by wearing a suit that makes them feel as if they were 80 years old.
- **ENERGY POVERTY**: explanation of the news that brings a social benefit with it, that as of January 1, it will not be possible to cut the electric off in the homes under this benefit where under 16's or disabled people live.

ENVIRONMENT

- **ENERGY SAVING, 'EARTH HOUR':** coverage of the blackout in the main buildings and monuments around the world to raise awareness on the amount of power used and the impact it has on the climate.
- **ENVIRONMENTAL POLLUTION, WASTE AND PLASTIC**: the plastic waste that accumulates on El Pozuelo beach in Granada, where there is 1500 meters of coastline that has been invaded with this type of waste, is publicised with the aim of raising society's awareness of this problem.
- **CLOSURE OF THERMAL POWER STATIONS**: the ecological importance of the thermal power stations in Spain closing is clear, but also the resulting strong impact on employment in the areas where they are located.

ANA ROSA PROGRAMME

During 2018, the programme has continued to focus on current issues, accommodating political, social and cultural issues of interest to society.

NEW SECTIONS

"What about mine?" Allows anonymous citizens to ask questions of the main political leaders.
"Gato por liebre" (Rip off) focused on advising consumers.

"Gloria's opinion" and "Citizen Complaints", sections of Gloria Lomana and Gemma Nierga dedicated to social issues and complaints.

MAIN SUBJECTS DEALT WITH

Consumption: how to avoid fraud and raise awareness about the importance of generating a sustainable diet.

Health: food fraud, psychics, bogus therapies that were reported to the competent authorities by the programme.

Labour exploitation: the dispute between the Andalusian labourers that are managed by different mafias and fail to meet the wages stipulated in the agreement, putting the work of thousands of collectors at risk.

Tourism boom: in some Spanish cities that have become the centre of tourist interest for many people, certain mafias are dedicated to renting flats and then re-renting them to the tourists during the summer, generating insecurity and degradation in the affected areas.

Babies à la carte: research on those companies that offer babies on demand in exchange for financial compensation.

Migration crisis: research on the migration crisis that exists in Venezuela, where more than two million people have crossed the border fleeing poverty and lack of food and medicine, reflecting both the ups and downs of their journey, and the reality of those who stayed in the country and the huge difficulties they face.

YA ES MEDIODÍA

During 2018 the programme has addressed various social issues highlighting, among others, the surrogacy business, reports of homophobic cases, the dangers of drug use, and has carried out special monitoring and analysis of the cases of gender violence that have occurred, looking for possible solutions with specialists in the field, focusing on children who are victims of this type of violence.

VIVA LA VIDA

The weekend magazine show which combines entertainment, interviews, a news table and music, giving special value to the testimonies of the protagonists of the most relevant social events.

MAIN SUBJECTS DEALT WITH

Bullying: besides issuing testimonies of those affected by bullying in the schools, the program was attended by the "No to Bullying" association, with which the importance of detection of these cases by schools and educational centres was reflected

Environmental problem of plastic: with the aim of approaching the problem of plastic waste, the existence of an artificial island in the Pacific Ocean of one and a half million square kilometres formed by this type of waste was shown.

Social exclusion and drugs: the problem of youngsters access to drugs was included in a report about children in Melilla who live on the streets after having been abandoned and they end up resorting to drugs, robberies and delinquency.

Healthy habits: section dedicated to cooking and to promoting healthy eating habits.

Values such as diversity, respect and tolerance: were transmitted to the viewer in an interview with Ángela Ponce, the first transsexual to aspire to be Miss Universe, through the story starring a 10-year-old girl who came out in defence of a classmate who had been rejected for having two parents of the same sex. The report also paid tribute to women in the section "In the skin of ...", in which the audience witnessed first-hand the work of a female Naval Corporal and how she combines her profession with her personal and professional life.

MAIN SUBJECTS DEALT WITH

Through the testimonies of people known for their work in the media, issues related to the fight against rare diseases, **the ability to overcome difficulties, the normalization of people with disabilities, organ donation, the work of health personnel and the fight against poverty were addressed.**

Campaign "Football for all": the program requested collaboration in the campaign aimed at children who are at risk of social exclusion so that, thanks to sports, they had an activity that would help them move away from situations of risk. The broadcast of this program and its guests helped to make the campaign a success.

The global Coltan problem: through the testimony of a journalist specializing in conflict zones, the current problems that are experienced with the extraction of Coltan in the Congo were exposed to the audience; The shortage of this mineral, used in the manufacture of technological products, is causing the death of thousands of people. For her part, the actress Belén Rueda spoke about her personal experience in the Congo with the "Child Soldiers", a testimony that served as a public complaint.

MI CASA ES LA TUYA

The guests to the programme 'Mi casa es la tuya' and its spin-off 'Mi casa es la vuestra' have offered stories of triumph and testimonies full of values.

VOLVERTE A VER

Magazine programme that addresses situations of personal triumph, family reunions, promotes social values, solidarity and personal development. In 2018 the programme reported on health problems related to eating disorders, it has promoted healthy habits and lifestyles, it has addressed current issues such as surrogacy; sexual identity, transgender visibility, cases of abuse and pimping.

ESPAÑA MIRA A LA MECA

For the first time, a television program takes a street view of the Muslim community in Spain over the course of three episodes. With an eminently descriptive manner and always using the protagonists' voices, the program explored the contrast that exists between both cultures, in our country's cities with a greater Muslim population, such as Ceuta and Malaga. It collaborated with diverse companies, centres and personalities relevant to this community when making the programme.

ART AND MUSIC

Mediaset España has become a media partner for the '**Leonardo da Vinci: the faces of genius**' exhibition in Madrid, curated by presenter Christian Gálvez, who has donated all the **money received to the Spanish Federation of Rare Diseases**. The exhibition coincides with the fifth centenary of the artist's death and has the endorsement of the Leonardo DNA Project.

The **educational value of music** was promoted in musical programs such as 'The Voice', 'X Factor".

AMORES QUE DUELEN

Programme that is entirely devoted to the fight against abuse and gender violence, since it began it has had the support of the Ministry of Health, Social and Equality Services. It addresses the social problem that causes gender violence through the direct testimony of victims and those surrounding them, with the aim of opening up social and family dialogue around this problem, revealing the key things to look out for to identify the first signs of violence and distribute practical information on how to act in the face of abuse.

LOS NARCOS QUE VINIERON DEL MAR

Three episode documentary focused on the fight against drug trafficking in Galicia bringing together the testimonies of some of the members of the State security forces, and the magistrates who collaborated to end drug trafficking in Galicia, from mothers who suffered through the consequences of drugs through their children and repentant drug traffickers.

PLANETA CALLEJA

The programme's hallmarks are the defence of healthy habits, the promotion of sports, love of nature, the value of effort, teamwork, solidarity, knowledge of other cultures and traditions as well as the importance of promoting understanding and tolerance between different ethnic groups and religions

MAIN SUBJECTS DEALT WITH

Planeta Calleja in Benin: promoted values of respect for ethnic minorities and the development of their communities.

Planeta Calleja in Baja California: raised awareness on the importance of protecting marine animal species, specifically the whale shark.

Planeta Calleja in Nepal: emphasized the problem of girls being abandoned by their parents.

Planeta Calleja Equatorial Guinea: addressed the issue of women's empowerment and equality between men and women.

Planeta Calleja Japan: tribute programme to footballer Andrés Iniesta which promoted sports values, companionship, effort, teamwork.

Planeta Calleja Faroe Islands: exhibited a sustainable tourism environment.

Planeta Calleja India: addressed the recent decriminalization of homosexuality in that country.

CHESTER

The content and guests who promote social issues related to Bullying, the gender gap, female empowerment, surrogate motherhood, homophobia and mental health have once again taken a decisive role in the programme.

INSIEME/JUNTOS

The first joint program of Mediaset Italia and Mediaset España, in which it addresses the keys of the European Union, bringing the audience politically and socially significant issues that affect daily life, based on the testimonies and statements of relevant characters of society.

MAIN SUBJECTS DEALT WITH

The position of women in Europe: focused on plans to end social and employment inequality and eradicate gender violence.

Youth employment and the solutions proposed in the EU: puts special focus on Spain, where youth unemployment reached 75.53% in 2013.

'Fake news' or the 'disinformation economy', which moves millions of euros.

Rare diseases: despite the evolution that medicine has experienced over the years, there are still between 7,000 and 8,000 rare diseases that affect thirty million citizens and family members in the EU, where there is no common policy for dealing with this problem.

VIAJEROS CUATRO

The social reality, culture and customs of the places visited are reflected via the international reports.

MAIN SUBJECTS DEALT WITH

Viajeros Cuatro Fortaleza: gave a voice to vulnerable groups in Brazil, such as the Casa de Andalucía Association that helps integrate minors in danger of social exclusion in the Serviluz Favela.

Viajeros Cuatro Medellin: showed social initiatives that promote the integration of the city's slums.

Viajeros Cuatro Naples: denounced the problems of coexistence faced by the gay community in Neapolitan society.

Viajeros Cuatro NY: promoted sustainable development.

Viajeros Cuatro Mauritius: showed the work carried out by the giant turtle recovery centre in La Vanille.

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PASAPORTE PAMPLIEGA

Report on child exploitation in coltan mines in Congo, the material is used in mobile phones and other technological products.

FIRST DATES

A dating show that pursues love without barriers, it has sought to promote the integration into society of some groups that are usually ignored by television. In addition to giving visibility to different gender identities and sexual orientations, it has shown the society's diversity through dates of people with hearing disabilities, with Down syndrome or with autism spectrum disorder.

EN EL PUNTO DE MIRA

The content of this programme focus on defending consumer rights and the general interests of citizens, denouncing situations in which they are violated. In some cases, the complaints made caused the corresponding authorities to take measures in this regard.

MAIN SUBJECTS DEALT WITH

Paid without working: uncovered the problem of absenteeism in public officials. The administration opened an investigation after the broadcast of the programme.

Scammers that target the elderly: denounced the abusive practices of certain people with this vulnerable group.

Medical negligence: reported medical malpractice in some hospitals.

Miracle products and false therapies: Investigation and denunciation of the effects of these kinds of treatments

VOLANDO VOY

MAIN SUBJECTS DEALT WITH

Volando Voy Las Hurdes: focused on bees pollinating activity, it broadcast the construction project of two hotels for insects in this area of Spain.

Volando Voy Sierra de Aracena: gave a voice to "the dry" disease, an environmental and economic problem that affects the dehesas of the mountains, broadcasting the necessary measures to alleviate it thanks to the advice and presence of the forest pathology professor from the University of Cordoba.

Volando Voy Island of "El Hierro": showed the protection of this almost virgin ecosystem through the broadcast of the research campaigns carried out by the University of La Laguna on beaked whales.

Volando Voy Penelles: managed to rehabilitate the local cinema, an icon in the region and centre of Penelles social life.

Volando Voy Galicia: The fires of 2017 were the central theme of this episode. In it, testimonies of those people who suffered were listened to and we became aware of the consequences of the fires.

Volando Voy Soria: the objective of this episode was the fight against depopulation, promoting this town's heritage.

Volando Voy Natural Park of Networks (Asturias): the axis of the program were the avalanches produced and the recovery of historical roads, showing the possible actions to preserve this environment and its traditions to the audience.

LA ISLA DEL HÉROE

In 2018, the channel launched the innovative children's in-house-produced competition, where 12 contestants aged between 8 and 12 compete on an island for the grand prize: a round the world trip for them and their family. Throughout the game, children work values such as teamwork, companionship and strategy, in a natural environment.

BEN 10 CHALLENGE

Mental agility, teamwork, the skill and the desire to have fun are the fundamental values of the new episodes of the contest in which the contestants put their physical and mental dexterity to the limit.

WOOALA!

The in-house produced talent show aimed at participants between 6 and 12 years old has expanded its content in its second season, with the aim of promoting the development of imagination and the most amazing skills. In this sense, the participation of the public is ever present through the sections 'Soy de Wooala!', which shows those people who possess a skill that makes them unique; 'Retos Wooala!', where spectators overcome challenges set by the programme or by the rest of the audience; and 'Order a Wooala!', a section that offers a magic number recorded by a hidden camera, a 'magical order' for the people chosen by the viewers where, for the first time, one can actively participate.

MUSICAL EVENTS

The channel has maintained its commitment and solidarity to the music industry by broadcasting the Cadena 100 "Por Ellas" concerts, for the benefit of the Spanish Association Against Cancer; The Cadena 100 night, which collaborates with the SALU project of Manos Unidas; the 12th Cadena Dial Awards in support of the "soup kitchen" San Vicente de Paúl and the homeless shelter of Nuestra Señora de la Candelaria in Tenerife; and Los40 Music Awards 2018, which support UNICEF's work.

#ELLASMEINSPIRAN

Divinity pays homage to women with the launch of #EllasMeInspiran, an institutional campaign that kicks off International Women's Day, through self-promotion, curtains and bumpers, extols female power through the presenters of its in-house production programme 'Cazamariposas' together with the protagonists of its factuals and national and international fiction series, such as Dr. Grey, who reflects the power to heal, in "Grey's Anatomy"; the lawyer Keating - the power to protect in "How to get away with murder"; and Pope an expert in crisis management, the power to manage in "Scandal".

DE MAYOR QUIERO SER...

The central axis of the new program is to encourage girls to not set limits and to trust in their abilities, to be aware of their full potential and discover that there are no barriers to achieving their goals for what they want to be when they grow up. The programme includes cases of professional success in the business world, elite sports and letters, who through their personal experience have shown that it is possible to achieve what they propose.

BE MAD

RIO SALVAJE

The new episodes bring the audience closer to nature and make it a part of the importance of the work of wildlife preservation. The sighting of brown bears and the maintenance of a green corridor that connects different bear populations, the monitoring of mountain goats, the reintroduction of the bearded vulture in the Picos de Europa National Park, the recovery of chickens from Egyptian vultures, the rescue of Iberian ribbed newt -a species of amphibian that is in danger of extinction- and diving accompanying the great tuna and showing sunken wrecks that form artificial reefs which host a great variety of marine animals, are just some of the missions carried out by the programme in 2018.

ANIMAL INSTINCT

The Australian zoologist Chris Humfrey has turned his house into a large nature reserve, home to more than 2,000 animals from different parts of Oceania. In addition to doing the basic tasks at home, Chris and his wife Nicole live with an extensive and varied list of wild animals that need continuous attention.

BIENVENIDOS A MI HOTEL

The programme brings the audience the experience of four couples, proud owners of rural houses, who compete welcoming each other in their establishments, located in different rural areas of Spain. The programme gives the entrepreneurs visibility and boosts their small businesses, rural houses or small charming family hotels, which allows them to reach the entire Spanish audience through this a powerful window, contributing to the sustainability of their establishments in a Rural tourism market that is growing year on year. On the other hand it also promotes tourism and the visibility of rural areas, which are sometimes victims of job losses, depopulation or loss of interest in their traditional ways of life.

BE MAD radioset

BeMad celebrates **w** with a special edition of the Radioset program 'MorninGlory', focusing on the massive generation of plastic waste and the pollution of the oceans. The magazine programme included testimonies of Kike Calleja, the creators of the "Smartwater" - water saving device - and the "Ecologic Bin" - a bin that rewards you for recycling -, with sections devoted to recycling and conversations within the framework of celebrating Ecovidrio's 20 year anniversary, among other outstanding issues.

IMPARABLES

Promoting the use of bicycles as a means of transport and as a formula for physical exercise is one of the objectives of this new documentary, in which values such as the importance of effort and the adventurous spirit are also present.

OTHER SOCIAL CAUSES BROADCAST ON DIGITAL PLATFORMS

mt mad

OVERCOME DEPRESSION; LEARN HOW TO BEAT ANXIETY; CONQUER PHOBIAS issues addressed in “Amore”, “A mi manera”, “Con Locura”, “Rodéanos”

GENDER EQUALITY addressed in “Dando la talla”, “Making Love Yoli”, Yasss

LGBTI CAUSE addressed in Morninglory, Yasss

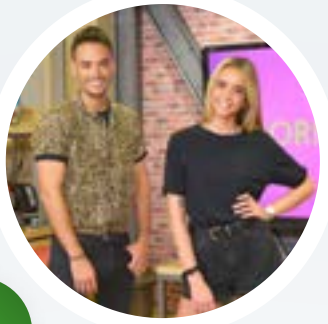
CURVY WORLD AND BODY ACCEPTANCE addressed in “Dando la talla”, “Made in Basauri”, “A 140 kilos”, Yasss, “Pretty and Olé”

BULLYING addressed in “Made in Basauri”, “Qué la pasa”,

NO TO RACISM addressed in “Princess Inca”

STOP DRUGS addressed in “A 140 kilos”

RESPECT FOR ANIMALS adressed in “La Vida Perraca”



FIGHT AGAINST GENDER VIOLENCE

A decalogue of advice for mistreated women

Orphaned by gender violence: 213 children have been left alone in five years

Every day there are almost 100 victims of domestic and gender violence in Spain

Husbands, children, caregivers, violence does not stop for old women

NO TO SEX VIOLENCE AND HARASSMENT ON SOCIAL NETWORKS

Interview with a repentant pedophile

Think before posting: the basic advice for underage children on social networks

Recommendations to end harassment

Cybersecurity and children: ten tips for fathers and mothers

Are you worried about what your child does on the Internet? These applications will help you to protect him/her

Cyberbullying at school: psychologists help you to face it

PARENTING TODAY

Schools and workshops for parents: the education manual you need in the 21st century

How to catch up in technology with your children

Dangerous parents or parents who are unfit for their children: When it's time for the judges to decide?

