



Grupo Televisa

Sustainability Report 2019



INDEX

01	<u>Introduction</u>	03
02	<u>Corporate Governance</u>	04
03	<u>General Disclosures</u>	09
04	<u>Materiality Analysis</u>	11
05	<u>Sustainability Strategy</u>	14
06	<u>Ethics and Integrity</u>	22
07	<u>Stakeholder Engagement</u>	25
08	<u>Environmental</u>	26
09	<u>Social</u>	39
10	<u>Supply Chain</u>	48
11	<u>Media Disclosure</u>	50
12	<u>Philanthropic Programs and Community Impact</u>	51



INTRODUCTION

GRI 102-14

Every day, millions of viewers tune in to watch our news, comedies, dramas, and sports programming. We inform, we entertain, and we also connect. Close to one-third of the Mexican households subscribe to at least one of our video, voice or broadband services. This is a great responsibility for us and we take it very seriously.

We have an obligation towards our viewers and customers, and also towards our employees, our shareholders, and the communities we reach. For that reason, paying attention to environmental, social and corporate governance aspects is one of the pillars of our business strategy. We are pleased to present to you our fifth Sustainability Report where we provide a summary of our efforts, and our progress in promoting sustainable development.

Our report follows Global Reporting Initiative (GRI) Standards, which is the most utilized reporting framework in the world, and integrates sustainability accounting standards from SASB, the Sustainability Accounting Standards Board. During 2018, we were the first and only Mexican company using SASB, and this year, our Report incorporates the recommendations of TCFD, the Task Force on Climate-related Financial Disclosures.

Throughout 2019, Televisa's sustainability efforts continued to be recognized. The Company was selected for the 2019 Dow Jones Sustainability MILA Pacific Alliance Index and was one of the only three Mexican companies to be

selected for the 2019 DJS Emerging Markets Index. In addition, Televisa was included as a constituent of the 2019 FTSE4Good Emerging Markets and Emerging Latin America Indices. Also, Televisa was confirmed as a constituent of the IPC Sustentable (Sustainability Index) of the Bolsa Mexicana de Valores (Mexican Stock Exchange) and confirmed as a signatory of the UN Global Compact. Finally, the Company was selected as one of the only four Mexican companies to be included in the 2019 Bloomberg Gender-Equality Index.

With the global push towards the United Nations agenda for 2030, we aim to align our sustainability strategies with the UN's Sustainable Development Goals. Among the many initiatives, we have set specific goals following the Paris Agreement framework to reduce our environmental impact, we are launching various programs to enhance our employees' professional development, and we are strengthening our multiple social programs to support our communities.

We understand our sustainability goals as a central part of our business strategy and are committed to enhancing the lives of our customers, our employees, and the communities we serve.



CORPORATE GOVERNANCE

GRI 102-18, GRI 102-22, GRI 102-23, GRI 102-24, GRI 102-25, GRI 102-26, GRI 102-27, GRI 102-28, GRI 102-29, GRI 102-35, GRI 102-36, GRI 102-37, GRI 102-38

This report follows the guidance of the GRI, TCFD and SASB Standards as reference. The indicators of these standards will be referenced in each section.

We are a Mexican corporation with shares in the form of Certificados de Participación Ordinarios (CPOs) listed on the Bolsa Mexicana de Valores, or Mexican Stock Exchange (BMV, for its acronym in Spanish), also listed through Global Depository Shares with underlying CPOs on the New York Stock Exchange, or NYSE.

Our corporate governance practices are governed by our bylaws, Ley del Mercado de Valores, or Mexican Securities Market Law, the regulations issued by the Comisión Nacional Bancaria y de Valores, or Mexican Banking and Securities Commission (CNBV, for its acronym in Spanish) and the BMV, as well as other applicable laws and regulations. We also adhere the principles of the Código de Principios y Mejores Prácticas de Gobierno Corporativo (Mexican Code of Principles and Best Practices of Corporate Governance), which was created in January 1999 by a group of Mexican business leaders and is endorsed by the CNBV.

As a foreign private issuer with shares listed on the NYSE, we are subject to different corporate governance requirements than a U.S. company under the NYSE listing standards. With certain exceptions, foreign private issuers are permitted to follow their home country practice standards. Pursuant to Rule 303.A11 of the NYSE listed company manual, we are required to provide a summary of the significant ways in which our corporate governance practices differ from those required for U.S. companies under the NYSE listing standards. A summary of those differences is available in our Form 20-F 2019, available at <http://www.televisair.com/en/reports-and-filings/form-20-f>.

The management of our business is vested in our Board of Directors. Our bylaws currently provide for a Board of Directors of up to 20 members. In addition, our bylaws provide that the Executive Committee may exercise the powers of the Board of Directors, except for those expressly reserved for the Board in our bylaws or by applicable law. The Company also has an Audit Committee, a Corporate Practices and Compensation Committee, and an Executive Committee. The Audit Committee is currently composed of four independent members, and the Corporate Practices and Compensation Committee is composed of three independent members, who are elected and/or ratified by the Board of Directors. The Executive Committee is currently composed of three members. The shareholders elect and/or ratify the chairman of both, the Audit Committee and the Corporate Practices and Compensation Committee.

BOARD OF DIRECTORS

We understand the importance of independence and composition of the Board of Directors for our stakeholders, and acknowledge that an effective and balanced board results in better management decisions, risk mitigation, and value creation. According to Article 24 of the Mexican Securities Market Law, for each director of the Board, it is possible to designate an alternate. Likewise, the applicable law provides that at least 25% of the directors must be independent. Our current Board of Directors is composed of 20 members.

The general annual stockholders' meeting takes place to, among other matters, elect and/or ratify the Company's directors.

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

Please refer to the Company's Form 20-F 2019, pages 87 - 93 for more information regarding our directors' name and date of birth, principal occupation, business experience and first elected year (<http://www.televisair.com/en/reports-and-filings/form-20-f>).