Shaken baby syndrome

CARING FOR CHILDREN IS A JOB FOR TWO

Paternity and maternity leave

Keys to paternity and maternity leave

STOP BULLYING

What is the Kiva? The anti-bullying program that triumphs in Finland

They want to end fines and pressure on children who do not report harassment at school

Half of the world's teenagers suffer bullying

Digital cyberbullying

WORK AND WAGE EQUALITY BETWEEN MEN AND WOMEN: AGAINST THE GLASS CEILING

Glass ceiling: from employment in Spain to the most influential women

The glass ceiling affects women severely in large companies

Gender pay gap goes beyond salary

The percentage of women researchers remains the same as ten years ago

PROTECT OLDER PEOPLE, AN OBLIGATION TODAY

Ras, the robot designed to live with older people with dementia who are alone

Day against loneliness in older people

Empty chair syndrome

SEXUAL EDUCATION: PORN IS NOT A TEACHER

With porn as a sex teacher, young people can not distinguish what gender violence is

What happens to our children: sexual aggression increases

When your 16-year-old son is a sex offender who learned with pornography

SUICIDE: A REALITY THAT ALSO AFFECTS YOUNG PEOPLE

Alert due to the increase in adolescent suicides

The devastating letter from a child before committing suicide

Telephone number against suicide, a call to get hooked on life

DEPRESSION, THE EPIDEMIC OF THE 21ST CENTURY

Depression, the mental disorder that affects 300 million people

Do you have depression and you don't know it? The symptoms of this psychological disorder

The profile of a depressed person in Spain

Your child suffers from depression. How to detect it?

Experts warn of the increase in the number of people with depression due to social networks

Now I have hope: First-person testimony after emerging from depression

MENTAL HEALTH

No te hagas el loco (Do not play crazy): Mediaset campaign

Anorexia and bulimia

Diets against bipolar disorder

Travelling or walking improves our mental health

Adolescence, the starting point of mental illness

Queen Letizia stands up for the nearly two million young people with symptoms of mental illness

Men over 50 have a higher risk of having children with autism and schizophrenia

PROTECTION OF THE NATURAL ENVIRONMENT ON DIGITAL PLATFORMS

Mediaset España has taken advantage of its extensive presence on digital platforms to distribute and raise awareness of various environmental issues of vital importance, counting on the support of digital news programmes: Noticias Cuatro and Informativos Telecinco.

CLIMATE CHANGE SPECIAL

State of Policies against climate change

Seagrasses: “powerful weapon” to fight against climate change

Underground water and its impacts

First interactive aquarium in Europe

Electricity generated from sugarcane

The “other side effect” of climate change

Air pollution, impact on health and climate

Presentation to raise awareness about climate change

Initiatives to reduce plastic bags

Plastics in the oceans

Live without plastics

Electronic waste

Vanuatu, the happiest country in the world is the one with the highest risk of natural catastrophe

Children, the forgotten ones of climate change

10 endangered species in Spain

Invasive animals in Spain

Invasive species: globalization also reaches the environment

WORLD ENVIRONMENT DAY

World Environment Day, against plastic: “if you can not reuse it, refuse it”

WETLANDS DAY

The Spanish wetlands, an indispensable value in serious danger

INTERNATIONAL FOREST DAY

The importance and benefits of having forests and green areas in cities

WORLD WATER DAY

World Water Day 2018: A finite resource that we all imagine to be endless

Water scarcity threatens to cause up to 700 million displacements by 2030

WORLD OCEANS DAY

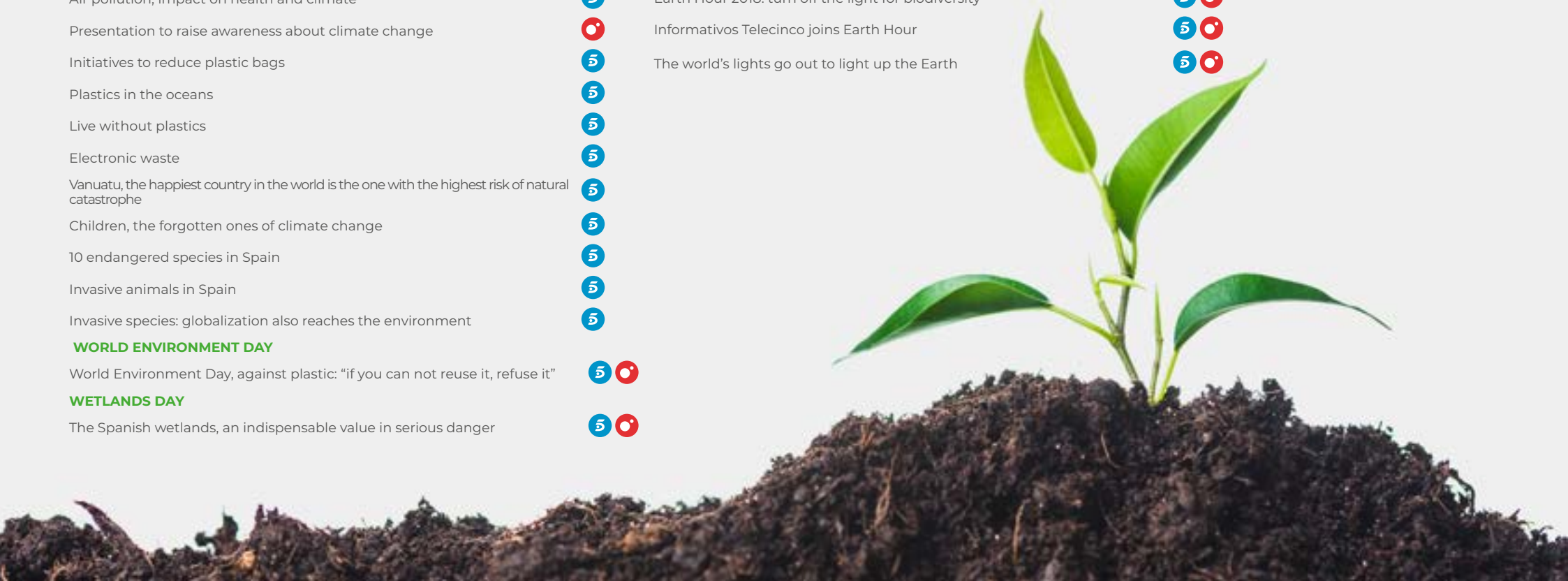
Spain is the second country that pours more plastic into the Mediterranean

EARTH HOUR

Earth Hour 2018: turn off the light for biodiversity

Informativos Telecinco joins Earth Hour

The world’s lights go out to light up the Earth



CONTENT ACCESSIBILITY

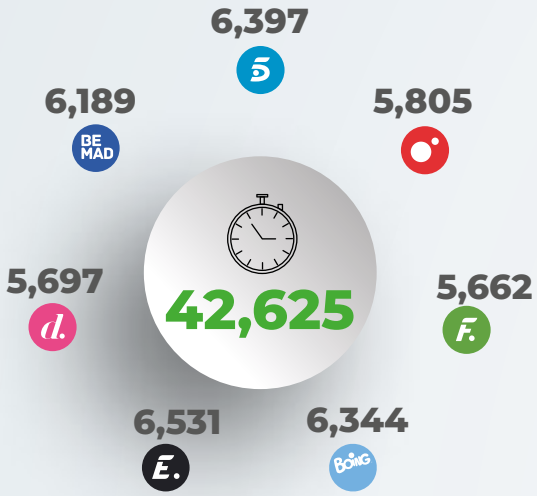
Content accessibility is a fundamental aspect of the media's responsibility. Therefore, year after year Mediaset España maintains its commitment to making its programmes available to people with visual or hearing impairments, as a means of social and cultural integration for these groups.

In this regard, it broadcasted many series, films and programmes with subtitles, translated into sign language or with audio descriptions.

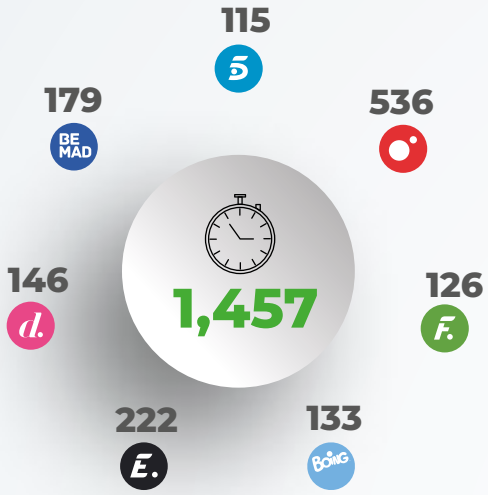
Hours of accesible content broadcasted in 2018

	ANIMATION	CINEMA	GAME SHOWS	DATING	SPORTS	DOCUMENTARIES	DOCU-REALITY	SPECIALS	SPORTS EVENTS	SHOWS	NEWS	MAGAZINES	MAKEOVER	MUSICALS	REALITY-SHOW	REPORTS	SERIES	TALK-SHOW	ZAPPING
SUBTITLED	5755	3133	2283	270	414	11	6636	2	280	9	1405	3247	6	777	400	410	16169	452	966
AUDIO DESCRIPTION	133						363										815		961
SIGN LANGUAGE	133						363												961

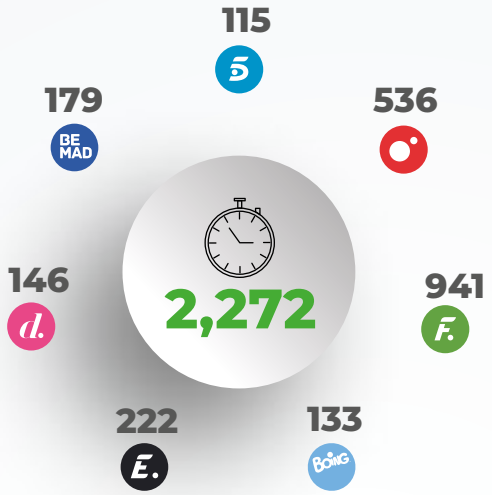
Hours of subtitled content



Hours of content in sign language

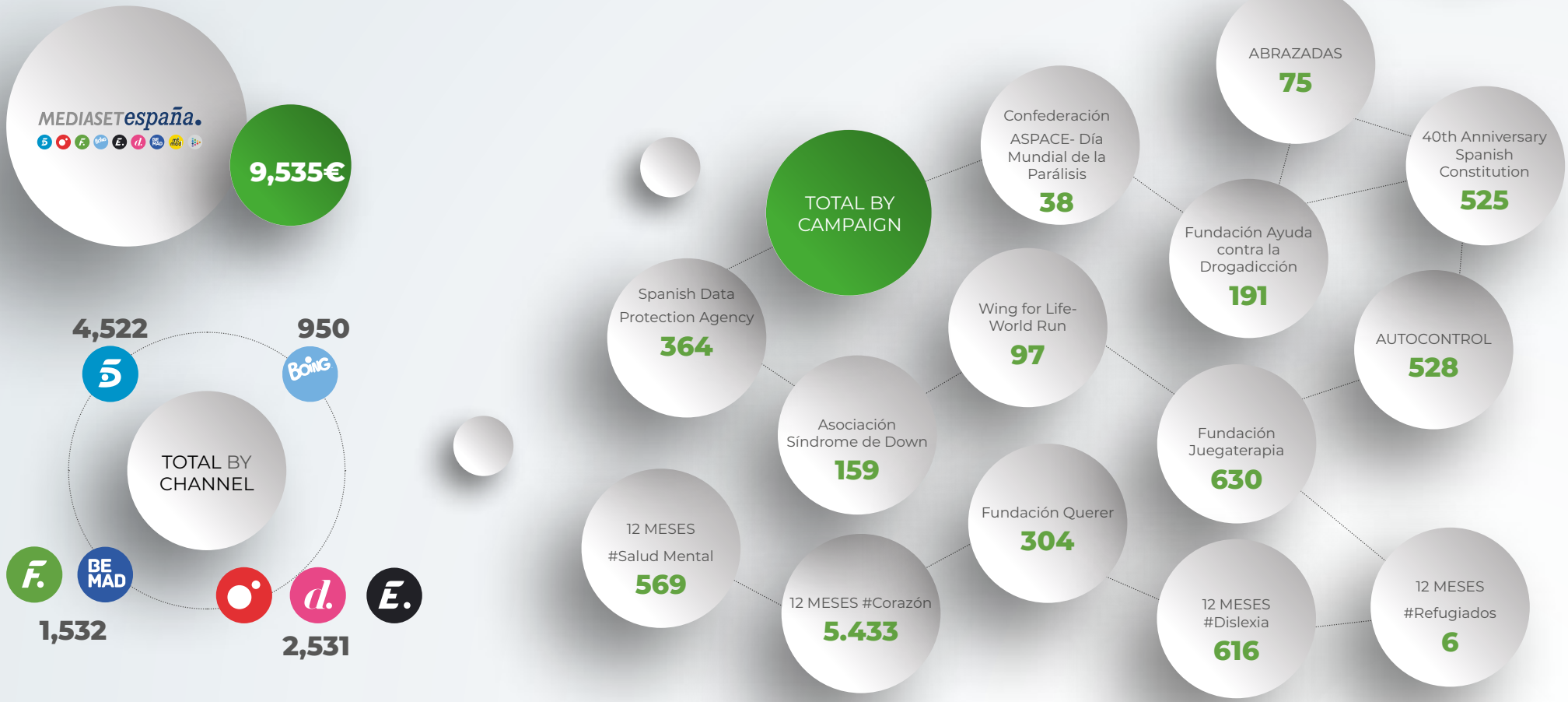


Hours of content with audio description



Also, year on year, Mediaset España maintains its commitment to the distribution of values associated with certain projects or non-profit institutions with which it collaborates, not only through the programming broadcasted, but also by the free assignment of advertising space.

Assignment of advertising space in 2018 (in thousands of €)



SOCIAL ACTION CAMPAIGNS

12 Meses, once again, a benchmark for social action within the media business

12 Meses has once again been the benchmark for social media action in the Spanish audio-visual market. Under the premise with which it was launched in 2000, that is, information and awareness of viewers to seek a positive response to action, this year's causes have been related to promoting healthy habits (cardiovascular health and mental health), the complaint about the situation endured by children who arrive at refugee camps alone or dyslexia awareness to contribute to a society that is adapted to all, among others.

The Communication and External Relations Division proposes the strategy directly to Mediaset España's CEO so that, once agreed, it is implemented by the Corporate Image Sub-Directorate.

Among the causes intended for the promotion of healthy habits is the "La Tribu del Corazón" campaign, carried out in collaboration with the Pro CNIC Foundation, aimed at both adults and children, to promote those actions that contribute to maintaining a healthy heart. The physical health has been an axis in the communication of 12 Meses as well as the mental health care, that has been a necessary requirement for the viewer's welfare through the campaign, "No te hagas el loco" supported by Salud Mental España.

Other causes that have been addressed during 2018 have been the awareness of dyslexia, a campaign carried out with FEDIS to demand an education adapted to all; and drawing attention to children who arrive at refugee camps in Ethiopia alone after fleeing the Eritrean dictatorship, in collaboration with UNHCR.

The Emergency Committee, which is an alliance between the most important international NGOs: Acnur Spanish Committee, Action Against Hunger, Doctors of the World, Oxfam Intermón, International Plan and World Vision, has been called for the first time this year in order to serve as a loudspeaker for requesting economic aid from the audience for the Indonesian earthquake that took place in October.

12 MESES HAS THE OBJECTIVE TO RAISE AWARENESS AND SENSITIZE THE AUDIENCE TO SEEK A POSITIVE ACTION RESPONSE.

In addition to its desire to become a loudspeaker for social causes, 12 Meses has contributed by; distributing the work carried out by Nzuri Daima in the refugee camps in South Sudan, with the sponsorship of the Stop Sanfilippo Foundation's solidarity race to help raisie funds for the research into the "rare" disease SanFilippo and with the sponsorship of a "street" in Madrid's Food Bank warehouse as proof of Mediaset's commitment to supporting the most disadvantaged people in Spanish society.

2018 has been the year in which the campaign against bullying "Se buscan valientes", developed in 2017, has crossed borders and has been included in the National Education plan of the Mexican state of Coahuila.

To cover all its campaigns, 12 Meses has exhaustively worked through a lot of documentation, firstly identifying the critical points that need to be addressed, the way to focus its message to its viewers to achieve maximum adhesion and the call to action through different initiatives in their news programmes, in-house production programmes, websites and social networks.

Along with its work as content creator, 12 Meses carried out a great promotion of its objectives to give publicity and visibility to each of its campaigns, once again being the benchmark for social action in the media business. The teamwork, Mediaset España's Communication and External Relations Division, and the complicity of the entire company, have once again offered the causes not only its coverage and its contents, but also its advertising space , with the broadcast of different social advertising spots to the value of more than € 9.5 million. The broadcast of social advertising content have had an impact on almost all the Spanish population.

12. MESES

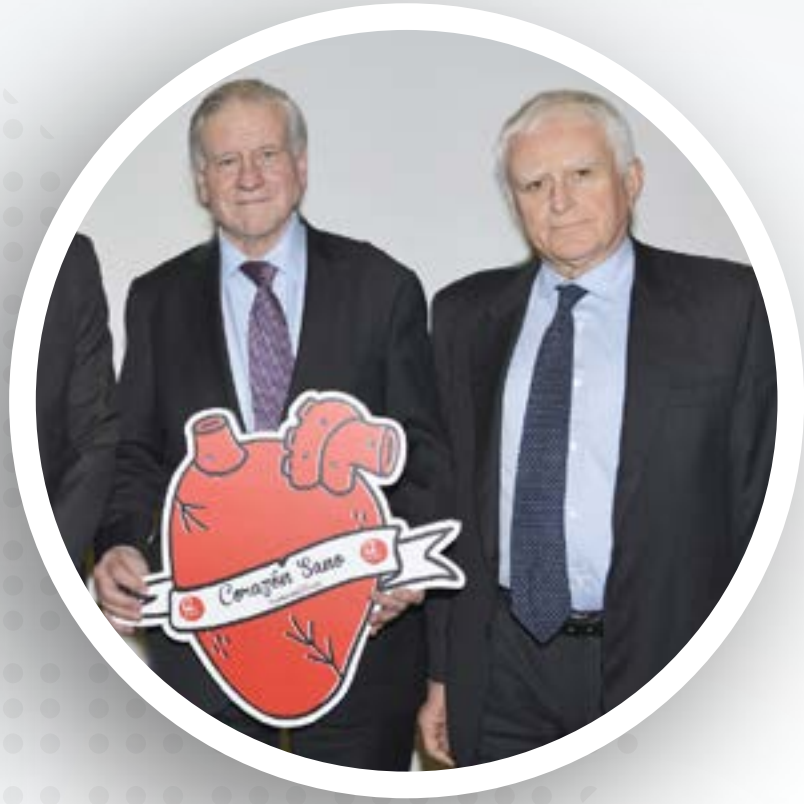
“La tribu del corazón” a call to action to promote heart-healthy living habits

On February 14th, 12 Meses presented the campaign “La tribu del corazón” a campaign that mixes humour, music from Edurne and art from illustrator Alfonso Casas to promote healthy lifestyles among all the members of society. The date chosen for its launch is not by chance, but on Valentine’s Day, the date on which more references are made to the heart, Mediaset has wanted viewers to fall in love with their own hearts to raise awareness and generate changes in lifestyles.

The campaign, endorsed by the Ministry of Health and Social Affairs, has been carried out together with the Pro CNIC Foundation and with the personal advice of internationally renowned cardiologist Valentin Fuster, who provides the essential communication keys for its development. 80% of cardiovascular diseases can be avoided by adopting simple lifestyle habits. These diseases affect more women than men and their symptoms are different. Finally, habits that are adopted between the ages of 3 and 8 years old will accompany the individual in their adult lives. Starting with these premises, different stages have been and aimed firstly, at viewers in general. Secondly, at women in particular as they are the group that is most vulnerable to cardiovascular diseases and thirdly, at children, with a message especially adapted to them. All campaign materials have been put on the website www.latribudelcorazon.com which differentiates the adult’s section in which the motivation to accept some simple cardio-healthy challenges is pursued and the children’s section with educational and fun material especially prepared for the little ones of the tribe. For this last group, a specific action has been developed, together with Obra Social La Caixa, to encourage schools and families to dance with the Tribe and show others in order to convert them to take on those healthy habits.

THE CAMPAIGN, ENDORSED BY THE MINISTRY OF HEALTH AND SOCIAL AFFAIRS, HAS BEEN CARRIED OUT TOGETHER WITH THE PRO CNIC FOUNDATION AND WITH THE PERSONAL ADVICE OF INTERNATIONALLY RENOWNED CARDIOLOGIST VALENTIN FUSTER.

In parallel to its broadcast, the Corporate Image Sub directorate has developed an internal communication action through the holding of a keynote address, for the entire Mediaset España workforce, given by Valentín Fuster. In addition, those employees who wanted, had the opportunity to undergo cardiovascular health tests in order to detect possible problems, which have been passed onto the Medical Service for a subsequent personalized assessment.



12 Meses focuses on unaccompanied minors who arrive at refugee camps alone, demanding that they are properly accompanied

In June, the month in which World Refugee Day is celebrated, 12 Meses and UNHCR have directed aid to one of the most vulnerable groups: unaccompanied minors from Eritrea, who have settled in the Ethiopian refugee camps. 35% of children who come to these settlements do so without the accompaniment of an adult. Jesús Vázquez, Goodwill Ambassador of UNHCR, has travelled to one of these camps to gather information about the humanitarian assistance operation and to see, first hand, the situation they are living in. All the material recorded during this trip has allowed us to learn about stories such of children such as Tekille, a 10 year old boy who came to a refugee camp alone or Kulhi, a girl who lost her childhood the day she was kidnapped by a criminal network. The objective of the 12 Meses campaign is to focus on these minors to demand secure conditions that will allow them to become children who are properly accompanied.

All campaign material has been published on www.12meses.es; where the "1 realidad 4 miradas" blog has also been published, where journalists such as Miguel Ángel Oliver, Carlota Corredera, Mirta Drago and Marta Reyero who have personally protested for the rights of these children.

Within the framework of this campaign and thanks to the Nzuri Daima Foundation, 12 Meses has brought to our attention the situation of unaccompanied minors in the refugee camps of South Sudan embodied in the figure of little Victor Mandela, a child who goes around the refugee camp with a paper camera to capture the things that happen around him. This story has inspired Mediaset España's workers to record a video for him and show him that his story matters to us and that his camera is magical because it has crossed borders and all his photos now stick in the minds of the company's workers.

IN THE MONTH OF WORLD REFUGEE DAY 12 MESES AND ACNUR TURN TO UNACCOMPANIED MINORS.

"No te hagas el loco" (Don't be crazy) a 12 Meses campaign to demand mental health

According to WHO, mental health is defined as a state of well-being in which the individual is aware of his or her own abilities, can face the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

However, people who suffer from a mental health problem live it alone because it is an invisible disease.

It is for this reason that 12 Meses, in collaboration with Mental Health Spain, dedicates the month of October, the month in which World Mental Health Day is celebrated, to make the invisible visible. 1 out of 4 people will experience a mental health problem throughout their lives, which means that 3 out of 4 people can support them to help them confront it and make the necessary decisions to face it. Do not be crazy, is a direct call for responsibility to each of us to not turn our backs on those people around us who suffer from any type of mental health problem.

#MenoresBienAcompañados

#CambiaSuHistoria
#CreaUnFuturo

Moviendo los hilos (Pulling strings), the campaign from 12 Meses to raise awareness about dyslexia and prevent situations of demotivation and failure at school

Understanding dyslexia helps to prevent emotional scars, demotivation and failure atschool. 12 Meses has carried out a campaign with the Spanish Federation of Dyslexia (FEDIS) in order to demand an education that is adapted to all needs and focuses on the responsibility of the Ministries of Education as well as parents and teachers. The initiative has been presented in the National and Ibero-American Congress framework for Dyslexia and other learning difficulties held in November in Mallorca. The institutional spot redirects to 12meses.es where articles and relevant information on dealing with dyslexia can be found.

Mediaset España's alliance with the Emergency Committee

In 2017 Mediaset España signed an alliance with the Emergency Committee (formed by 6 large international NGOs specialised in emergencies such as Action Against Hunger, Acnur, Doctors of the World, Oxfam, Internacional Plan and World Vision) to serve as the NGOs' loudspeaker for requesting economic aid from citizens when their collaboration is required.

Following the earthquake that took place in Indonesia in October, the Emergency Committee was called for the first time, involving all Mediaset España's channels that have served as a loudspeaker, 24 hours a day, for requesting said help by broadcasting on screen overprints, banners on the group's websites and mentions on the set by the main live programmes.

12 Meses seeks courageous people against bullying in Mexico

12 Meses has exported its initiative "Se buscan Valientes contra el acoso escolar" to the Mexican state of Coahuilla where it has been adopted as part of the National School Coexistence Programme sponsored by the Mexican government. It is the first time in the history of 12 Meses in which one of its campaigns has been entirely adopted in order to raise awareness outside of Spain. As a result of this collaboration agreement between Mediaset España and the Mexican state, the 12 Meses campaign has reached 3,000 schools, 20,000 teachers and 543,201 students from Coahuila, the third largest state in Mexico.

Schools
3,000

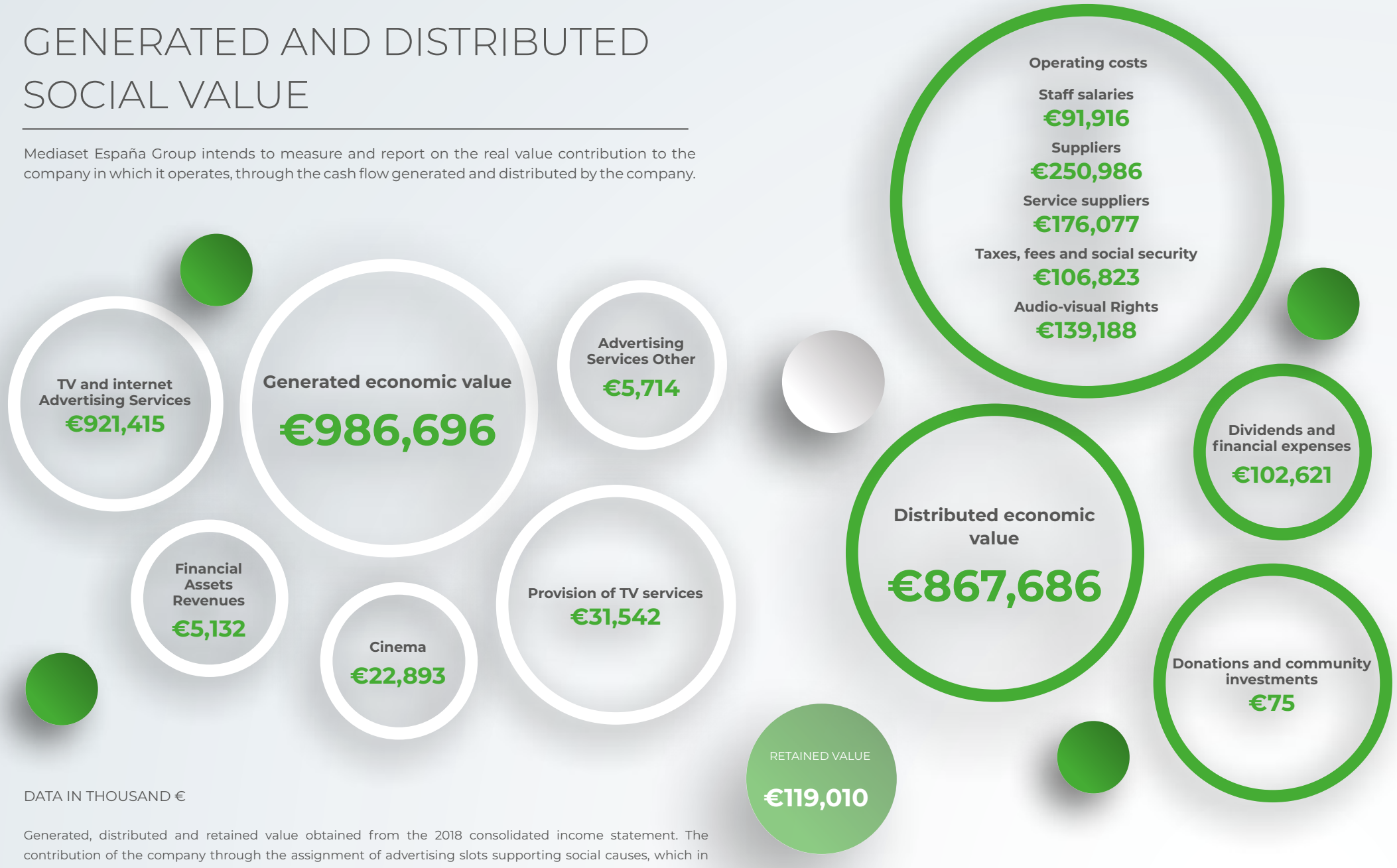
Teachers
20,000

Students from Coahuila (third largest state in Mexico)
543,201

12. MESES
SEBUSCAN
#VALiENTES
EN MÉXICO

GENERATED AND DISTRIBUTED SOCIAL VALUE

Mediaset España Group intends to measure and report on the real value contribution to the company in which it operates, through the cash flow generated and distributed by the company.



DATA IN THOUSAND €

Generated, distributed and retained value obtained from the 2018 consolidated income statement. The contribution of the company through the assignment of advertising slots supporting social causes, which in 2018 were valued at € 9,535 thousand has not been considered.

GLOBAL COMPACT COMPLIANCE

HUMAN RIGHTS

PRINCIPLE 1 Companies must support and respect the protection of fundamental human rights, internationally recognised, within their area of influence.

Managed by Mediaset España:
Content Management
Team Management
Supply Chain Managements

PRINCIPLE 2 Companies must ensure that their companies are not complicit in the violation of Human Rights.

Managed by Mediaset España:
Content Management
Team Management
Supply Chain Management

PRINCIPLE 3 Companies must support the freedom of association and the effective recognition of the right to collective bargaining.

Managed by Mediaset España:
Team Management

PRINCIPLE 4 Companies should support the elimination of all forms of forced or coerced labour

Managed by Mediaset España:
Team Management
Supply Chain Management

PRINCIPLE 5 Companies should support the eradication of child labour.

Managed by Mediaset España:
Team Management
Supply Chain Management

PRINCIPLE 6 Businesses should support the abolition of employment and occupation discrimination.

Managed by Mediaset España:
Team Management
Supply Chain Management

ENVIRONMENTAL

PRINCIPLE 7 Companies should maintain a preventive approach that favours the environment.

Managed by Mediaset España:
Environmental Performance

PRINCIPLE 8 Companies should encourage initiatives that promote greater environmental responsibility.

Managed by Mediaset España:
Environmental Performance

PRINCIPLE 9 Companies should promote the development and diffusion of environmentally friendly technologies.

Managed by Mediaset España:
Environmental Performance

ANTICORRUPTION

PRINCIPLE 10 Companies must work against corruption in all its forms, including extortion and bribery.

Managed by Mediaset España:
Risk Management System

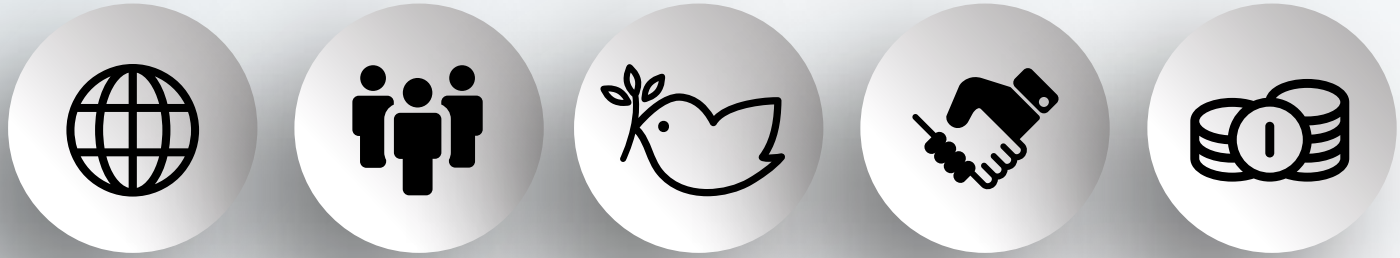
COMMITMENT WITH SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The 2030 Agenda for Sustainable Development is the new international agenda that addresses the goals of the international community in the period 2016-2030 for the eradication of poverty and to promote sustainable and equitable development. It has been drafted in an international consultation process coordinated by the United Nations, attended by, and involved, States, companies, third sector organisations from all countries of the world and all its citizens.

This Agenda consists of 17 Sustainable Development Objectives and 169 goals to achieve them, through these goals, the three dimensions of sustainable development: economic, social and environmental, are addressed in a more comprehensive and balanced manner

Thus it configures a global agenda to face and solve our planet's most pressing problems: to eradicate poverty, to extend access to human rights, to achieve a global economic development that is sustainable and respectful of the planet and the resources it offers. Each Government must define its roadmap related to Agenda 2030, depending on its social, economic and environmental reality.

The 2030 Agenda turns on five central axes



Mediaset España and the Sustainable Development Goals (SDGs)

1 FIN DE LA POBREZA — 2030

2 HAMBRE CERO

3 SALUD Y BIENESTAR

Campaigns promoting healthy lifestyles among the workforce. Prevention of occupational hazards. Healthy Business Network. OHSAS 18.001 12 Meses

4 EDUCACIÓN DE CALIDAD — 2030

Master's Degree in Content Creation and Audio-Visual Content Management. Collaboration Agreements with Public Universities, Private Universities and Business Schools to provide internships in the companies of the Group.

5 IGUALDAD DE GÉNERO — 2030

Collective Agreements, Equality plans, Fringe benefits and lifework balance measures.

6 AGUA LIMPIA Y SANEAMIENTO

7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO

Collective Agreements, Fringe benefits and lifework balance measures. Diversity and Equal opportunity. Training Plan. Occupational risk prevention. Generated and distributed social value

9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

Digital Transformation in the broadcast of content and creation of in house digital content slots

10 REDUCCIÓN DE LAS DESIGUALDADES — 2030

11 CIUDADES Y COMUNIDADES SOSTENIBLES

12 PRODUCCIÓN Y CONSUMO RESPONSABLES — 2030

13 ACCIÓN POR EL CLIMA

Responsible management in the consumption of natural resources. Investment in energy efficiency. Environmental awareness campaigns both internally and for the audience.

14 VIDA SUBMARINA

15 VIDA DE ECOSISTEMAS TERRESTRES

16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS

17 ALIANZAS PARA LOGRAR LOS OBJETIVOS

Global Compact. Climate Change Cluster. Responsible Media Forum. Good Governance and Integrity Cluster.