Our bylaws provide that our Board must meet at least quarterly and that a Board meeting may be called by either its Chairman, 25% of the Board members, the Secretary or alternate Secretary of the Board, the Chairman of the Audit Committee or the Chairman of the Corporate Practices and Compensation Committee. The Mexican Securities Market Law imposes a duty of care and a duty of loyalty on directors. The duty of care requires our directors to act in good faith and in the best interests of the Company. In carrying out this duty, our directors may be required to obtain the necessary information from the Company's Co-Chief Executive Officers, the executive

These are the current members of our Board of Directors:

- Emilio Fernando Azcárraga Jean
- Alfonso De Angoitia Noriega
- Alberto Baillères González
- José Antonio Chedraui Eguía
- Francisco José Chêvez Robelo
- Jon Feltheimer
- José Luis Fernández Fernández
- Salvi Rafael Folch Viadero
- Michael Thomas Fries
- Marcos Eduardo Galperin
- Guillermo García Naranjo Álvarez
- Bernardo Gómez Martínez
- Carlos Hank González
- Roberto Hernández Ramírez
- Enrique Krauze Kleinbort
- Lorenzo Alejandro Mendoza Giménez
- Fernando Senderos Mestre
- Enrique Francisco José Senior Hernández
- Eduardo Tricio Haro
- David M. Zaslav

officers, the external auditors, or any other person, to act in the best interests of the Company. Our directors may be liable for damages and losses caused to the Company and its subsidiaries as a result of violating their duty of care.

The duty of loyalty requires our directors to preserve the confidentiality of information received in connection with the performance of their duties and to abstain from discussing or voting on matters in which they have a conflict of interest. In addition, the duty of loyalty is breached if a stockholder or group of stockholders is knowingly favored, or if, without the express approval of the Board of Directors, a director takes advantage of a corporate opportunity.

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

Our directors may be subject to criminal penalties of up to 12 years of imprisonment for certain illegal acts involving willful misconduct that results in losses to the Company, such as the alteration of financial statements and records.

CHAIRMAN OF THE BOARD

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

COMPENSATION OF DIRECTORS AND OFFICERS

For the year ended December 31, 2019, we paid our directors, alternate directors and officers for services in all capacities aggregate compensation of approximately 869.6 million Pesos [USD 46.0 million using the Interbank Rate, as reported by CitiBanamex, as of December 31, 2019]. This compensation included certain amounts related to the use of assets and services of the Company, as well as travel expenses reimbursed to directors and officers.

On April 28, 2020, at our general stockholders' meeting, our stockholders approved a remuneration of USD 15,000 to be paid to the members of our Board of Directors, the Secretary of the Board of Directors and the members of the Audit and Corporate Practices and Compensation Committees, for each meeting of the Board and/or the Audit and Corporate Practices and Compensation Committees to which they attend [except for Board members traveling from outside of Mexico to attend Board meetings, who will receive USD 25,000 for each Board meeting they attend]. As a result of COVID-19 contingency, our Directors have voluntarily waived payment of 50% of the remuneration they receive for meetings attended during a specific period of time.

As of December 31, 2019, we have made 82.8 million Pesos in contributions to our pension and seniority premium plans on behalf of our directors, alternate directors, and officers. Projected benefit obligations as of December 31, 2019 were approximately 170.9 million Pesos. Certain officers are entitled to receive performance bonuses. The amount and rules applicable vary among the different divisions and/or officers. The amounts payable under the performance bonus depend on the results achieved, and include certain qualitative and/or quantitative objectives that can be related to revenues and/or EBITDA, budgets, market share and others.

MAJOR STOCKHOLDERS

The following table sets forth information about the beneficial ownership of our capital stock by our directors,

alternate directors, executive officers and each person who is known by us to own more than 5% of the currently outstanding Series "A" Shares, Series "B" Shares, Series "L" Shares or Series "D" Shares as of April 15, 2020. Except as set forth below, we are not aware of any holder of more than 5% of any class of our shares.

Shares beneficially owned (1)(2)									Aggregate % of outstanding
Identity of Owner	Series "A" Shares		Series "B" Shares		Series "D" Shares		Series "L" Shares		Shares
	Number	% of Class	Number	% of Class	Number	% of Class	Number	%	Beneficially Owned
Azcárraga Trust(3)	52,991,825,705	43.8%	67,814,604	0.1%	107,886,870	0.1%	107,886,870	0.1%	15.1%
Harris Associates, L.P.(4)	8,133,028,500	6.7%	7,157,065,080	12.5%	11,386,239,900	13.1%	11,386,239,900	13.1%	10.8%
Dodge & Cox (5)	8,356,565,000	6.9%	7,353,777,200	12.9%	11,699,191,000	13.4%	11,699,191,000	13.4%	11.1%
William H. Gates III(6)	5,994,363,375	5.0%	5,275,039,770	9.2%	8,392,108,725	9.6%	8,392,108,725	9.6%	8.0%
BlackRock, Inc.(7)	5,060,960,650	4.2%	4,453,645,372	7.8%	7,085,344,910	8.1%	7,085,344,910	8.1%	6.7%
FPR Partners, LLC(8)	4,915,988,625	4.1%	4,326,069,990	7.6%	6,882,384,075	7.9%	6,882,384,075	7.9%	6.5%

(1) Unless otherwise indicated, the information presented in this section is based on the number of shares authorized, issued and outstanding as of March 31, 2020. The number of shares issued and outstanding for legal purposes as of March 31, 2020 was 62,147,379,825 Series A Shares, 54,689,694,246 Series B Shares, 87,006,331,755 Series D Shares and 87,006,331,755 Series L Shares, in the form of CPOs, and an additional 58,926,613,375 Series A Shares, 2,357,207,692 Series B Shares, 238,595 Series D Shares and 238,595 Series L Shares not in the form of CPOs. For financial reporting purposes under IFRS only, the number of shares authorized, issued and outstanding as of March 31, 2020 was 58,667,265,575 Series A Shares, 51,627,193,706 Series B Shares, 82,134,171,805 Series D Shares and 82,134,171,805 Series L Shares in the form of CPOs, and an additional 55,497,232,367 Series A Shares, 186,537 Series B Shares, 238,541 Series D Shares and 238,541 Series L Shares not in the form of CPOs. The number of shares authorized, issued and outstanding for financial reporting purposes under IFRS as of March 31, 2020 does not include 139,204,570 CPOs and an additional 3,429,381,008 Series A Shares, 2,357,021,155 Series B Shares, 54 Series D Shares and 54 Series L Shares not in the form of CPOs acquired by the special purpose trust we have created to implement our long-term retention plan. See Note 17 to our consolidated year-end financial statements