— Direct Contribution
..... Indirect contribution
Main SDO for the media sector 2030 Spain's 2030 Agenda

ENVIRONMENTAL PERFORMANCE

With leadership comes a commitment on the part of Mediaset España to conduct its business in a sustainable manner. Therefore, the Group has the responsibility to understand and minimize its impact on the environment as well as take advantage of opportunities to use its reputation to influence the viewing public.

Consistent with this, and applying the environmental precautionary principle contained in the 1992 Rio Declaration of the United Nations on the Environment and Development, the Group focuses its attention on managing its direct environmental footprint as regards energy, water, waste and travel, with the primary goal of reducing the impact of its operations where it has operational control.

ENVIRONMENTAL PRIORITIES

- Improve energy efficiency
- Reduce greenhouse gases
- Reduce the use of natural resources and the generation of waste

The company's main facilities, where more than 96% of the workforce is located and where the greatest use of natural resources occurs, are the offices and studios in Fuencarral and Villaviciosa, in Madrid. In particular, the facilities in Fuencarral, which in 2018 accommodated roughly 1,200-1,500 people.

Energy efficiency - main initiatives

Most electrical consumption at the facility is by studio equipment, including recording, broadcast and postproduction, as well as computer equipment and air conditioning for computer rooms. Therefore, Mediaset España carries out continuous management procedures to optimize energy use in its facilities, implementing, among other measures, moderate air conditioning on set, limiting the hours in which air conditioning is used in studios, automatically controlling temperature, and reducing lighting during advertising breaks in live broadcasts.

Under this management framework, 473 floodlights and lighting fixtures were replaced in 2018 with more efficient, lower consumption ones on set as well in the offices, and 73 computers were replaced. In addition, more than 46m2 of solar panels were renovated and installed on the facades of buildings, achieving a positive impact in the reduction of air conditioning requirements and therefore a reduced consumption of energy from fossil fuels.

Taken as a whole, the investments made in 2018 in equipment and facilities to improve energy efficiency at the company resulted in an estimated overall energy savings of 706 gigajoules and a cost reduction of 225,000€.

59.133 GJ (power consumption-electricity)
22.309 Hours of studio recordings 2018

Greenhouse gas emissions

The commitment by Mediaset España to reduce greenhouse gas emissions is reflected in contracts for electricity with Renewable Energy Guarantees of Origin, which ensures that all of the electricity consumed during the year at its facilities comes exclusively from 100% renewable energy sources which respect the environment and avoid CO2 emissions and other polluting gases. Additionally, the installation of solar panels at company facilities strengthens the company's commitment to clean energy. For instance, the headquarters at Fuencarral has 48 solar panels installed which produce an estimated 38.5 Mwh. As a result, all of the electric energy consumed at the Group's office facilities, which represent 90% of the total energy consumed by the Group, come from renewable sources.

The group also promotes sustainable mobility among its employees, offering a bus service in Madrid which connects the company offices with the train and metro stations for extended hours as a way to incentivize greater use of public transportation and thereby help limit the polluting gases arising from commuting.

Mediaset España reports annually on its greenhouse gas emissions, and since 2009 has responded to the climate change questionnaire presented by the Carbon Disclosure Project. In the last available evaluation, referring to 2017, the company scored a B for its management, which places it above average overall and above average in Europe.

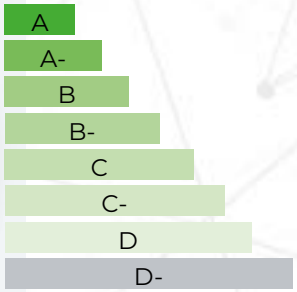
CDP Climate Change

CLIMATE CHANGE 2018 CDP SCORE REPORT

B

AVERAGE FOR THE SECTOR: B-

AVERAGE FOR THE REGION: B-



In 2018, Scope 1 and 2 total greenhouse gas emissions were reduced by 47.66% with respect to the previous year, mainly due to the large reduction of emissions associated with refrigerant gas refills, decreased drastically in 2018.

On the other hand, Scope 3 indirect emissions were reduced by almost 12%, where almost all categories experienced a reduction.

Other contaminating emissions (Tn)

	2016	2017	2018
SOx	0.266	0.257	0037
NOx	0.455	2.140	0.774
Particles	0.015	0.165	0.061
CO	0.165	7.101	0.302
COVNM	0.013	0.801	0.050

Note: The data on NOx, SOx and other significant atmosphere emissions are those related to direct consumption of energy (boilers), fuel used in company vehicles and electricity consumed.

GHG Emissions Inventory (Tn CO2 equivalent)

SCOPE 1: Direct Emissions

OWN OR CONTROLLED EQUIPMENT[1]
294.11
2017: 242.82
2016: 237.11

COMPANY VEHICLES[1, 2]
101.30
2017: 285.25
2016: 382.23

AIR CONDITIONING AND REFRIGERATING GAS REFILLS
125.77
2017: 565.43
2016: S/D

TOTAL: 521.19

Scope 2: Indirect Emissions

MARKET BASED[3]
0
2017:0
2016: 0

TOTAL: 0

TOTAL SCOPE 1+2+3
162,414
TN CO 2e

GREENHOUSE GAS EMISSIONS INTENSITY
2.65

Notes
(1) Until 2017, GHG Protocol emission factors were used to calculate emissions. In 2018, DEFRA emission factors were used and the previous values were re-calculated for comparative purposes.
(2) As of 2018, the renting vehicles for Directors will be considered within Scope 3, since they are part of their variable remuneration.
(3) Mediaset España does not have scope 2 emissions, since it purchases 100% of its electric power with a certificate of renewable origin.

Scope 3: Indirect Emissions

BUSINESS TRIPS AIR TRAVEL
634.81
2017: 400.06
2016: 517.05

BUSINESS TRIPS TRAIN TRANSPORT
21.64
2017: 25
2016: 55.76

BUSINESS TRIPS IN LAND TRANSPORT
464.43

WORKFORCE TRAVEL TO/FROM WORK[1]
1,204.68
2017: 1,335.16
2016: 1,508.44

BUSINESS TRIPS-HOTEL STAYS
188.97
2017: 587.62
2016: 528.36

OTHER EMISSIONS (UPSTREAM)[2]
90,613.60
2017: 104,786.68
2016: 174,553.28

OTHER EMISSIONS (DOWNSTREAM)[3]
68,764.85
2017: 75,820.20
2016: 88,646.69

TOTAL: 161,893

162,414 Tn emissions CO_2e
61,320 Hours of broadcasting in 2018

(1)Since 2018, the emissions generated by the Managers' renting vehicles previously considered within Scope 1 are included.
(2) It includes upstream emissions outside the organization, calculated according to the Scope 3 categories of the GHG Protocol. The main emissions in 2018 corresponded to those associated with the purchase activities of goods and services.
(3) It includes downstream emissions outside the organization, calculated according to the Scope 3 categories of the GHG Protocol. The main emissions in 2018 corresponded to the use of Mediaset España products and the investments made.

Resources consumption and waste generation

Resource consumption for 2018 was marked by a pattern of reduction and efficiency in the use of limited resources.

Electricity consumption for 2018 decreased by 7.5%, in line with reductions in studio recording hours, showing that the energy efficiency measures implemented are at optimal levels, so that maintaining them guarantees that energy demand will not rise.

Diesel consumption is linked to the startup of equipment. There was a significant reduction (-25%) due to the fact that equipment was only started for maintenance purposes, while last year repair work required it to be fired up unusually often. For 2018, an estimate of fuel used by fleet vehicles was added, resulting in a marked increase in consumption over prior years.

Natural gas, used to heat installations, saw an increase due to the fact that last year some facilities were repaired and unoccupied until the end of March and the end of July, while in 2018 all of them were being used.

Reduction in water consumption was due primarily to greater effectiveness of awareness campaigns directed at staff and to a reduction in production hours.

As for consumption of disks and tapes, it should be noted that, under the company technology plan, 2017 was the last year in which magnetic tape was used to store data, converting entirely to optical storage discs in 2018 for programming. In order to accomplish this, during 2017 a number of reusable discs were produced. Combined with the fact that discs weigh substantially less than tape and are reusable, the result was a drastic reduction in consumption, as tape was no longer used in 2018.

A considerable reduction in the consumption of batteries was fundamentally due to a reduction in production hours and the implementation of new communication systems that no longer use disposable batteries, but rather rechargeable ones.

In 2018 the data base tracking consumption of paper was expanded to include not only sheets of paper but also business cards and other office paper.

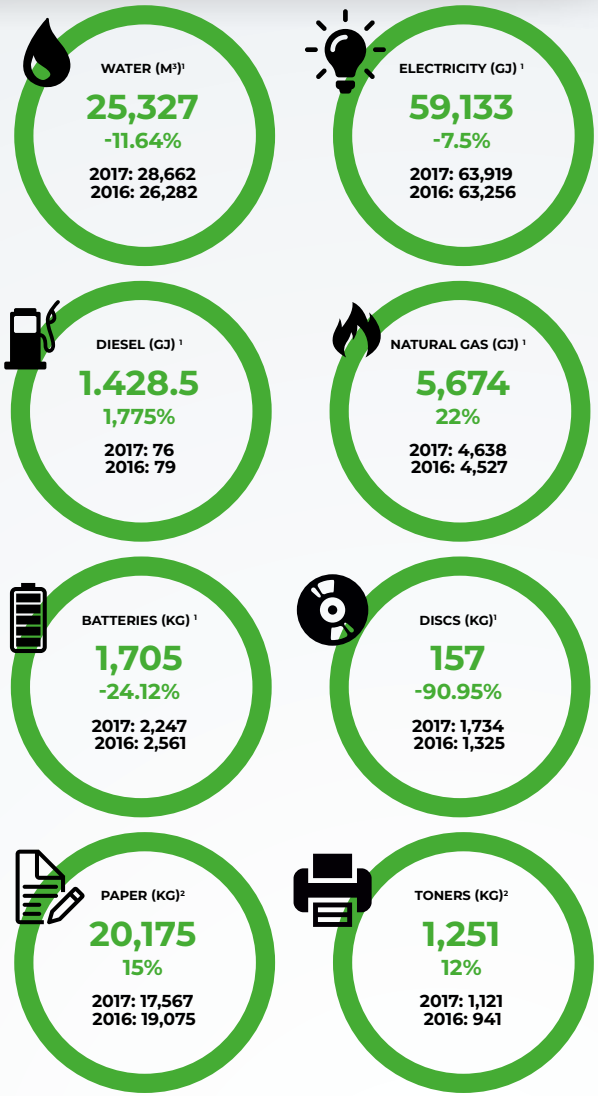
In 2018, as with prior years, waste generation was routinely measured throughout the year for audio-visual production as well as office activity and in the employee cafeteria. All of the waste generated was properly managed with a bias towards recycling as permitted by regulations.

Pursuant to rules regulating hazardous and non-hazardous waste, Mediaset España delivers waste properly to an authorized waste handler. Under this regime, electrical and electronic waste is managed through a technical warehouse and all technical equipment is procured under RoHS rules, depositing end of useful life disposal costs at the time of purchase, which guarantees proper management of waste generated during the process of replacement due to expected or unexpected obsolescence.

The majority of solid waste is generated in the cafeteria and staff working in that area separate it according to type (organic, plastic and glass).

In the offices and other facilities employees separate paper, batteries, tape and packaging by depositing them in dedicated containers distributed throughout company installations.

Consumption



Key: M³= cubic metres; GJ=Gigajoule; kg=kilograms
(1) Corresponds to the headquarters of Fuencarral and Villaviciosa in Madrid, where 96.7% of the workforce and all activities related to audio-visual production are concentrated.
(2) Corresponds to all work centers in Spain, given that the purchase is centrally made.

In 2018, the primary changes in waste managed by Mediaset España were seen in discs, electronics, lamps, florescent tubes, and biowaste.

The notable variation in waste generation for tape and discs is due to the fact that the process of digitalization was completed in 2018, resulting in discontinuance of magnetic tape as a data storage medium, as tape weighs much more than digital storage (a minimum of 254 grams vs 180 grams). Paper waste was affected not only by the elimination of paper purchased and consumed by the company, but also newsprint and paper subscriptions as well as all other types of personal papers or paper bought by producers which is disposed of by workers using containers installed for that purpose.

Waste

BIOSANITARY WASTE (KG)
74
62%
2017: 46
2016: 33

LAMPS AND FLUORESCENT TUBES (KG)
681
52%
2017: 448
2016: 316

WASTE FROM ELECTRICAL AND ELECTRONIC EQUIPMENT (KG)
16,940
205%
2017: 5,556
2016: 15,159

PAPER (KG)
71,404
-4%
2017: 74,660
2016: 90,200

BATTERIES (KG)
2,100
17%
2017: 1,790
2016: 3,000

TONER (KG)[1]
1,251
11%
2017: 1,124
2016: 1,051

DISCS AND TAPES (KG)
49,960
676%
2017: 6,440
2016: 11,010

GLASS (KG)
0
-
2017: 0
2016: 800

STEEL AND IRON (KG)
6,050
-26%
2017: 8,155
2016: 6,630

SOLID URBAN WASTE-SUW (TN)[2]
283
20%
2017: 353
2016: 369

Corresponds to the headquarters of Fuencarral and Villaviciosa in Madrid, where 97% of the workforce and all activities related to audio-visual production are concentrated. The mixture of waste sent to the compression machine has been excluded from the scope of these data.
(1) Estimate based on consumption.
(2) Corresponds to an estimate of the urban solid waste generated per person, taking into account the entire workforce of the Group and the restoration activities carried out at the Fuencarral facilities.

Dangerous waste Non dangerous waste

CAPS FOR A NEW LIFE®

Mediaset España, in collaboration with the Fundación Seur, has launched the solidarity initiative TAPONES PARA UNA NUEVA VIDA®, which involves the collection and delivery of plastic caps to a recycling plant, to help children with serious health problems. This initiative has a dual purpose: on the one hand, to collect the waste generated by plastic caps and facilitate their recycling, thus preventing them from ending up in a landfill and, on the other, contributing to children's medical treatment.

RECYCLED CAPS
338,000

CO_2 SAVED
1,014 KG

DIPLOMA de COLABORACIÓN

Fundación SEUR agradece a

MEDIASETespaña

338.000 Tapones de plástico

CIRCULAR ECONOMY

Since 2009, Mediaset España promotes an annual market with clothes acquired or gifted to be used by the presenters of their programmes or in the series produced by the company and that will no longer be used.

GARMENTS SOLD INDIVIDUALLY TO EMPLOYEES
1,940

GARMENTS TO BE ASSIGNED
1,034

INVENTORIED GARMENTS
2,974

REDUCTION OF PLASTIC WASTE

Within the framework of a campaign to reduce the use of non-biodegradable plastics, this time, in collaboration with the catering company that provides services in the Fuencarral facilities, from October 1st. all the glasses, caps, teaspoons, and other plastics used in the dining room are now biodegradable materials.

MANAGING THE IMPACT OF SHOWS FILMED IN A NATURAL ENVIRONMENT

In 2018, Mediaset España used the influence of its channels and digital platforms to raise awareness among its audience about caring for the environment through a number of programmes, including making special shows on topics of great importance. This important undertaking is reflected in the section "Value for Society", within this Report.

As for productions produced in the field, especially those that are carried out in natural settings, they were managed by production staff using procedures aimed at ensuring that they were carried out in a sustainable manner. Among other techniques, they worked to transport the fewest number of people possible, used public and less polluting transportation, and engaged in measures designed to preserve the natural habitats and biodiversity of said environments.

LA ISLA DEL HÉROE

During the summer of 2018 a children's television program called "LA ISLA DEL HÉROE", was produced on the Island of Tío Faustino, located within the Burguillo reservoir in Ávila. During the filming, a series of measures aimed at preserving the natural habitat and minimizing the environmental impact were taken.

- Coordination with the city government of El Barraco for deposit and removal of organic waste generated during filming.
- Communication and coordination with the Confederación Hidrográfica del Tajo in order to comply with environmental rules stipulated in the filming permits.
- Promotion of consumption of local products, both food and non-food materials, working with local suppliers and the local governments of El Barranco and El Tiemblo; manufacture and use of integrative and non-polluting items in the programme's games and other activities by using recyclable materials such as wood, vegetable ropes and cotton fabric; and the minimal use of non-biodegradable materials.

PLANETA CALLEJA

In "PLANETA CALLEJA", as with the other programs hosted by Jesús Calleja such as Volando Voy and Rio Salvaje, the concern for environmentalism and the environment is a constant. Awareness of climate change and the protection of species in their natural habitats is promoted as well as respect, care and love for nature. Filming is done with a small team and with the utmost respect for biodiversity, scrupulously following direction from local authorities.

- Planeta Calleja Baja California: recorded alongside a pod of whale sharks near the city of La Paz; accompanied by local guides who ensured compliance with protocols for interacting with these animals.
- Planeta Calleja in Hoces del Duratón: a kayak expedition through gorges where a population of vultures was observed.
- Planeta Calleja in Equatorial Guinea: showed the Monte Alen National Park and the Caldera de San Carlos Science Reserve.
- Planeta Calleja Costa Rica: Recorded in the Corcovado National Park under the supervision of official guides.

VIAJEROS CUATRO

All recordings for "VIAJEROS CUATRO" were carried out in protected areas after taking out all necessary permits, and crews were accompanied at all times by those responsible for the areas' protection, and always following their instructions in order to avoid harming the natural environment in any way.

SUPERVIVIENTES 2018'

SUPERVIVIENTES 2018 saw its adventures play out once again in Honduras, in an archipelago of keys and islands located within a protected area. Since 2006, the programme has prioritized environmental care and respect for biodiversity. Meetings and negotiations with the Honduran government have highlighted these matters by complying strictly with the standards set by the government.

- Guidelines to the contestants and production team regarding coexistence with the ecosystem: among other things, they are taught to detect possible nesting sites of turtles and mark them correctly so that biologists may follow up.
- Optimize the limited resources available. Water is quite scarce and therefore its use is limited. At the beginning of the production 40,000 gallons of water is brought on site and stored in tanks on Cayo Menor in order to avoid use of the natural well. At the end of production these tanks are refilled so that the inhabitants may have reserves for the rest of the year.
- All hygiene products are biodegradable and are tested and approved by the Foundation that manages the protected area. That way, no chemical footprint is left behind.
- The natural products used in building the contest sets as well as in the construction of shelters for the contestants, such as palm and manaca leaves, bamboo, and poles, are not acquired from the protected area but rather on the continent by registered purveyors. These items are organically cleaned prior to their delivery to the protected area in order to rid them of any infection or non-native insects.
- A weekly cleaning team is responsible for removing from the beaches and jungles of the keys all plastics and non-natural substances that wash up from the sea. This waste, mostly plastic, bottles and containers, is delivered to a recycling center, having removed about a ton of it in 2018.

VOLANDO VOY

Transmitting the message of the necessity of protecting and conserving the environment is an essential part of each episode. The production staff adheres scrupulously to the requirements imposed by the relevant authorities during shoots, respecting the regulations of each park or protected space.

RÍO SALVAJE

Evaluation by biologists and experts on the right time to film each species in its natural environment, with rules of behaviour, approach and observation which must be followed during filming.

- EGYPTIAN VULTURE CHICKS: Rural wildlife agents and biologists with the Department of Biology at the University of Barcelona indicated the dates, protocols, and places where filming could take place in order to avoid disturbing the young.
- IBERIAN BROWN BEAR: Representatives of the Fundación Oso Pardo marked the required distance for filming, always 2 km away from the animals and using a 1000 mm telephoto lens.
- RIVERS: All river sequences were supervised by forest rangers in charge of each stretch filmed.
- MOUNTAIN GOAT: Forest rangers determined how close cameras could get to the animals and remote camera traps activated by wifi from a distance were used so that the animals would not be aware of their presence.

ADDITIONAL INFORMATION

Scope: Mediaset Group, data as of December 31, 2018, unless otherwise indicated. For the personnel data, either staff or external collaborators, the head count concept is used.

	2018	2017	2016
Average Workforce [1]	1,267	1,280	1,275
Workforce at year end [2]	1,258	1,273	1,274
Interns [3]	187	132	137
Work Experience Students [4]	80	78	54
Average age of the Workforce (years) [5]	46.21	45.43	45.67
Proportion of female employees	50.36%	50.23%	50.04%
Proportion of employees with indefiniet contracts [6]	99.84%	98.27%	98.12%
Average length of service in the workforce (years)	16.96	16.24	16.99

(1) It includes structural and short-term personnel annual average for 2018. It does not include workers hired through Temporary Employment Agencies, internships or work experience placements.
(2) Refers to the structural and short-term personnel, at 31/12.
(3) Total annual data.
(4) Total annual data. Students work experience; and refers to professionals hired by the company under an employment contract.
(5) Calculated at 31st December each year.
(6) Refers to structural personnel with an indefinite contract, at 31/12.

Workforce by Group Company, job category and gender

Structural Personnel	Managers		Head of Dpt.		Journalist		Employees		Operators		Total	
	M	W	M	W	M	W	M	W	M	W	M	W
Mediaset España	52	25	33	31	54	87	378	357	18	-	535	500
Publiespaña	15	12	9	8	-	-	35	96	2	1	61	117
Telecinco Cinema	4	1	-	2	-	-	-	2	-	-	4	5
Conecta 5	2	1	-	1	-	1	2	2	-	-	4	5
Netsonic (Spain)	-	-	-	-	-	-	1	-	-	-	1	-
Netsonic (subsidiaries)	1	2	-	-	-	-	5	7	-	-	6	9
Short-Term workers												
Mediaset España	-	-	-	-	1	1	6	3			7	4
Total	**74**	**41**	**42**	**42**	**55**	**89**	**427**	**467**	**20**	**1**	**618**	**640**

Structural personnel are those that have an indefinite or temporary contract and their positions are permanent within the organizational structure; Short-Term workers are those with contracts for a specific job or a fixed term.

Workforce distribution by job category, age and gender

	Men			Women		
	<30	30-50	>50	<30	30-50	>50
Managers		33	41	-	27	14
Head of Deparment		24	18	-	24	18
Journalists	1	42	12	-	76	13
Employees	7	260	160	17	335	115
Operators		15	5	-	1	
Total	**8**	**374**	**236**	**17**	**463**	**160**

Workforce distribution by contract type and age

	Indefinite			Temporary		
Age Groups	M	W	TOTAL	M	W	TOTAL
<30	8	16	24		1	1
30-50	369	459	828	5	4	9
>50	235	160	395	1		1
Total	**612**	**635**	**1,247**	**6**	**5**	**11**

Workforce distribution by contract type and job category

	2018				2017			
	Indefinite		Temporary		Indefinite		Temporary	
	M	W	M	W	M	W	M	W
Managers	74	41	-	-	76	38	-	-
Head of Dpt.	42	42	-	-	41	43	-	-
Journalists	54	88	1	1	55	87	1	1
Employees and Operators	442	464	5	4	456	455	8	12
Total	**612**	**635**	**6**	**5**	**628**	**623**	**9**	**13**
	1,247		**11**		**1,251**		**22**	

Distribution of part-time workforce

	2018		2017		2016	
	M	W	M	W	M	W
Manager	-	3		3		2
Head of Dpt.	1	5	1	5	1	5
Journalists	2	31	2	27	2	27
Employees	13	105	13	110	11	112
Operators						
Total	**16**	**144**	**16**	**145**	**14**	**146**

Workforce distribution by working hours, age and gender

	Full Time			Part Time		
Agre Group	**M**	**W**	**TOTAL**	**M**	**W**	**TOTAL**
under 30	8	17	25	-	-	-
30-50	365	337	702	9	126	135
>50	229	142	371	7	18	25
Total	**602**	**496**	**1.098**	**16**	**144**	**160**

New permanent contracts

Age	**M**	**W**	**TOTAL**
Spain			
under 30	6	5	11
30-50	12	17	29
Total	18	22	40
International			
under 30		2	2
30-50	3	4	7
Total	3	6	9

Note: It includes indefinite contracts formalised during the year, including those employees who return after a sabbatical or contract suspension.

Rate of new employees hired by age, gender and country

	Spain			International		
	M	W	TOTAL	M	W	TOTAL
under 30	70%	42%	54%	0%	150%	93%
30-50	3%	4%	3%	38%	61%	49%
over 50	0%	0%	0%	N/A	N/A	N/A
Total	3%	4%	3%	35%	76%	54%

N/A, not applicable since there is no workforce in that age range.
Note: It reffers to the average workforce with indefinite contract. It considered new employees hired and those employees who return after a sabbatical or contract suspension.

Distribution of leave by age group, gender and country

Age	**M**	**W**	**TOTAL**
Spain			
under 30		3	3
30-50	13	12	25
over 50	15	6	21
Total	28	21	49
International			
under 30	2	2	4
30-50	8	1	9
over 50	1		1
Total	11	3	14

Note: Leave of workers with indefinite contracts. Voluntary leave, dismissals, retirements, deaths, sabbatical and suspension of contracts for employees with an indefinite contract are taken into consideration.

Distribution of dismissals by age group and gender and professional category

	Managers	**Employees**	**Head of dpt.**	**Operators**	**Total**
over 50		8	3		11
M		7	1		8
W		1	2		3
30-50	1	8	1	1	11
M	1	6	1		8
W		2		1	3
Total	**1**	**16**	**4**	**1**	**22**

Turnover by age group and gender

Age	M	W	TOTAL
under 30	21.25%	37.75%	30.89%
30-50	5.39%	2.77%	3.96%
over 50	7.25%	4.04%	5.96%
Total	6.29%	3.81%	5.04%

Note: **It reffers to the average workforce with indefinite contract**. Voluntary leave, dismissals, retirements, deaths, sabbatical and suspension of contracts for employees with an indefinite contract are taken into consideration.

Turnover by age group and gender and country

Age	M	W	TOTAL
Spain			
under 30	0.00%	25.17%	14.63%
30-50	3.40%	2.60%	2.96%
over 50	6.80%	4.04%	5.69%
Total	4.58%	3.37%	3.97%
International	**M**	**W**	**TOTAL**
under 30	240.96%	150.38%	185.19%
30-50	102.17%	15.20%	62.46%
over 50	N/A	N/A	N/A
Total	127.02%	37.93%	84.49%

Note: **It reffers to the average workforce with indefinite contract**. Voluntary leave, dismissals, retirements, deaths, sabbatical and suspension of contracts for employees with an indefinite contract are taken into consideration.

N/A: There is no workforce in this age range.

Workforce with disability

	2018	
	M	W
Journalists	1	-
Employees	4	2
Total	**5**	**2**

Absenteeism

	2018		
	M	W	TOTAL
Hours lost	45,208	72,952	118,160

Note: it refers to the hours lost due to common illness, accidents outside work, accident on way to/from work, accident at work with sick leave and paternity and maternity leave.

Hours worked

	TOTAL 2018
Workforce[1]	2,129,574
Temporal Employment Agencies' employees	415,934

(1) Note: the hours worked by the workforce are an estimate based on the hours included in Mediaset España's Collective Agreement.

Accidents at work by gender

	2018	M	W
I. Frecuency	1.49	1.98	0.99
I.Seriousness	0.05	0.09	0.01
I. Incidence	2.4	3.23	1.58
Rates of injury	5.47	3.97	6.98

Frecuency rate= n° **AAWSL** x 1,000,000 / Hours worked
Seriousness rate = Days lost due to **AAWSL** x 1,000 / Hours worked
Incidence rate = n° **AAWSL** x 1,000 / Average Workforce
Rate of recordable work-related injuries = n° **AAWSL** + AOWTFW x 1,000,000 / Hours worked

Training hours by professional category and gender

	2018		2017		2016	
	M	W	M	W	M	W
Managers	1,042	1,161	328	655	483	746
Head of Dpt.	1,527	595	344	813	282	822
Journalist	289	465	-	12	160	130
Employees and operators	7,161	5,188	3,974	3,972	4,893	5,425
Temporal Employment Agency	254	168	697	88	220	64
Total	**10,273**	**7,577**	**5,343**	**5,540**	**6,038**	**7,187**
	17,850		**10,883**		**13,225**	

As for training in human rights, in 2018, 5,758 hours of training were given to 1,109 participants in courses with related content (88% of the total average staff). Training was centered fundamentally on protection of personal data.

At the same time, 100% of the security personnel subcontracted by Mediaset España has received training in Human Rights, given that they have their own Professional ID Card.

It should be noted that there are no significant agreements to invest in Mediaset España.

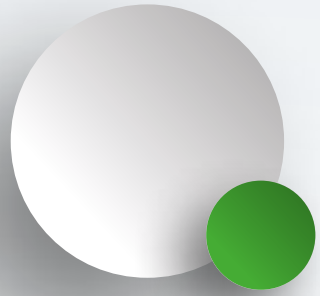
Total annual pay in 2018 for the most highly paid person in the organization was 28.07 times higher than the average annual total pay of the workforce. This number was calculated based on the average pay of employees as of 31 December 2018, except for 11 temporary employees and 15 employees who are not based in Spain.

The most highly paid person did not receive a pay rise during the year, while the average rise for employees was 2.87%. This number was calculated based on the average pay of employees as of 31 December 2018, except for 11 temporary employees and 15 employees who are not based in Spain.

There are no company funded pension plans in place for employees.

Relationship between the entry level salary provided for in the Collective Bargaining Agreement and the minimum wage for the workforce.

MEDIASET AND T5 CINEMA		PUBLIESPAÑA AND NETSONIC		CONECTA 5	
LEVEL 1	1.18	LEVEL 1	2.13	LEVEL 1	1.71
LEVEL 2	1.54	LEVEL 2	1.89	LEVEL 2	1.66
LEVEL 3	1.80	LEVEL 3	1.80	LEVEL 3	1.60
LEVEL 4	2.04	LEVEL 4	1.79	LEVEL 4	1.53
LEVEL 5	2.27	LEVEL 5	1.78	LEVEL 5	1.42
LEVEL 6	2.56	LEVEL 6	1.67	LEVEL 6	1.36
LEVEL 7	2.86	LEVEL 7	1.66	LEVEL 7	1.30
LEVEL 8	3.17	LEVEL 8	1.53	LEVEL 8	1.24
LEVEL 9	3.48	LEVEL 9	1.50	LEVEL 9	1.16
LEVEL 10	4.09	LEVEL 10	1.49	LEVEL 10	1.00
		LEVEL 11	1.41		



Average salary by job category (thousand of euros)

	TOTAL
Managers	179
Head of Dpto.	70
Journalist	55
Thecnitians	48
Employees and operators	37

Average salary by age group (thousand of euros)

	TOTAL
<30	25
30-50	52
>50	80

Average salary by gender (thousand of euros)

	M	W
Manager	203	132
Other categories	53	45

Note: Calculation of average compensation was based on the average compensation of employees as of 31 December 2018, except for 11 temporary employees and 15 non-expatriate employees of the Netsonic companies located in Mexico, Colombia, USA and Peru, whose compensation policy is independent of that of Mediaset España, and is instead responsive to current market conditions in those countries.

	PAY GAP
GRAL. DIRECTORS	
MANAGERS	25.25%
NON-MANAGEMENT	7.53%

Note: Wage gap percentages were derived from the fixed annualized compensation amounts of the workforce as of 31 December 2018, except for 11 temporary employees and 15 non-expatriate employees of the Netsonic companies located in Mexico, Colombia, USA and Peru, whose compensation policy is independent of that of Mediaset España, and is instead responsive to current market conditions in those countries.

$$\frac{\text{(Average Compensation for Men - Average Compensation for Women)}}{\text{Average Compensation for Men}}$$

There is no salary gap at the level of Managing Directors as these positions are entirely occupied by men.

FRINGE BENEFITS

Mediaset España does not have a pension plan scheme for its workers, although it offers an extensive array of perquisites and work/life balance measures that are detailed in the Human Resources Management section of this Report (MANAGEMENT MODEL). The Group strives to improve the quality of life of its employees and for this reason, disconnection to ones work is achieved by way of work/life balance measures and perquisites.

WORKERS HIRED THROUGH TEMPORARY EMPLOYMENT AGENCIES

Workers hired through temporary employment agencies perform support functions for audio-visual production as well as other areas of the business. They are distributed among professional categories as follows:

Distribution of Temporary Employment Agency workers by category

Head of Dpt.	1%
Administrative	6%
Journalist	14%
Thecnitians	74%
Operators	5%

Temporary Employment Agency workers by age and gender

	M	W	TOTAL
under 30	44	56	**100**
30-50	61	40	**101**
over 50	10	5	**14**
Total	**115**	**100**	**215**

In 2018, personnel hired through employment agencies worked 415,934 hours and had no reportable injuries during the year.

As for **external collaborators**, Mediaset España considers that the categories of people contracted from employment agencies, interns and externs form this group. As for independent contractors, current data management systems do not allow for the disaggregation of such information, although Mediaset España is working to provide this information in the future.

Within the **framework of management hiring processes**, within the Mediaset Group, the hiring and nomination of senior managers continues naturally and based on their abilities.

Regarding the positions of Senior Executives / Directors from local communities, the company does not have a specific policy for local hiring of personnel distinct from its general recruitment policy, since it is believed that such policy may promote instances of discrimination.

It should be noted that, of the 15 people located outside of Spain, only one senior executive is not local, while in Spain, 91.07% of the Managers come from the local community.

Regarding the **means for allowing employees to participate and express their opinion**, Mediaset España has plans to experiment with conducting worker surveys through its Human Resources app.

Freedom of association and collective bargaining rights are fully guaranteed in all Mediaset España work centers as described in the Wrokforce section of this Report (MEDIASET ESPAÑA IN 2018).

Mediaset España supervises participation of **underage artists** in their programmes by strictly following the criteria and procedures established by the Consejería de Empleo de la Comunidad de Madrid, to eliminate any risk of child exploitation. Additionally, the Group ensures that instances of **forced labour** do not occur by means of Human Resources management mechanisms described in the Human Resources Management section, and provides a means for reporting any such episode in the event one should occur.

Procedures guaranteeing compliance with **human rights** are fully integrated in the Mediaset España Group and guaranteed by management mechanisms for each area: Content Management, Human Resources Management, Advertising Management, Stakeholder Relations, etc. fully explained in this Report in the BUSINESS MODEL section.

Workers may raise concerns about possible violations of human rights, such concerns are evaluated and resolved through a company Committee and formal mechanisms established in the Collective Bargaining Agreements, as well through the Complaints Channel.

Procedures for the identification of workplace safety issues, risk assessment, and investigation of incidents are created by the Joint Prevention Service (“Servicio de Prevención Mancomunado” or SPM) and later reviewed by the HR Director. These are audited annually, both internally and externally.

The communication by any worker of possible dangers or dangerous substances is directed to Prevention Representatives or directly to any member of the SPM.

Spanish legislation empowers Occupational Health and Safety Representatives to stop any process or activity that they believe may cause harm or illness to employees, with the legal safeguard that no retaliatory action of any kind may be taken against them.