(2) Except through the Azcárraga Trust, none of our directors and executive officers currently beneficially owns more than 1% of our outstanding Series "A" Shares, Series "B" Shares, Series "D" Shares or Series "L" Shares. See "Directors, Senior Management and Employees — Share Ownership of Directors and Officers". This information is based on information provided by directors and executive officers.

(3) For a description of the Azcárraga Trust, see "— The Major Stockholders" below.

(4) Based solely on information included in the report on Schedule 13G by Harris Associates L.P. as of February 14, 2020.

[5] Based solely on information included in the report on Schedule 13G by Dodge & Cox, as of February 13, 2020.

[6] Based solely on information included in (i) the Schedule V “Report of participation in the capital stock of issuers” of the Comisión Nacional Bancaria y de Valores, commonly known as the CNBV regulations for issuers as of April 29, 2019 by Cascade Investment, L.L.C. with respect to holdings by Cascade Investment, L.L.C., and (ii) the report on Form 13F filed on February 14, 2020 by the Bill and Melinda Gates Foundation Trust.

[7] Based solely on information included in the report on Schedule 13G by Blackrock, Inc. as of February 4, 2020.

[8] Based solely on information included in the report on Schedule 13G by FPR Partners LLC as of February 14, 2020.

THE MAJOR STOCKHOLDERS

The Azcárraga Trust, a trust for the benefit of Emilio Azcárraga Jean, as of April 15th 2020, holds 43.8% of the outstanding Series “A” Shares, 0.1% of the outstanding Series “B” shares, 0.1% of the outstanding Series “D” Shares and 0.1% of the outstanding Series “L” Shares of the Company. As a result, Emilio Azcárraga Jean currently controls the vote of such shares through the Azcárraga Trust. The Series “A” Shares held through the Azcárraga Trust constitute a majority of the Series “A” Shares whose holders are entitled to vote because non-Mexican holders of CPOs and GDSs are not permitted to vote the underlying Series “A” Shares in accordance with the trust agreement governing the CPOs and the Company’s bylaws. Accordingly, and so long as non-Mexicans own more than a minimal number of Series “A” Shares, Emilio Azcárraga Jean will have the ability to direct the election of 11 out of 20 members of our Board of Directors, as well as prevent certain actions by the stockholders, including dividend payments, mergers, spin-offs, changes in corporate purpose, changes of nationality and amendments to the anti-takeover provisions of our bylaws. Pursuant to our bylaws, holders of Series “B” Shares are entitled to elect five out of 20 members of our Board of Directors. Because the Azcárraga Trust only holds a limited number of Series “B” Shares, there can be no assurance that individuals nominated by the Azcárraga Trust appointees will be elected to our Board.

EXECUTIVE COMMITTEE OF OUR BOARD OF DIRECTORS

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

AUDIT COMMITTEE

The Audit Committee is currently composed of four independent members: Francisco José Chevez Robelo, as

Chairman, Alberto Javier Montiel Castellanos, José Luis Fernández Fernández and Guillermo García Naranjo Álvarez. The Chairman of the Audit Committee was ratified at our annual stockholders’ meeting held on April 28, 2020.

The Audit Committee is responsible for, among other things: (i) submitting to the Board of Director’s approval, the annual designation and/or ratification of the firm engaged to perform the external audit, as well as the engagement of services other than those related to the external audit to be performed by the external auditors; (ii) evaluating the performance of our external auditors and analyzing their reports; (iii) discussing our financial statements with the persons in charge of their preparation, and based on such discussions, recommending their approval to the Board of Directors; (iv) informing the Board of Directors of the status of our internal controls and their adequacy; (v) requesting reports of executive officers whenever it deems appropriate; (vi) informing the Board of any irregularities that it may encounter as part of the performance of its duties; (vii) receiving and analyzing recommendations and observations made by the stockholders, directors, executive officers, our external auditors or any third party and taking the necessary actions; (viii) reviewing and approving, if applicable, certain related party transactions that are not considered material in accordance with the Mexican Securities Market Law; (ix) calling stockholders’ meetings when requested; (x) providing opinions to our Board of Directors with respect to specific matters required under the Mexican Securities Market Law; (xi) requesting and obtaining opinions from independent third parties, as it deems convenient, in connection with the performance of its duties; and (xii) assisting the Board in the preparation of annual reports rendered by the Board to the shareholders and other reporting obligations.

The Chairman of the Audit Committee shall prepare an annual report to our Board of Directors with respect to the activities of the Audit Committee, which shall include, among other things: (i) the status of the internal controls and internal audits, and any deviations and deficiencies thereof, taking into consideration the reports of external auditors and independent experts; (ii) the results of any preventive and

corrective measures taken based on results of investigations regarding non-compliance of operating and accounting policies; (iii) the evaluation of external auditors; (iv) the main results from the review of our financial statements and those of our subsidiaries; (v) the description and effects of changes to accounting policies; (vi) the measures adopted as a result of observations of stockholders, directors, executive officers and third parties relating to accounting, internal controls, and internal or external audits; and (vii) compliance with stockholders' and directors' resolutions.

CORPORATE PRACTICES AND COMPENSATION COMMITTEE

The Corporate Practices and Compensation Committee is currently composed of the following independent members: José Luis Fernández Fernández, as Chairman, Guillermo García Naranjo Álvarez, and, Eduardo Tricio Haro. The Chairman of the Corporate Practices and Compensation Committee was ratified at our annual stockholders' meeting held on April 28, 2020.