The Group guarantees the **confidentiality of workers' health information** through rigorous application of the General Data Protection Regulation, compliance with applicable law, and the swearing of the Hippocratic oath by the professionals working in the Medical Service.

ANTICORRUPTION AND UNFAIR COMPETITION

The management tools and policies of the Group established to fight corruption are detailed in the Risk Management section of this Report (GOVERNANCE MODEL). In 2018, training in this area was given to Directors and Senior Management, with 107 people receiving training (92% of the group). In addition to training and information given to the staff regarding these matters, the Chairman of the Audit Committee reports on the Committee's activities to the Board of Directors. This report contains the procedures and policies that frame the conduct of the Group's business. In this manner, the **Group's anti-corruption policies and procedures** are communicated to all members of the Board.

In addition, Mediaset España considers itself a partner with those businesses upon which it has an influence on management. As a result, contracts between producers and Mediaset España include a clause by which they commit to comply and insist that their employees and partners comply with current legislation regarding money laundering, finance of terrorism, fraud, white collar crime, corruption, and bribery. In 2018 all producers working with Mediaset España signed contracts with the anti-corruption clause.

To ensure that **charitable contributions and sponsorships** of other organizations do not conceal bribery, the Mediaset Group has a Gift Policy of avoiding the receipt or offer of gifts that could be considered in exchange for favourable treatment for oneself over others in the acquisition or sale of merchandise, service contracting or in business relationships. In turn, the Group has a Procedure for the Sale of Film Sets and Wardrobe, that establishes approval levels in the event of free donations.

There is an approval chain for contracting, so that several people are up to date on procurements and requests for services, as well as a separation of duties and well defined levels of authorization. Additionally, the Group has a Contract Signing Procedure, an official chart of corporate representative powers containing the quantitative and qualitative limits of each post, as well as a Procedure for the management of powers of attorney.

Mediaset España has established an activity framework for the **prevention of unfairly competitive**, monopolistic and/or unfair competition practices in the conduct of business. Accordingly, under the Mediaset España Code of Ethics, all staff are obliged to take all appropriate measures in order to comply with current legislation, and in the event of any doubt, the Code provides that one should consult with General Management of the company.

It also establishes that because all relationships with stakeholders are key drivers of the company's reputation and its bottom line, they should be frank, honest, open, respectful and ethical.

Mediaset España firmly believes in free and open competition. This means all prices are established as a function of costs, market conditions, national and international reputation, and open competition. All acts which violate current antitrust or unfair competition regulations are prohibited.

2018 saw no judgements against Mediaset España in cases related to monopolistic or anticompetitive practices.

Monetary or in-kind contributions to political parties or related institutions are regulated in the Code of Ethics, according to which they are prohibited without the approval of the CEO and in compliance with applicable law.

In 2018, no such contribution was made by the Group.

MARKETING AND LABELLING

In the ordinary course of conducting its audio-visual business, Mediaset España follows a strict protocol for labelling its audio-visual products and services, applying legislation, codes and self-regulatory agreements as well as sector-specific guidelines, as detailed in the Content Management section of this document (BUSINESS MODEL).

Similarly, there continues to be strict compliance with current regulations and self-regulatory guidelines in matters regarding audio-visual business communication (advertising messages, promotion, sponsorship and product placement) and self-promotion, as described in the Advertising Management section of this document (BUSINESS MODEL).

However, despite adopting all possible means to ensure the responsible management of both the broadcast content and advertising, situations have arisen where established procedures did not mitigate potential situations of non-compliance.

So far as proper labelling is concerned, there were no incidents resulting in a warning. However, Mediaset España received two fines in 2018 imposed for breaches of child labour rules by the National Commission on Markets and Competition (CNMC) in the amount of 1,301,308 euros.

In cases of non compliance with marketing regulations, in 2018 the Group received three fines from the CNMC in the amount of 324,913.60 euros.

As for advertising, in 2018 a corrective action request was received from the CNMC for advertising materials and one for self-promotion, and there were no incidents of non-compliance with voluntary codes in marketing matters.

As of the date of this Report, the 2018 Annual Report of the Joint Monitoring Commission on the Code of Self-Regulation of Television Content and Children, which collects the complaints received on the website www.tvinfancia.es regarding broadcast content and programmes, is yet to be published. According to provisional internal data relating to Mediaset España, 26 complaints were directed against the operator, and the Self-Regulatory Committee did not find a violation in any of the broadcast content.

As for broadcast advertising, in 2018 there were no complaints received, nor was there any instance of a breach of the code processed through the Autocontrol Committee.

Regarding the measurement of audience satisfaction, it is carried out using the mechanisms described in the Content Management section within this document (BUSINESS MODEL) and the results are reviewed daily by the ANTENA team, adjusting the programming grid in response. Mediaset España does not publicly disclose this information, considering it to be sensitive business information.

HEALTH AND SAFETY OF PRODUCTS AND SERVICES

The evaluation of possible impacts of the products and services offered (broadcast audio-visual content) on the health and safety of the audience is measured by the company's compliance with all applicable law and application of action guidelines for the dissemination of audio-visual content and advertising, as described in the Content Management and Advertising Management sections within this document (BUSINESS MODEL).

As for these matters, in 2018 there were no incidents resulting in fines or economic sanctions, warnings, or incidents of non-compliance with any voluntary codes regarding the impact that the products or services of the Group may have on the health and safety of the audience.

The products marketed by the company are subject to compliance with applicable legislation. If during 2018 some product or programme were to have been involved in litigation and there were well-founded grounds, the company would have adopted all precautionary measures necessary to stop its continuance until the matter were resolved.

SUPPLIERS ASSESSMENT

Mediaset España does not carry out a formal analysis of its suppliers' labour or human rights practices, social impacts or environmental performance. Nonetheless, in order to guarantee the ethical performance of its supply chain, the company requires a compliance clause in contracts with suppliers which includes these matters.

Independently, the Group imposes upon its suppliers the commitment to respect, among other matters, workplace and union rights of their workers, avoidance of child labour, and to reject any kind of forced labour, as described in the Management of the Supply Chain section of this document (BUSINESS MODEL).

LOCAL COMUNITY

Mediaset España does not have an information system in place which allows it to gather data regarding local activity participated in by the local community, evaluation of their impact, and/or development programmes.

However, bearing in mind the nature of the activities engaged in by the Group, which are carried out predominantly in Spain, participation of the local community and interaction with the audio-visual business is substantial, so that development of audio-visual productions is in line with the concerns and tastes of the local audience, as well as support for social causes responding to local needs identified by the company.

Given the nature of the company's fundamental activity, that is, the audio-visual business, the main positive impacts on local communities occur through the generation of direct and indirect employment, leisure and information about the audience, and collaboration with social causes and organizations.

On the other hand, negative impacts might be generated as a result of broadcasting audio-visual content. In that case, the company has control mechanisms in place that allow for the management of possible negative impacts, and which are described in detail in the Content Management section of this document(BUSINESS MODEL).

ENVIRONMENT

Mediaset España has started a process of identifying those office supplies that come from recycled materials. Recycled paper is used whenever possible, with a 2018 consumption of 3,045 kg of recycled paper. Toner is also to be refilled rather than buying new cartridges.

Since the main activity of the Group is the production and broadcasting of audio-visual content, packing material waste produced is considered non-significant. Nonetheless, the Group takes its responsibilities as a waste producer seriously, managing all the waste that it produces from products it acquires and measuring CO2 emissions associated with them, both upstream and downstream.

Mediaset España headquarters are located on urban lots, so both the supply and discharge of water is accomplished through the municipal network. The installations directly managed by the Group are in industrial parks or urban areas, away from protected natural spaces.

By conducting its core business in urban areas, there is no impact on natural spaces beyond the possible impacts produced by filming in natural environments. These are managed by consciously minimizing their impact whenever possible and strictly complying with applicable law while following proper protocols to guarantee conservation and non-impact, as described in the Environmental Performance - Managing the impact of shows filmed in a natural environment section, of this document (MEDIASET ESPAÑA IN 2018).

Similarly, given the nature of the Group 's activities, there is no significant risk of hazardous substance spills, and there is no record in 2018 that any such situation occurred.

As already mentioned, the company conducts its audio-visual production and development in Spain, while conducting foreign advertising and marketing campaigns on the internet (less than 2% of the workforce). Therefore, primary energy consumption occurs in Spain, where electrical energy is acquired from 100% renewable sources, meaning that indirect greenhouse gas emissions for energy generation is 0. Energy consumption outside the facilities is given in terms of CO_2 emissions.

The refrigerants that Mediaset España uses in its HVAC equipment have ODP equal to zero and therefore do not damage the ozone layer, except for that equipment which uses R22 and is under plans to be replaced. Under current law, equipment that uses said gas must be replaced and in no case may it be refilled with R22 refrigerant, so that ozone damaging emissions are not released into the atmosphere.

If the gross value of indirect emissions of greenhouse gases for energy generation is taken into account in relation to the location of company activities, they reach the values described below, given the emissions of the Spanish energy mix.

LOCATION BASED SCOPE 2

	Tn CO_2e
2018	5,273
2017	6,960
2016	5,412

As mentioned in the Environmental Performance section of this document, Mediaset España delivers waste to an authorized manager for disposal in compliance with regulations that regulate hazardous and non-hazardous waste. According to information available to the company, they have the following destinations:

Type of waste	Final disposal
Special biosanitary waste	Sterilization / Destruction
Lamps and lighting fixtures	Recycling / Recovery
Discs and tapes	Destruction
Batteries	Recycling
Paper	Recycling
RAEE: screens, printers, scanners, mixed e-scrap	Recycling / Recovery
RSU - Ler Code 200301	Controlled disposal tank
Steel and iron - Ler Code 170405	Recycling / Recovery Final Provision according to Anex II of the Law 22/2011 - R12
Toner	Recycling

REGULATORY COMPLIANCE

In 2018 Mediaset España did not receive any environmental complaints and was not subject to any significant fine or penalty for non-compliance with environmental regulations.

Nor were there any incidents related to violations of indigenous rights.

As regards fines or sanctions for breaches of the law or regulations regarding human resources matters, 3 employment claims from the year before were resolved during 2018, 1 of which resulted in a judicial settlement, and 2 of which were dismissed. Additionally, of the claims submitted during the fiscal year, 4 were resolved in favour of the company, 2 resulted in settlement, and 5 were dismissed.

In other judicial matters, in 2018 Mediaset España was ordered to pay €50,000 for defamation of two public figures and received an adverse decision from the Supreme Court, without economic sanction, for denigrating another channel.

There were no other fines or significant sanctions during 2018 in addition to those mentioned above and those detailed in the MARKETING AND LABELLING section.

ABOUT THIS REPORT

MEDIASETespaña.

ABOUT THIS REPORT

THE PROCESS OF DRAFTING THE ANNUAL REPORT

The contents of this Report meet the information requirements of the Law regarding the Release of non-Financial Information (Ley 11/2018) and addresses the assessment of megatrends and relevant matters arising in 2018 at the sectoral and global levels; relevant matters identified during the materiality analyses conducted by Mediaset España in 2017; and information requirements regarding initiatives to which Mediaset España is committed.

The Report was created by the company's Senior Management, and relied upon collaboration and involvement of all areas of the organization, and is intended to explain in a rigorous and detailed manner the significant impacts arising from matters relevant to the business, its management, and its results.

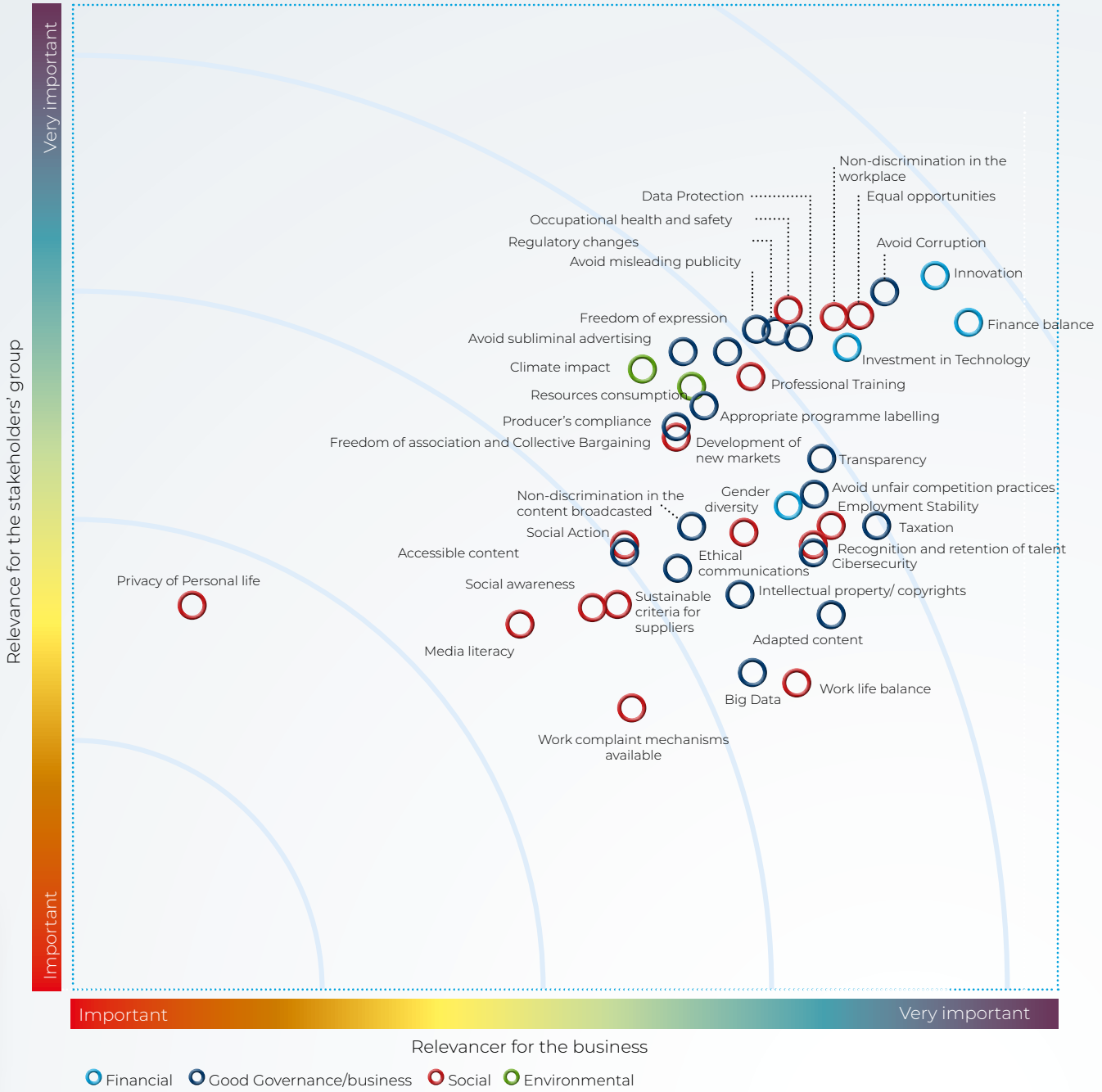
This Report complies with the drafting principles for reports found in GRI Standards for its contents (inclusion of stakeholders, sustainability, materiality, completeness) and its quality: balance, comparability, precision, timeliness, clarity and reliability.

MATERIALITY ANALYSIS

In 2018, Senior Management carried out a review of the materiality matrix developed the year before, with the goal of ensuring that it contains all relevant matters arising during the year from regulatory changes as well as local and global trends.