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

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

External auditors KPMG Cárdenas Dosal, S.C. acted as our independent registered public accounting firm for the fiscal year ended on December 31, 2019. The chart below sets forth the total amount billed by our independent registered

public accounting firm for services performed in 2019, and breaks down these amounts by category of service:

Amount billed by an independent registered public accounting firm for services (in million Pesos) in 2019.

<i>Audit Fees</i>	103.6
<i>Audit-Related Fees</i>	5.3
<i>Tax Fees</i>	5.8
<i>Other Fees</i>	6.0
Total	120.7



GENERAL DISCLOSURES

GRI 102, GRI 102-4

Televisa is a leading media company in the Spanish-speaking world, an important cable operator in Mexico and an operator of a leading direct-to-home satellite pay television system in Mexico. Televisa distributes the content it produces through several broadcast channels in Mexico and in over 70 countries through 25 pay-tv brands, television networks, cable operators and over-the-top or "OTT" services.

NATURE OF OWNERSHIP AND LEGAL FORM

GRI 102-5

The corporate name of the Company is 'GRUPO TELEVISA'. This corporate name must always be followed by the words 'SOCIEDAD ANÓNIMA BURSÁTIL' (Limited Liability Stock Corporation) or by the initials 'S.A.B.'

TELEVISA'S SCALE

GRI 102-7

The following table sets forth the number of employees and a breakdown of employees by main category of activity and geographic location as of the end of each year in the three-year period ended December 31, 2019:

	YEAR ENDED DECEMBER 31st		
	2019	2018	2017
Employees excluding held-for-sale-operations	42,702	38,918	39,733
Employees of held-for-sale-operations (Radio business)	246	247	255
Total number of employees	42,948	39,165	39,988
Category of activity:			
Employees	42,875	39,098	39,915
Executives	73	67	73
Geographic location:			
Mexico	42,844	38,956	39,733
Latin America (other than Mexico)	3	131	157
U.S.	52	69	88
Europe	9	9	10

As of December 31, 2019, 2018 and 2017, approximately 41%, 40% and 40% of our employees, respectively, were represented by unions. We believe that our relations with our employees are good. Under Mexican law, the agreements between us and most of our television and cable television union employees are subject to renegotiation on an annual basis in January of each year. We also have union contracts with artists, musicians, and other employees, which are also renegotiated on an annual basis.

OPERATIONS: Cable, Sky, and Content. Televisa also has interests in magazine publishing and distribution, professional sports, feature-film production and distribution, and gaming.

CONSOLIDATED NET SALES: (2019) 101,757 million Pesos vs (2018) 101,282 million Pesos. Var 0.5%.

INFORMATION ON EMPLOYEES AND OTHER WORKERS

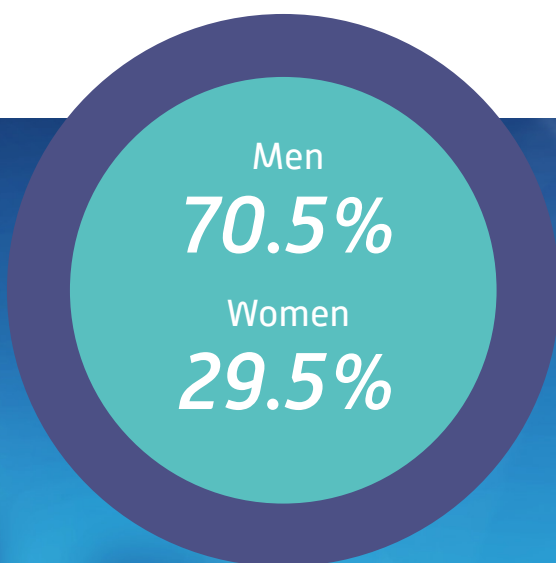
GRI 102-8, SV-ME-260a.1

The total number of employees by employment contract (permanent and temporary), by gender:

The total number of employees by employment contract (permanent and temporary):

Permanent

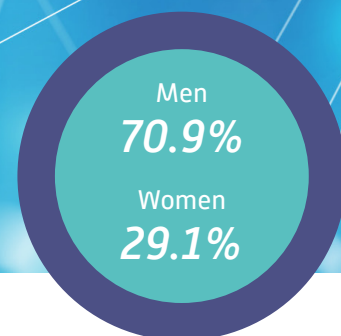
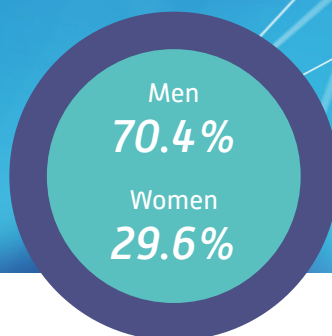
Temporary



The total number of employees by employment type (full-time and part-time) by gender:

Full-time

Part-time



Information on employees and other workers

RESTATEMENTS OF INFORMATION

GRI 102-48

There is no effect of any restatements of information given in previous sustainability reports.

CHANGES IN REPORTING

GRI 102-49

There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.

REPORTING PERIOD

GRI 102-50

January 1st – December 31st, 2019.

REPORTING CYCLE

GRI 102-52

Annual report.

DATE OF LAST SUSTAINABILITY REPORT

GRI 102-51

2018 Grupo Televisa Sustainability Report (January 1st – December 31st, 2018) <http://www.televisair.com/en/sustainability/informes-de-sustentabilidad>

CLAIMS OF REPORTING FOLLOWING THE GRI STANDARDS

GRI 102-54

This report has been prepared following the GRI Standards: Core option, which is globally used throughout many industries. In addition, the reporting processes used are aligned with the Principles of Inclusiveness, Materiality, and Responsiveness defined by AccountAbility AA1000APS [2008].

BRAND VALUES

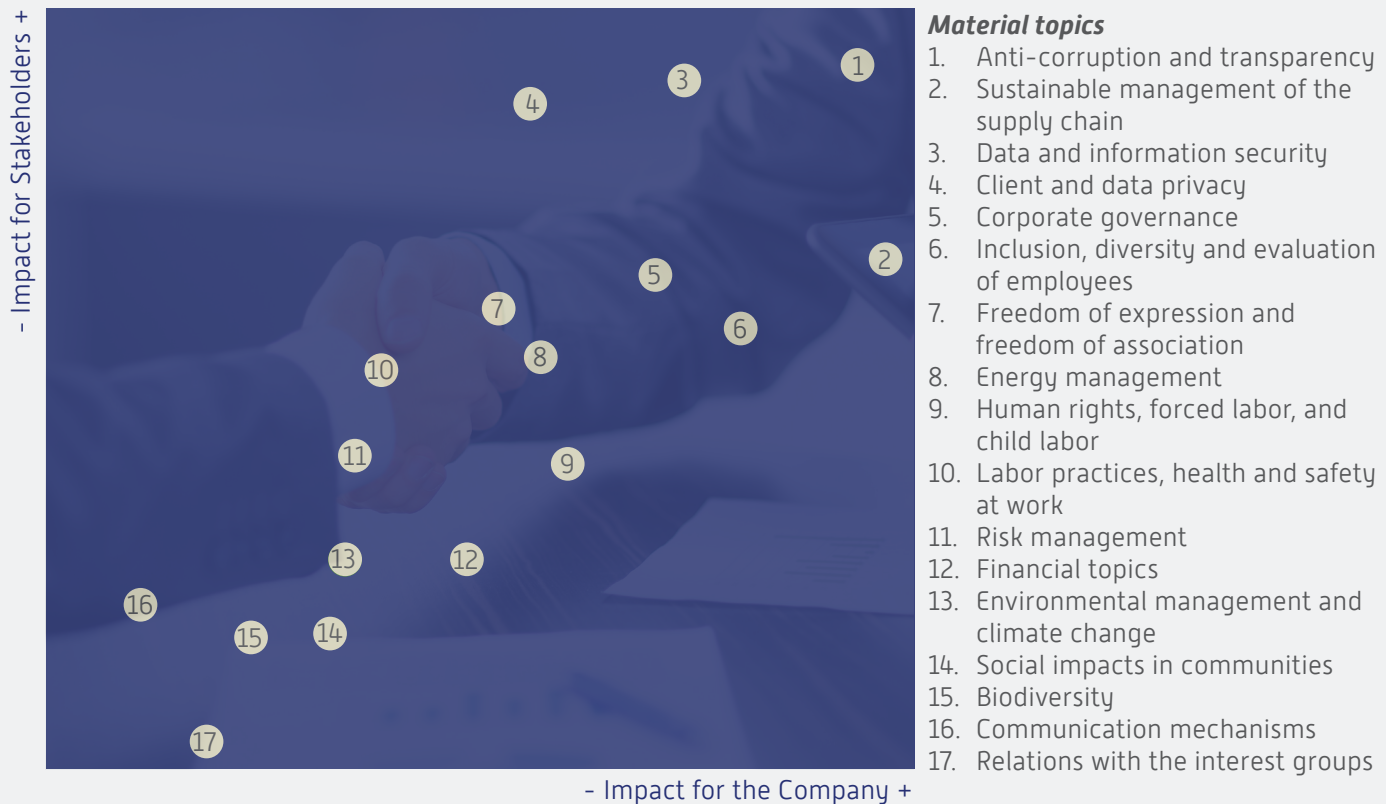
GRI 102-42, G4-M6, SASB SV-ME-260a.2

Televisa's brand values are world-class leadership, plurality, diversity, and closeness. World-class leadership: Televisa is a leading media Company in the Spanish-speaking world. Plurality: Through the wide scope of our content and the use of Spanish language, Televisa manages to integrate the identity of not only Mexicans, but all Hispanics. Diversity: Televisa's content reflects the profound diversity of Hispanics and their culture, regardless of their position or place of origin. Closeness: Televisa has been and remains close to its audiences and the overall public.

MATERIALITY ANALYSIS OF GRUPO TELEVISA

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

In 2018, we completed our second Televisa materiality analysis which evidenced the challenges and opportunities in our sector, as well as the core topics to be considered by our consumers, clients, and relevant stakeholders. It combines the internal viewpoint of the different businesses and the external viewpoint of the stakeholders, thus applying the principles for defined content of the Global Reporting Initiative (GRI) by the GRI 101 Standard: Foundation. Also, the materiality analysis incorporates SASB standards using the SASB Materiality Map, which is an interactive tool that identifies and compares disclosure topics across different industries and sectors. Using the SASB Materiality Map, Televisa focuses on sustainability strategies on the most important issues for the Company's media & entertainment, and telecommunications services businesses. The materiality analysis identified seventeen topics as core focus areas. Read more about our methodology on the sustainability webpage <http://www.televisair.com/~media/Files/T/Televisa-IR/materiality-analysis-gt-2018-v1.pdf>