RELEVANT ISSUES 2018

- Matters relevant to company Senior Management
- Matters relevant to the sector
- Law regarding the Release of non-Financial Information
- Megatrends
- The Mediaset España Group in the media
- Themes arising from sustainable investment indices
- Themes raised by sustainability analysts
- Matters arising from global initiatives and international standards



IMPACT OF RELEVANT ISSUES ON STAKEHOLDERS

Relevant issue	Stakeholder affected	How Mediaset España Group Responds	GRI standard
Accessible content		Accessible content	M4, M5, M7
Social Action		-	201-1, 201-2, 201-3 Y 201-4
Appropriate programme labelling		Business context Content Management Self-regulation Codes and Sector Guides	M2, M3, 416-1, 416-2, 417-1, 417-2, 102-43, 102-44, 419-1
Media literacy		Content Management	M7
Big Data		Data protection Management of Internet Content Advertising management	103-1, 103-2 y 103-3 Enfoque de gestión (DATA PROTECTION)
Regulatory changes		Business context Risk Management System Content Management Advertising Management Participation in Public Policy Development Data Protection	102-2, 417-3, 418-1, 419-1, 307-1
Cybersecurity		Cybersecurity	-
Producer's compliance		Supply Chain Management	103-1, 103-2 y 103-3 Enfoque de gestión (Cadena de proveedores), 102-9, 414-1, 414-2, 407-1, 408-1, 409-1, 414-1, 414-2, 308-1, 308-2
Work life balance		Team Management Occupational health and safety risk prevention	401-1, 401-2, 401-3
Resources consumption		Environmental performance	302-1, 302-2, 302-3, 302-4, 302-5
Adapted content		Content Management	102-16, M2, M3, M6
Sustainable criteria when choosing suppliers		Supply Chain Management	414-1, 414-2, 308-1, 308-2, 204-1
Development of new markets		Business context	102-6
Work complaint mechanisms available		Team Management	103-1, 103-2 y 103-3 Enfoque de gestión
Gender Diversity		Team Management Equal opportunities	405-1, 405-2

Employees · Artists and sector professionals · Shareholders · Advertisers · Audience · Suppliers · Trade unions · Competition · Government · Community

Relevant issue	Stakeholder affected	How Mediaset España Group Responds	GRI standard
Finance balance		Economic-Financial Result Taxation	102-7, 201-1, 201-2, 201-3, 201-4
Employment Stability		Team Management Employee relations	102-8, 401-1, 401-2, 401-3, 402-1
Ethical communications		Advertising management	102-16, 102-17
Avoid Corruption		Risk management system	102-18, 102-16, 102-17, 205-1, 205-2, 205-3, 415-1
Avoid anti-competitive practices		Content Management Advertising management	206-1
Training and professional development		Team Management Training and recruitment of new talent Performance evaluation Evaluación del desempeño	404-1, 404-2, 404-3
Equal opportunity		Team Management Equal opportunities and non-discrimination Fringe benefits and life-work balance measures	405-1, 405-2
Climate Impact		Environmental performance	305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5
Innovation		Business context Internet content management	201-1, 201-2, 201-3, 201-4, 203-1, 203-2
Investment in technology		Key Performance Indicators Other Performance Indicators Business context Cybersecurity Environmental Performance	203-1, 203-2
Freedom of association		Employee relations	102-41, 407-1
Freedom of expression		Content Management Team Management	M2, M3, 407-1
Non-discrimination in the workplace		Team Management Equal opportunity	405-1, 406-1
Non-discrimination in content broadcasted		Content Management Content accessibility	M2, M3, M6

Employees **Artists and sector professionals** **Shareholders** **Advertisers** **Audience** **Suppliers** **Trade unions** **Competition** **Government** **Community**

Relevant issue	Stakeholder affected	How Mediaset España Group Responds	GRI standard
Privacy of Personal life		Content Management	M2, M3
Intellectual property/copy rights		Content Management	412-1, 412-2, 412-3
Personal data protection		Data protection	418-1
Subliminal advertising		Advertising Management	102-2 y 417-3
Misleading publicity		Advertising Management	416-1, 416-2, 417-3, 102-2
Recognition and retention of talent		Team Management Performance evaluation	404-1, 404-2, 404-3
Occupational health and safety		Team Management Occupational health and safety risk prevention	403-1, 403-2, 403-3, 403-4
Social awareness		Entertainment, information and social commitment	M2, M3
Transparency		Governance Model Business Model About this report	102-40, 102-42, 102-43, 102-44, 417-1, 417-2

Employees **Artists and sector professionals** **Shareholders** **Advertisers** **Audience** **Suppliers** **Trade unions** **Competition** **Government** **Community**

DIALOGUE

Mediaset España makes this report available to its stakeholders in a digital format that can be accessed through the company´s corporate web page.

https://www.mediaset.es/inversores/en/corporate-responsability.html

Mediaset España values and encourages stakeholder engagement, enabling a specific communication channel for their comments, concerns and information requirements and to obtain feedback on the issues addressed in this and other reports considered relevant from a sustainability perspective.The channel that may be used is:

General Corporate Management
Carretera de Fuencarral a Alcobendas, 4
28049- Madrid
rc@telecinco.es

ASSURANCE

Mediaset España submits this Report for independent external assurance. Non-financial information hs been reviewed by Deloitte, in accordance with ISAE 3000 (revised) regulations, and their assessment report is attached to this Report.

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GRI 102 General Disclosures		
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CONTENT OF THE NON-FINANCIAL INFORMATION STATEMENT

Cotent of the non-financial information statement				
	Content of Law 11/2018 INF		Standard used	Pag. of the report
Business Model	Description of Group business Moedel	Brief description of the group's business model, which will include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	GRI 102-2 Activities, brands, products and services	4, 6, 17-19, 36, 80
			GRI 102-4 Location of operations	
			GRI 102-6 Markets served	
			GRI 102-15 Key impacts, risks, and opportunities	
			GRI 102-7 Scale of the organization	
Information on environmental matters	Policies	Policies implemented by the group, including the due diligence procedures implemented to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control, as well as the measures that have been adopted.	GRI 103-2 The management approach and its components	143
	Main Risks	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, their business relationships, products or services that may have negative effects in those areas, and since the group manages the said risks, explaining the procedures used to detect and assess them according to Spanish, European or international benchmark frameworks for each area. Information on the impacts that have been identified must be included, providing a breakdown of them, in particular on the main short, medium and long-term risks.	GRI 102-15 Key impacts, risks, and opportunities	17-19, 143, 149-150
			GRI 102-11 Precautionary Principle or approach	
	General	Current and foreseeable impacts of the undertaking's operations on the environment, and, as appropriate, on health and safety	GRI 102-15 Key impacts, risks and opportunities	17-19, 143, 149-150
		· Environmental assessment or certification procedures	GRI 102-11 Precautionary Principle or approach	143 Note 4.25 Environmental Issues (Consolidated financial statements) Audit Committee Regulation Pag. 12 - 14 Board of Directors' Regulations Pag. 6 and 7
			GRI 102-29 Identifying and managing economic, environmental, and social impacts	
			GRI 102-30 Effectiveness of risk management processes	
		· Resources used for environmental risk prevention	GRI 102-29 Identifying and managing economic, environmental, and social impacts	
		· Application of the precautionary principle	GRI 102-11 Precautionary Principle or approach	
		· Provisions and guarantees for environmental risks	GRI 307-1 Non-compliance with environmental laws and regulations (CCAA)	
	Pollution	Measures to prevent, reduce and/or rectify carbon emissions that seriously harm the environment, taking into consideration any form of air pollution specific to an activity, including noise and light pollution	GRI 103-2 Management approach	143-145, 149-150, 158
			GRI 302-4 Reduction of energy consumption	
			GRI 302-5 Reductions in energy requirements of products and services	
			GRI 305-5 Reduction of GHG emissions	
			GRI 305-7 NOx, SOx and other significant air emissions	
	Circular economy and waste prevention and management	Measures of prevention, recycling, reuse and other forms of recovery and elimination of waste. Actions to combat food waste	GRI 103-2 Management approach (Effluents and waste)	146-147
			GRI 301-1 Materials used by weight or volume	
			GRI 301-2 Recycled input materials used	

Cotent of the non-financial information statement				
	Content of Law 11/2018 INF		**Standard used**	**Pag. of the report**
Information on environmental issues	Sustainable use of resources	Water consumption and supply according to local restrictions	GRI 303-1 Water withdrawal by source	146-147
		Consumption of raw materials and the measures adopted to improve efficiency in their use	GRI 103-2 Management approach (Environment)	146-147
			GRI 301-1 Materials used by weight or volume	
		Energy: Direct and indirect consumption ; Measures taken to improve energy efficiency. The use of renewable energy	GRI 102-2 Management approach (Energy)	143-144, 146
			GRI 302-1 Energy consumption within the organization (energy coming from renewable and non-renewable sorces)	
			GRI 302-2 Energy consumption outside the organization	
			GRI 302-3 Energy Intensity	
			GRI 302-4 Reduction of energy consumption	
	Climate change	Greenhouse Gas Emissions	GRI 305-1 Direct (Scope 1) GHG emissions	144-145, 158
			GRI 305-2 Energy indirect (Scope 2) GHG emissions	
			GRI 305-3 Other indirect (Scope 3) GHG emissions	
			GRI 305-4 GHG emissions intensity	
		The measures adopted in order to adapt to the consequences of climate change	GRI 102-15 Key impacts, risks, and opportunities	30, 144-145
			GRI 103-2 Management approach and its components	
			GRI 305-5 Reduction of GHG emissions	
		The voluntarily established long and short-term emission reduction targets to reduce greenhouse gas emissions and the measures implemented for this purpose.	GRI 103-2 Management approach (Reduction of GHG emissions)	143
	Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 103-2 Management approach (Biodiversity)	158
		Impacts caused by activities or operations in protected areas	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected area	158
Information on social and personnel-related matters	Policies	Policies implemented by the group, including the due diligence procedures implemented to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control, as well as the measures that have been adopted.	GRI 103-2 Management approach and its components	14-16, 50 Board Member's Remuneration Policy Articles of Association Article 37.3
			GRI 103-3 Evaluation of the management approach	
			GRI 102-35 Remuneration policies	
	Main Risks	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, their business relationships, products or services that may have negative effects in those areas, and since the group manages the said risks, explaining the procedures used to detect and judge them according to Spanish, European or international benchmark frameworks for each . Information on the impacts that have been identified must be included, providing a breakdown of them, in particular on the main short, medium and long-term risks.	GRI 102-15 Key impacts, risks, and opportunities	17-19, 30 Board of Director's Regulation Pag. 6 and 7
			GRI 102-30 Effectiveness of risk management processes	

Cotent of the non-financial information statement				
		Content of Law 11/2018 INF	**Standard used**	**Pag. of the report**
Information on social and personnel-related matters	Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 102-7 Scale of the organization GRI 102-8 Information on employees and other workers GRI 405-1. b) Percentage of employees per employee category in each of the following diversity categories: gender and age group	110-112, 151-152
		Total number and distribution of work contract by types	GRI 102-8 Information on employees and other workers	110-112, 151-152
		Yearly average of permanent, temporary and part-time contracts by gender, age and professional category	GRI 102-8 Information on employees and other workers	110-112, 151-152
		Number of dismissals by gender, age and professional category	GRI 401-1.b) Total number and rate of employee turnover during the reporting period, by age group, gender and region. (in relation to dismissals)	152
		Average remuneration and its evolution by gender, age and professional category or equivalent	GRI 405-2: Ratio of the basic salary and remuneration of women compared to men for each employee category.	154
		Wage Gap	GRI 405-2: Ratio of the basic salary and remuneration of women compared to men for each employee category.	154
		Remuneration for the same position or the average remuneration of the company	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	154
		The average remuneration of directors and managers, including variable remuneration, expenses, compensation, payments to long-term savings plans and any other item by gender.	GRI 102-35 Remuneration policies GRI 102-36 Process for determining remuneration (for the management approach) GRI 201-3 Defined benefit plan obligations and other retirement plans	14-16, 154-155 Board of Director's Remuneration Policy Articles of Association Article 37.3 Board Members' Annual Remuneration Report
		Implementation of policies related to work-life-balance	GRI 103-2 Management approach (work-life-balance)	55
		Disabled employees	GRI 405-1. b) Percentage of employees per employee category in each of the following diversity categories: gender and age group	153
	Organisation of work	Organization of working hours	GRI 102-8. c) Total number of employees by employment type (full-time and part-time), by gender. GRI 103-2 Management approach (Work Organization)	52, 113
		Number of hours lost to absenteeism	GRI 403-2 Types and ratios of Work-Related Accidents, work-related illness, days lost and and absenteeism, and number of deaths (section a)	153
		Measures aimed at providing work-life balance and promoting its shared use by both parents	GRI 401-3 Parental leave GRI 103-2 Management approach	112, 115
	Health and safety	Health and safety conditions in the workplace	GRI 103-2 Management approach (Health and Safety)	57-58
		Accidents at work (frequency and seriousness) distributed by gender	403-9 Work-related Injuries	120, 153
		Work-related illness (frequency and seriousness) by gender	403-10 Work-related ill health	120
	Social relations	Organization of social dialogue, including procedures for notifying and consulting employees and negotiating with them	GRI 102-43 Approach to stakeholder engagement (it refers to trade unions and Collective Bargaining) GRI 402-1 Minimum notice periods regarding operational changes GRI 403-1 Workers' representatives on Health and Safety Committees	52, 57, 113
		Percentage of employees covered by collective agreements by country	GRI 102-41 Collective bargaining agreements	113
		Results of collective agreements, particularly in relation to occupational health and safety	GRI 403-1 Workers' representatives on Health and Safety Committees GRI 403-4 Occupational health and safety topics covered in formal agreements with worker's legal representatives	52, 57, 113

Cotent of the non-financial information statement				
	Content of Law 11/2018 INF		**Standard used**	**Pag. of the report**
Information on social and personnel-related matters	Training	Implemented training policies	GRI 103-2 Management approach (Training and Education)	56
			GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	
		Total number of hours of training courses by professional categories	GRI 404-1 Average hours of training per year per employee	116
	Accesibility	Universal accessibility for persons with disabilities	GRI 103-2 Management approach (Diversity, equal opportunities and Non-discrimination)	53-54, 114, 133
	Equality	Measures adopted to promote equal treatment and opportunities for men and women	GRI 103-2 Management approach (Diversity and equal opportunities)	53-54, 114
		Equality plans	GRI 103-2 Management approach (Diversity, equal opportunities and Non-discrimination)	53-54, 114
		Measures adopted to promote employment	GRI 103-2 Management approach (Employment)	56, 116-117
			GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	
		Protocol against sexual harassment and harassment on the grounds of gender	GRI 103-2 Management approach (Diversity, equal opportunities and Non-discrimination)	53-54, 114
		Integration and universal accessibility for persons with disabilities	GRI 103-2 Management approach (Diversity, equal opportunities and Non-discrimination)	53-54, 114, 133
		Policy against any type of discrimination and, where appropriate, for managing diversity	GRI 103-2 Management approach (Diversity, equal opportunities and Non-discrimination)	53-54, 114
			GRI 406-1 Incidents of discrimination and corrective actions taken	
Information on respect for human rights	Policies	Policies implemented by the group, including the due diligence procedures implemented to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control the measures that have been adopted.	GRI 103-2 Management approach and its components	51, 140-142, 154-155
			GRI 103-3 Evaluation of the management approach	
			GRI 410-1 Security personnel trained in human rights policies or procedures	
			GRI 412-2 Employee training on human rights policies or procedures	
	Main Risks	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, their business relationships, products or services that may have negative effects in those areas, and since the group manages the said risks, explaining the procedures used to detect and judge them according to Spanish, European or international benchmark frameworks for each area. Information on the impacts that have been identified must be included, providing a breakdown of them, in particular on the main short, medium and long-term risks.	GRI 102-15 Key impacts, risks and opportunities	51, 140-142, 154-155
	Human Rights	Application of due diligence procedures in relation to human rights	GRI 103-2 Management approach (Evaluation of Human Rights)	21, 155, 157
		Prevention of the risks of human right's violation and, where appropriate, measures to mitigate, manage and rectify any possible abuses committed	GRI 103-2 Management approach (Evaluation of Human Rights)	21, 51, 140-142, 154-155
			GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	
			GRI 410-1 Security personnel trained in human rights policies or procedures	
		Formal complaints for cases of human right's violations	GRI 102-17 Mechanisms for offering advice and concerns about ethics	22, 155, 158
			GRI 103-2 Management approach (Evaluation of Human Rights)	
			GRI 411-1 Rights of Indigenous Peoples	
			GRI 419-1 Non-compliance with laws and regulations in the social and economic area	
		Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization in relation to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labour and the effective elimination of child labour.	GRI 103-2 Management approach (Non-discrimination; Freedom of association and collective bargaining; Child labour; Forced or compulsory labour and Human Rights)	51

Cotent of the non-financial information statement				
	Content of Law 11/2018 INF		**Standard used**	**Pag. of the report**
Information relating to the fight against corruption and bribery	Policies	Policies implemented by the group, including the due diligence procedures implemented to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control the measures that have been adopted.	GRI 103-2 Management approach and its components	21-24
			GRI 103-3 Evaluation of management approach	
			GRI 205-2 Communication and training about anti-corruption policies and procedures	
	Main Risks	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, their business relationships, products or services that may have negative effects in those areas, and since the group manages the said risks, explaining the procedures used to detect and judge them according to Spanish, European or international benchmark frameworks for each area. Information on the impacts that have been identified must be included, providing a breakdown of them, in particular on the main short, medium and long-term risks.	GRI 102-15 Key impacts, risks and opportunities	Annual Corporate Governance Report
			GRI 102-30 Effectiveness of risk management processes	
			GRI 205-1 Operations assessed for risks related to corruption	
	Corruption and bribery	Measures adopted to prevent corruption and bribery	GRI 103-2 Management approach (it references to GRI 205 Anti-corruption) - If the company files the 205-2, it also covers this requirement of the law with this indicator	21-24
		Measures to combat money laundering	GRI 103-2 Management approach (Anti-corruption)	21, 25, 156
		Contributions to foundations and not-for-profit organizations	GRI 103-2 Management approach (Anti-corruption)	21, 78, 139, 156
			GRI 201-1 Direct economic value generated and distributed (Investments in the Community)	
			GRI 203-2 Significant indirect economic impacts	
			GRI 415-1 Contributions to political parties and/or political reresentatives	
Information about the company	Policies	Policies implemented by the group, including the due diligence procedures implemented to identify, assess, prevent and mitigate significant risks and impacts, and to verify and control the measures that have been adopted.	GRI 103-2 Management approach and its components	67, 160-163
			GRI 103-3 Evaluation of management approach	
	Main Risks	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, their business relationships, products or services that may have negative effects in those areas, and since the group manages the said risks, explaining the procedures used to detect and judge them according to Spanish, European or international benchmark frameworks for each area. Information on the impacts that have been identified must be included, providing a breakdown of them, in particular on the main short, medium and long-term risks.	GRI 102-15 Key impacts, risks and opportunities	17-19, 157
			GRI 102-30 Effectiveness of risk management processes	
	The company's commitment to sustainable development	The impact of the company's activity on employment and local development	GRI 203-1 Infrastructure investments and services supported	36, 59-60, 134, 139, 157
			GRI 203-2 Significant indirect economic impacts	
			GRI 204-1 Proportion of spending on local suppliers	
			GRI 413-1 Operations with local community engagement, impact assessments and development programmes	
			GRI 413-2 Operations with significant actual and potential negative impacts on local communities	
			GRI 201-1 Direct economic value generated and distributed (Investments in the Community)	
		The impact of the company's activity on local communities and on the region	GRI 203-1 Infrastructure investments and services supported	36, 59-60, 134, 139, 157
			GRI 203-2 Significant indirect economic impacts	
			GRI 413-1 Operations with local community engagement, impact assessments and development programmes	
			GRI 413-2 Operations with significant, both actual and potential, negative impacts on local communities	
			GRI 201-1 Direct economic value generated and distributed (Investments in the Community)	