Analysis of the top ten material topics

Material topic	Material issue	Business risks and opportunities	Management approach
Anti-corruption and transparency	We acknowledge the importance of mitigating corruption and bribery risks. Our internal communication system develops ethics policies, anti-corruption, and anti-bribery campaigns.	The most significant corruption risks we identified are the following: i) fraud, ii) conflict of interests, iii) bribery, and iv) coercion. The activities related to those risks are the provision of services to third parties in the form of entertainment, travel, and gifts.	We have a solid Complaint System. In addition, we develop annual ethics policies and anti-corruption and anti-bribery training programs.
Sustainable management of the supply chain	We recognize the importance of sustainable supply chain management.	We can positively benefit society and the environment through decision-making and implementation of actions in our supply chain.	As part of our supply chain management, we communicate our suppliers our commitment to maintaining best practices.
Data and information security	The integrity of consumers, clients, and other stakeholders is our priority.	We recognize that in a highly technological and interconnected world, there are many challenges regarding the protection and handling of information through resilient IT systems.	We have a set of policies that aims to guarantee the integrity, confidentiality, and availability of information. Televisa and our subsidiaries must comply with the security aspects contained in those policies.
Client and data privacy	Putting in place strict privacy and security measures to prevent unauthorized access to computers, databases, and websites as well as to protect personal information and data of our customers.	The material issue of privacy and data security is key to our business activities. Major financial and reputational implications may arise for Televisa should we not appropriately manage this violate applicable legislation.	We have established a clear Data Policy. It regulates a controlled and informed policy, to guarantee the privacy and rights of people as provided by the Mexican Data Protection Law, and any other applicable regulations.
Corporate governance	Promoting responsible business practices through strict commitments to anti-corruption, good corporate governance, open stakeholder communications.	The material issue of business ethics and transparency is a key driver for our corporate reputation. It is relevant to all parts of our business operations, thus requiring the attention of all business units and teams. Promoting responsible business practices allows us to maintain and strengthen our operations.	We aim to properly manage the business ethics and transparency issues as a potential factor to become a key differentiator from industry peers and competitors.

<p>Inclusion, diversity, and evaluation of employees</p>	<p>Continuously improving employee well-being and engagement, stimulating diversity, and equal opportunities as well as attracting and developing talent.</p>	<p>Being a responsible employer is an important issue, given the talent scarcity on the market and a growth opportunity for Televisa. If successfully managed, this material issue can be a key differentiator from other market players, especially in the current context of the war for talent.</p>	<p>Continuously promoting training and development, diversity and equality, health, and well-being. Generating an open and transparent company culture through internal communications and social dialogue. Attracting and retaining the best talent by investing in employer initiatives and the talent recruitment program. Stimulating diversity and inclusion by building a working environment that stimulates employee engagement.</p>
<p>Freedom of expression and freedom of association</p>	<p>Promoting responsible business practices through freedom of expression and freedom of association.</p>	<p>Freedom of expression and association is a key driver for our corporate reputation. It is relevant to all parts of our business operations, thus requiring the attention of all business units and teams, engaging in an open and constructive dialogue with all our stakeholders.</p>	<p>Monitoring all aspects of our business with several internal policies. Striving for transparent Freedom of expression and association communications. We are a signatory to the Ten Principles of the UN Global Compact. Its Principle 3 states: "The Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining".</p>
<p>Energy management</p>	<p>Creating innovative energy efficiency and renewable programs to have a low environmental impact.</p>	<p>This material issue reflects our stakeholders' expectations to have energy management as a part of our sustainability strategy. It offers opportunities for Televisa to stand out from our peers.</p>	<p>Developing an innovative Energy Management Program and initiatives that exist in the market, and investing in the upgrade and optimization of our energy system.</p>
<p>Human rights, forced labor, and child labor</p>	<p>We aim to ensure that human rights are respected across our value chain by setting the highest standards.</p>	<p>We aim to comply with international labor standards such as the UN Declaration of Human Rights International Labor Organization (ILO) Core Conventions.</p>	<p>We aim to incorporate the Ten Principles of the United Nations (UN) Global Compact, the world's largest corporate sustainability initiative.</p>
<p>Labor practices, health, and safety at work</p>	<p>We aim to mitigate the risk of operational disruptions through continuously improving employee well-being and setting policies to address labor practices and health and safety.</p>	<p>As a responsible employer, labor practices and health and safety are important issues for us. If successfully managed, this issue can be a key differentiator from competitors.</p>	<p>Continuously investing in labor practices and health and safety at work initiatives. Generating an open and transparent company culture through internal communications and social dialogue. Stimulating and building a working environment that nourishes talent.</p>

SUSTAINABILITY STRATEGY

We share the goal of the Task Force on Climate-related Financial Disclosures (TCFD) of supporting informed decision-making on environment, social and corporate governance ESG-related risks and are incrementally adopting TCFD's recommendations by the following methods:

- **GOVERNANCE:** Our management reviews and adopts the company's strategic plans, which consider opportunities and risks to the business, including all elements of ESG. Our Sustainability Committee reviews the company's ESG performance and makes recommendations including ESG best practices and risk management.
- **STRATEGY:** Strategic planning is conducted on a year-round basis, considering the potential impacts of ESG-related risks. Using scenario analysis, we design potential short- and long-term strategies to determine where challenges and opportunities exist.

Risk management: Grupo Televisa works with a corporate risk management model that integrates activities to identify, evaluate, manage, monitor and communicate strategic risks. Risk management considers strategic and even continuity issues, with which risk management translates into a practice of prevention and improvement. This is done through the General Direction of Corporate Risks.

The Investment and Risk Management Committee includes ESG (environmental, social and corporate governance) criteria for USD investments in banking and private debt, considering in its case, some of the Principles for Responsible Investment (PRI) established as a roadmap for the implementation of socially responsible investment. The six PRI are a voluntary and aspirational set of investment principles that offer a menu of possible actions for incorporating ESG issues into investment practice.

The result of the risk analysis related to economic performance is divided into the following areas: risk factors related to our major stockholders; risk factors related to our business; and risk factors related to our securities. In addition, the Company recently performed a risk analysis related to the outbreak of the COVID-19 pandemic.

Sustainability and ESG-related risks are evaluated by our management on a frequent basis. By the end of 2020, we will do a new ESG materiality analysis to measure possible changes in our materiality matrix.



Metrics and targets: We aim to develop a framework for consistent and comparable ESG reporting to measure and inform company performance data.

IDENTIFYING AND MANAGING ECONOMIC, ENVIRONMENTAL, AND SOCIAL IMPACTS

GRI 102-20, GRI 102-29

The Company's sustainability is managed at four levels. The Sustainability Coordinator is responsible for ESG-related issues under the supervision of the VP of Investor Relations (who is responsible for advancing Televisa ESG initiatives). The Sustainability Committee (meets multiple times per year) supports ESG-related topics.