Cotent of the non-financial information statement				
	Content of Law 11/2018 INF		**Standard used**	**Pag. of the report**
Information about the company	The company's commitment to sustainable development	Relations with key figures of local communities and modalities of dialogue with them	GRI 102-43 Approach to stakeholder engagement	67
			GRI 413-1 Operations with local community engagement, impact assessments and development programmes	
		Association and sponsorship actions	GRI 102-13 Membership of associations	74-75, 134, 139
			GRI 203-1 Infrastructure investments and support services	
			GRI 201-1 Direct economic value generated and distributed (Investments in the Community)	
	Subcontracting and providers	Inclusion of social, gender equality and environment issues in the procurement policies	GRI 103-3 Management Approach (Environmental and Social assessment of suppliers)	23, 26, 157
		Consider the social and environmental responsibilities of supplier and subcontractors	GRI 102-9 Supply chain	23, 26, 59-60, 157
			GRI 103-3 Management approach (Environmental and Social assessment of suppliers)	
			GRI 308-1 New suppliers that were screened using environmental criteria	
			GRI 308-2 Negative environmental impacts in the supply chain and actions taken	
			GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
			GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
			GRI 414-1 New suppliers that were screened using social criteria	
			GRI 414-2 Negative social impacts in the supply chain and actions taken	
		Systems for supervision and auditing and their results	GRI 308-1 New suppliers that were screened using environmental criteria	157
			GRI 308-2 Negative environmental impacts in the supply chain and actions taken	
			GRI 414-2 Negative social impacts in the supply chain and actions taken	
	Consumers	Measures for the health and safety of consumers	GRI 103-2 Management approach (Customers' Health and Safety)	31, 40, 155 , 157
			GRI 416-1 Assessment of the health and safety impacts of product and service categories	
			GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
			GRI 417-1 Requirements for product and service information and labeling	
		Systems for lodging complaints, complaints received and their resolution	GRI 102-17 Mechanisms for offering advice and concerns about ethics	22, 155, 157
			GRI 103-2 Management approach (Customers' Health and Safety)	
			GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
			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.	
	Tax information	Profits obtained by country	GRI 201-1 it refers to payments made to public authorities considering the OECD guides http://www.oecd.org/tax/beps/country-by-country-reporting.htm	4 Consolidated financial statements
		Tax paid on profits	GRI 201-1 it refers to payments made to public authorities considering the OECD http://www.oecd.org/tax/beps/country-by-country-reporting.htm	101-102 Consolidated financial statements
		Public subsidies received	GRI 201-4 -4 Financial assistance received from government	103 Consolidated financial statements

GLOSSARY

- Assets: Group of assets and rights owned by a company.
- Audience (television): Number of people over 4 years of age that are watching television at a given moment.
- Blog: Also known as a web log, a blog is a regularly updated website that displays texts or articles by one or more authors in chronological order—in which the most recent appears first—with a particular purpose or theme, in which the author has the freedom to post anything he or she believes is relevant.
- Broadcast: Distribution of audio and/or video signals that transmit programs to an audience. The audience can be the public in general, or a relatively large sector of the public such as children or young people.
- Climate change (global warming): Change in overall atmospheric conditions attributed directly or indirectly to human activity, which increases the natural variability of the climate observed during comparable time periods.
- CO2 equivalent: International methodology for measuring greenhouse gas emissions used to establish the equivalence between heat retention of any gas of this type and that of $CO2_{,}$. In this manner, all gases are converted to the CO2 measurement, enabling a homogeneous calculation of any greenhouse gas.
- Coach: programme that contributes to personal growth and professional development.
- Commercial target: Audience group comprised of individuals between 13 and 54 years of age, from the middle and upper classes who live in cities with 10,000 or more inhabitants.
- Commuting: daily journal from home to work.
- Contract hire: rental contract under which the contract hire company purchases a new car, at the customer's request and makes it available to the customer for a specific time, including all expenses.
- Day time: Broadcast period during daylight hours.
- Digital forum: Web application that serves as a platform for exchanging opinions or holding discussions or debates online.
- Digital interview: System of communication via the Internet in which one or more experts on specific topics receive questions from users and respond to them through the web.
- DTT (Digital Terrestrial Television): Digital television platform that uses terrestrial broadcast systems, in other words, antennas located on the surface of the earth.
- EBIT: Earnings before interests and taxes.
- Environmental impact: Any change in the environment, adverse or beneficial, that results from human activity.
- Free float: Floating capital that can be traded immediately. These are shares that are not held by large owners and which are not subject to sales restrictions.
- Frequency index: This index expresses a relationship between the occurrence of workplace accidents resulting in absence from work in relation to the length of exposure to the risk.
- GJ: Gigajoule – energy measurement unit
- Greenhouse effect: Phenomenon by which certain gases that make up the atmosphere retain part of the energy from solar radiation emitted by the ground, causing a moderation of temperature variations of the earth and an increase in its average temperature. This phenomenon is being intensified by the emission of certain gases in large quantities, such as CO2 and methane, caused by human activity.
- Greenhouse Gas Protocol: International instrument used by government and companies to record and manage their greenhouse gas emissions. This initiative was created by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute.
- Greenhouse gases: Compounds that are found in the atmosphere and which, due to their properties, are responsible for the greenhouse effect. The massive emission of these gases through activities such as the burning of fossil fuels increases the greenhouse effect; this increase is recognized as the leading cause of global climate change. Among these substances the following ones are included: CO2, CH4 (methane), N2O, HFCs, PFCs, SF6 and water vapour.
- GRI (Global Reporting Initiative): Initiative started in 1999 to develop and disseminate applicable directives for preparing sustainability documents and reports. These guidelines, to be used on a voluntary basis by organisations, exist for the purpose of improving the quality of their reports and achieving greater comparability, consistency and efficiency in their dissemination.
- GRP (Gross Rating Point): The basic rating point is the unit of measure of advertising effectiveness. It consists of the percentage of the audience that viewed a given television spot compared to the potential market determined previously between the television operator and the advertiser/media centre. Data that is later contrasted with the data provided by Taylor Nelson Sofres. GRP are measured per minute, although the advertising spots tend to have a shorter duration. GRP can also be calculated by multiplying the net coverage by the frequency of a spot.
- Gymkhana: from the Hindi and Persian terms khana and gend, meaning "ball game" and currently used to refer to games involving various competitive events.
- Incidence index: Ratio of occupational accidents to the average number of workers exposed to the risk. This index indicates, therefore, the probability of an occupational accident occurring to the staff.

- Late night: Programming block from 0:00 to 2:30.
- Liabilities: Total obligations and debts contracted by a company. The liabilities represent the company's source of financing.
- Moderation: Work of controlling user-added content in the available forms of debate and participation so that this does not include content that is inappropriate, offensive or prohibited under the conditions established for the use of these applications. Once the text has been approved by the moderator, it is published on the Internet.
- Morphing: Creative process of merging the image of the advertiser with that of the channel.
- Occupational accident: Diseases, pathologies or injuries caused by or at work.
- Page view: Files sent in response to a user request received by a server. When a page is made up of several frames, the group of frames will be considered a single page for calculation purposes.
- Payout: Portion of corporate earnings used to pay dividends. This is expressed as a ratio and is the result of dividing the dividend by the net earnings and multiplying the result by 100.
- Post-moderation: Work of controlling user-added content once it has been published in the different forms of debate and participation available in web applications. If the published content is considered inappropriate, offensive or does not comply with the established conditions of use, it will be eliminated from the application.
- Power ratio: In a media company, this statistic indicates the performance of revenues compared to the audience share.
- Prime time: Programming block from 21:00 to 00:00, during which time the maximum audience is reached.
- Prime-time access: The programming block prior to prime time.
- Rating: Analytical instrument that permits valuation of the risk of a company or of a broadcast. Normally, higher ratings are demanded of the broadcasters with the weakest financial position (worst rating) to compensate for the greater risk assumed.
- Remake: In film and television, a new version of a previously released program or film, or a local version of a series in a country other than the one in which it originated.
- Rich media: Internet advertising term assigned to a web page that uses advanced technology such as on-demand video, program downloading with user interaction and advertising that changes when the user passes the cursor over it.
- Roadshow: Technical, economic and commercial information forum.
- Security document: Name of a mandatory document that all companies must have available to the Spanish Data Protection Agency [Agencia Española de Protección de Datos] in which the measures and procedures that eachcompany must have in place for complying with the Security Measures Regulation (Royal Decree1720/2007, of 21 December) [Reglamento de Medidas de Seguridad (Real Decreto 1720/2007, of 21 Decembre)] are detailed.
- Security Measures Regulation: This is RD 1720/2007, of 21 December, which implements Organic Law 15/1999, the Data Protection Organic Law.
- Severity index: This index compares the number of days with absence from work with the number of hours the worker is exposed to the risk. The importance of this index is that it includes, in addition to the consequences of the injuries, the cost in terms of time lost from work as a result of the accidents.
- Share: Distribution of the actual audiences amongst all channels, expressed as a percentage.
- Share capital: Monetary amount or value of the assets that the shareholders of the company own. The rights that shareholders acquire in the company will depend on the share capital contributed. This is divided into equal and indivisible portions called shares.
- Shareholder: Individual or legal entity that holds shares in a company, making it an owner of the company in proportion to the number of shares it holds.
- Sitcom: Also known as situation comedies, sitcoms refer to a type of series originating in USA which usually have certain characteristics: recorded or live laughter, a shorter duration, self-contained chapters etc.
- Site: Group of web pages generally associated with the same Internet domain which normally are on the same topic or serve the same purpose.
- Spanish energy mix: Types of energy used to generate electricity (nuclear, solids, oil and gas, bio-mass, waste, hydro-electric, wind, solar, geothermal and other renewable sources)
- Spin-off: project born as an extension of a previous project, on television, which generally refers to a new series deriving from a previous series as regards situations, plots or characters.
- Stakeholders: All of the persons, institutions or groups that significantly affect the activity of an organisation and its decisions, and/or that may be affected by them.
- Sustainable development: The appearance of the concept of Sustainable Development goes back to the presentation in 1987 of the report "Our Common Future" by the World Commission on Environment and Development (Brundtland Commission) created by the UN, where it was defined as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

- Target audience: Group of persons to which the channel addresses its advertising messages.

- United Nations Global Compact: International initiative put forth by the United Nations in 1999 which invites an ethical commitment by companies and has the goal of obtaining a voluntary commitment on the part of institutions with respect to social responsibility by means of implementing Ten Principles or fundamental values related to human rights, labour practices, the environment and the fight against corruption. Its purpose is to foment the creation of a global corporate citizenship which permits the reconciliation of the interests and processes of business activity with the values and demands of civil society, as well as with the projects of the UN, international sector organizations, unions and NGOs.

- Webcast: Television program designed for transmission over the Internet.

- Windows: The different means of commercially exploiting an audiovisual content in terms of time. The most common windows for audiovisual content are movies, DVD and video, pay per view, cable television and free television.

- XDCAM: Professional video system that uses a PFDdisc, similar to Blu-ray, and which, due to its characteristics, can be reused for a very long period.

DIRECTORY

MEDIASET ESPAÑA
Ctra. Fuencarral a Alcobendas, 4 28049 Madrid
Tel.91 396 63 00
www.mediaset.es

- Content Department
Tel.: 91 396 63 00
Fax: 91 396 69 99

- Management and Operations Department
Tel.: 91 396 63 00
Fax: 91 396 66 92

- News Department
Tel.: 91 396 63 00
Fax: 91 396 64 56
Email: informativos@informativost5.com
Web: www.informativostelecinco.com y www.cuatro.com/noticias/

- Communications and External Relations Department
Tel.:91 396 63 00
Fax: 91 396 68 42
Email: gabinetedeprensa@telecinco.es

- Audiovisual Sales Department
Tel.:91 396 63 00
Fax: 91 395 93 24
Email: comercial@telecinco.es

- External Production Department
Tel.: 91 396 63 00
Fax: 91 396 61 82

- Investor Relations Department
Tel.:91 396 63 00
Fax: 91 396 66 92
Email: inversores@telecinco.es

- General Corporate Management
Tel.:91 396 61 88
Fax: 91 396 62 84
Email: rc@telecinco.es

PUBLIESPAÑA
Ctra. Fuencarral a Alcobendas, 4
28049 Madrid
Tel.: 91 395 90 00
Fax: 91 395 90 10
Web: www.publiesp.es

TELECINCO CINEMA
Ctra. Fuencarral a Alcobendas, 4
28049 Madrid
Tel.: 91 396 63 00
Fax: 91 396 61 82
Web: www.telecinco.es/t5cinema/

CONECTA 5
Ctra. Fuencarral a Alcobendas, 4
28049 Madrid
Tel.: 91 396 63 00
Fax: 91 396 61 06

MEDIACINCO CARTERA
Ctra. Fuencarral a Alcobendas, 4
28049 Madrid
Tel.: 91 396 63 00
Fax: 91 396 66 92

Deloitte.

Deloitte, S.L.
Plaza Pablo Ruiz Picasso, 1
Torre Picasso
28020 Madrid
España

Tel: +34 915 14 50 00
www.deloitte.es

Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.

INDEPENDENT ASSURANCE REPORT

To the Shareholders of Mediaset España Comunicación, S.A.:

In accordance with Article 49 of the Spanish Commercial Code, we have performed the verification, with a scope of limited assurance, of the Annual Corporate Report 2018 (ACR), which contains the Consolidated Non-Financial Information Statement (NFIS) for the year ended 31 December 2018 of Mediaset España Comunicación, S.A. and subsidiaries ("Mediaset" or "the Group"), which forms part of Consolidated Director's Report of Mediaset.

The ACR includes information, additional to that required by current Spanish corporate legislation relating to non-financial reporting and by the Global Reporting Initiative Standards for sustainability reporting in their comprehensive option (GRI Standards), that was not the subject matter of our verification. In this regard, our work was limited solely to verification of the information identified in the tables "GRI Contents Index" and "Contents of the Non-Financial Information Statement" of the section "About this Report" of the ACR.

Responsibilities of the Directors and the Management

The preparation and content of the Mediaset ACR are the responsibility of the Board of Directors of Mediaset. The ACR was prepared in accordance with GRI Standards in their comprehensive option. The NFIS included in the ACR was prepared in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI Standards, as well as other criteria described as indicated for each matter in the table of "Contents of Non-Financial Information Statement" in in the section "About this Report" of the ACR.

These responsibilities also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the ACR and the NFIS to be free from material misstatement, whether due to fraud or error.

The directors of Mediaset are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the ACR and the NFIS is obtained.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA), which is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC 1) and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in information about economic, social and environmental performance.

Deloitte, S.L. inscrita en el Registro Mercantil de Madrid, tomo 13.650, sección 8ª, folio 188, hoja M-54414, inscripción 96ª. C.I.F.: B-79104469.

Our Responsibility

Our responsibility is to express our conclusions in an independent assurance report based on the work performed, which regards solely to 2018 data. The data corresponding to previous years were verified by another independent auditor.

We conducted our review in accordance with the requirements established in International Standard on Assurance Engagements 3000 Revised currently in force, Assurance Engagements other than Audits or Reviews of Historical Financial Information (NIEA 3000 Revised), currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines published by the Spanish Institute of Certified Public Accountants on attestation engagements on regarding non-financial information statements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and, consequently, the level of assurance provided is also lower.

Our work consisted in requesting information from management and the various units of Mediaset that participated in the preparation of the ACR, reviewing the processes used to compile and validate the information presented in the ACR and carrying out the following analytical procedures and sample-based review tests:

- Meetings held with Mediaset personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external verification.
- Analysis of the scope, relevance and completeness of the contents included in the ACR based on the materiality analysis performed by Mediaset and described in the section "About this Report", also taking into account the contents required under current Spanish corporate legislation.
- Analysis of the processes used to compile and validate the data presented in the 2018 ACR.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters described in the section "About this Report" in the ACR.
- Verification, by means of sample-based review tests, of the non-financial information information relating to the contents included in the ACR, and the appropriate compilation thereof based on the data furnished by Mediaset's information sources.
- Obtainment of a representation letter from the directors and management.

Conclusion

Based on the procedures performed and the evidence obtained, no matters have come to our attention that causes us to believe that:

A) Mediaset's ACR has not been prepared, in all material aspects, including the adequacy of the contents reviewed detailed in the table "GRI Contents Index" included in the section "About this report", in accordance with the GRI Standards in their comprehensive option.

B) Mediaset's NFIS for the year ended 31 December 2018 was not prepared, in all material respects, in accordance with the content specified in current Spanish corporate legislation and in keeping with the criteria of the selected GRI standards, as well as other criteria described as indicated for each matter in the table of "Contents of the Non-Financial Information Statement".

Other Information

The calculation of the scope 3 greenhouse gas (GHG) emissions, given their nature, is subject to high uncertainty, having been carried out according to the methodology and estimations specified in the section "Environmental Performance", based on the available information. A change in the parameters of the estimates could have an impact on the total amount of emissions presented.

Use and distribution

This report has been prepared in response to the requirement established in current Spanish corporate legislation, so it may not be suitable for other purposes and jurisdictions.

DELOITTE, S.L.

Helena Redondo

February 27th, 2019