EFFECTIVENESS OF RISK MANAGEMENT PROCESSES

GRI 102-30

The General Director of Risk Management has the highest role in reviewing the effectiveness of the Company's risk management processes for economic, environmental, and social topics. The Company's risk management includes risk-related training and risk mapping/materiality assessment. The effectiveness of the risk management process will be measured annually.

REVIEW OF ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS. SUSTAINABILITY REPORTING

GRI 102-31, 102-32

Televisa has a Sustainability Coordination and Analysis Unit, which reports directly to the VP of Investor Relations. The Sustainability Committee is the highest committee or position that formally reviews and approves the Company's sustainability strategy and follows up on important topics related to such strategy. This Committee is integrated by senior executives from different areas including Investor Relations, Fundación Televisa, Administration, Legal, Information Office to the Presidency of Grupo Televisa,

Internal Audit, Human Resources, Risk Management, Corporate Communication, Sustainability among others areas. The Sustainability Committee is responsible for monitoring ESG initiatives, evaluating annual results and setting objectives aligned with the business strategy, defining strategies and programs for the Company's growth, and sustainable development.

COMMUNICATING CRITICAL CONCERNS

GRI 102-33

The VP of Investor Relations shares the progress of our sustainability initiatives and communicates critical concerns with a team led by the two Co-CEOs.

KEY IMPACTS, RISKS, AND OPPORTUNITIES

GRI 102-15

The significant ESG impacts and associated challenges and opportunities include the effects on stakeholders and their rights as defined by local regulations and relevant internationally recognized standards. At Televisa, the most important risks and opportunities arising from sustainability trends are mapped by prioritizing key ESG topics and opportunities according to their relevance for the long-term strategy of the Company. Regarding key impacts, risks, and opportunities, the Company recognizes the importance of corporate governance issues, such as risk management.

MARKET PRESENCE

GRI 202

Televisa is a leading media company in the Spanish-speaking world, an important cable operator in Mexico, and an operator of a leading direct-to-home satellite pay television system in Mexico. Televisa distributes the content it produces through several broadcast channels in Mexico and in over 70 countries through 25 pay-tv brands, television networks, cable operators, and over-the-top or 'OTT' services.



ACTIVITIES, BRANDS, PRODUCTS, AND SERVICES

GRI 102-2, SASB SV-ME-000.A, SASB SV-ME-000.B, SASB TC-TL-000.A, SASB TC-TL-000.B, SASB TC-TL-000.C, SASB TC-TL-000.D

This is Televisa, Fiscal Year 2019

Cable

Televisa is one of the most important participants in Mexico's telecom industry

DIVISIONS

Multiple System Operators ("MSOs") division which offers video, highspeed data, and voice services to residential and commercial customers, including small and medium sized businesses.

Enterprise

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

Revenue Generating Units

Video	4,318,863
Broadband	4,696,054
Voice	3,637,992
Total RGUs	12,652,909

Sky

A leading direct-to-home satellite television system and broadband provider

Operates in Mexico, Central America and the Dominican Republic.

58.7% interest owned by Televisa.

Sky offers pay TV packages, including exclusive content that ranges from sports to concerts and special events, as well as fixed-wireless broadband services with speeds ranging from 5 to 10 Mbps.

Revenue Generating Units

Video	7,429,351
Broadband	386,114
Voice	1,145
Total RGUs	7,816,610

Content

In 2019, Televisa produced more than 88,000 hours of content for free to air and pay TV

ADVERTISING

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

NETWORK SUBSCRIPTION

Televisa produces and distributes 25 pay TV brands. In 2019, Televisa produced more than 18,000 hours of content for pay TV networks.

LICENSING & SYNDICATION

Televisa exports its programs and formats to television networks around the world. In the United States, Televisa distributes its content through Univision under a Program License Agreement ("PLA"). This year, the PLA resulted in royalties to Televisa of USD 389.1 million.

Other Businesses

GAMING

Runs casino sites and online lottery business.

FEATURE FILM DISTRIBUTION

Distributes movies in Mexico and Latin America.

PUBLISHING DISTRIBUTION

Distributes publications in Mexico and Latin America.

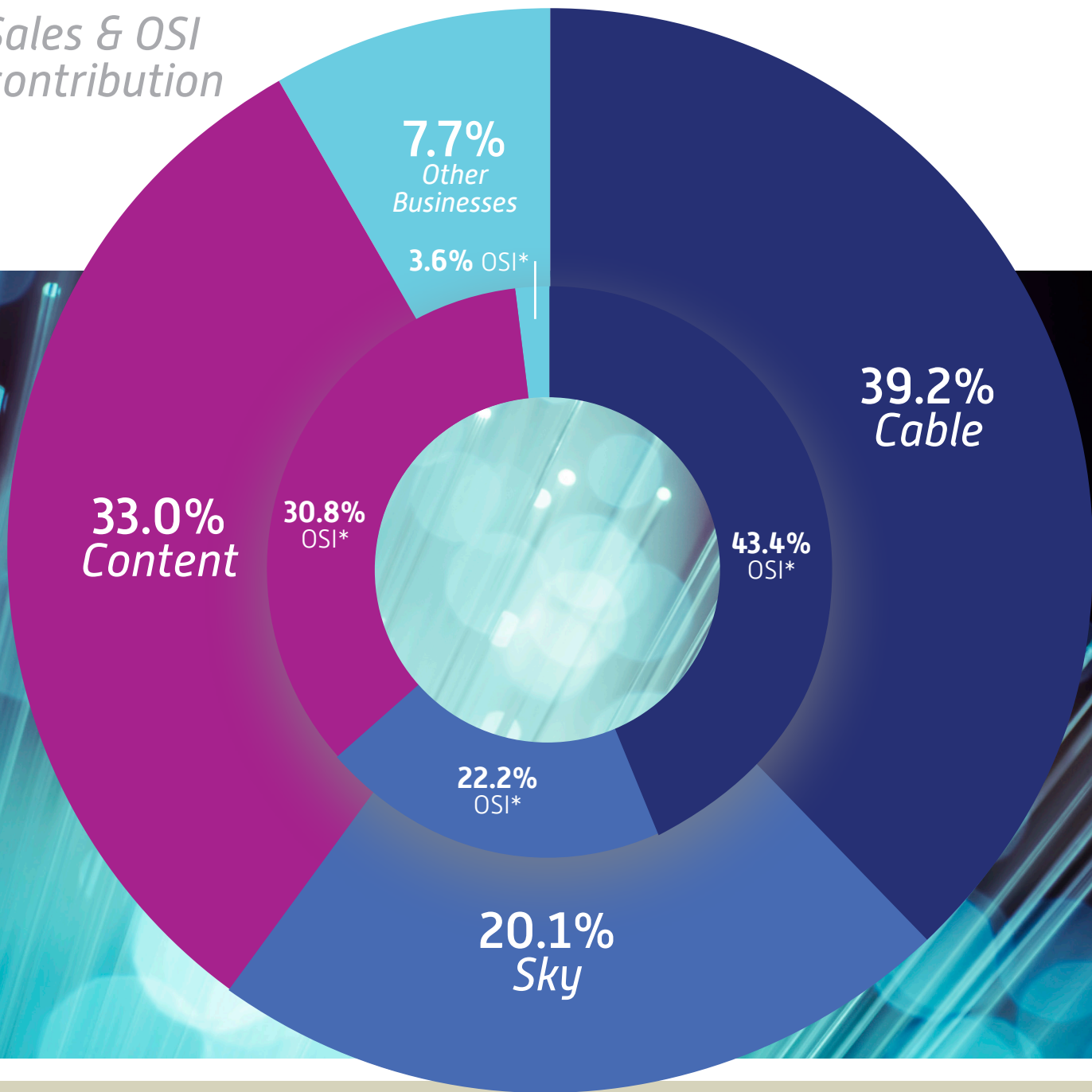
PUBLISHING

The leading Spanish-language magazine publisher.

SOCCER

A first division soccer team of the Mexican league and owner of Azteca stadium, located in Mexico City.

Sales & OSI contribution



Unconsolidated businesses

Univision

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

* Operating segment income (OSI) is defined as operating income before corporate expenses, depreciation, and amortization, and other expense, net. For a reconciliation of total operating segment income with consolidated operating income, see Note 26 to our year-end consolidated financial statements.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

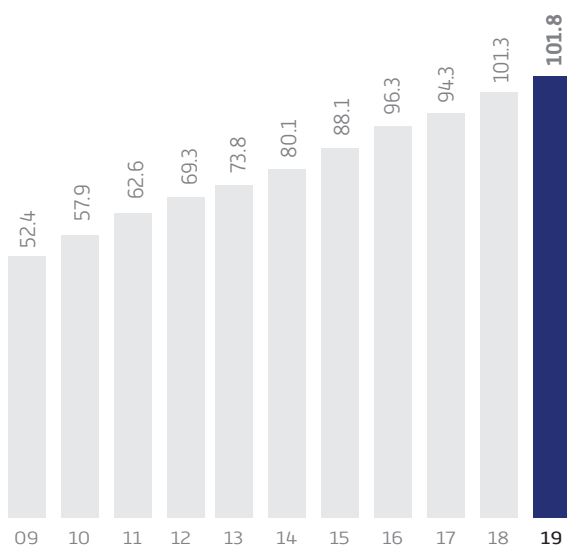
The Company contributed 101,757 million Pesos in direct economic value to the Mexican economy in 2019. This direct economic value was generated and distributed (EVG&D)¹ on an accrual's basis, including the basic components for the Company's global operations.

ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

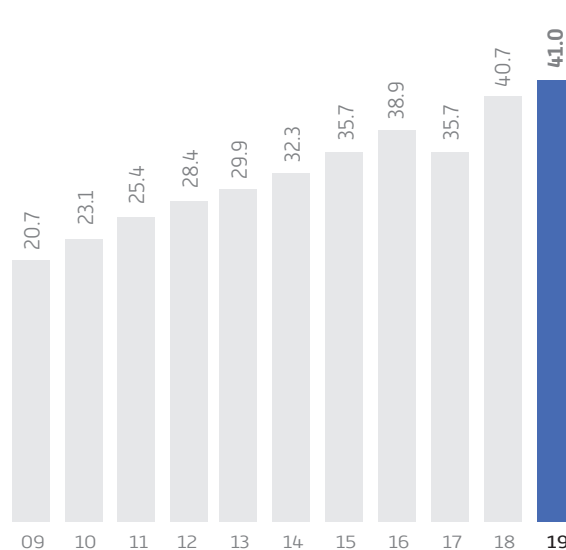
GRI 102-45, SASB SV-ME-270a.1, SASB SVM-270a.2, SASB SV-ME-000.A, SASB SV-ME-000.B, SASB TC-TL-220a.1, SASB TC-TL-220a.3, SASB TC-TL-520a.1

FINANCIAL HIGHLIGHTS

<i>In million Pesos, except per CPO amounts and shares outstanding</i>	2019	2018	Chg. %
Consolidated net sales	101,757	101,282	0.5%
Operating-segment income ¹	41,032	40,335	1.7%
Segment margin	38.6%	38.4%	
Operating income	17,005	20,253	(16.0)%
Margin	16.7%	20.0%	
Controlling interest net income	4,626	6,009	(23.0)%
Earnings per CPO	1.60	2.07	
Shares outstanding at year-end (in millions)	337,244	338,329	
Cash and cash equivalents at year-end	27,452	32,068	(14.4)%
Non-Current investments in financial instruments	10,439	14,448	(27.7)%
Total debt at year-end	120,937	121,972	(0.8)%



Consolidated net sales
in billion Pesos (as reported)



Operating segment income
in billion Pesos (as reported)

¹ For more information please see GRI 201-1 indicator description at <https://www.globalreporting.org/standards/media/1039/gri-201-economic-performance-2016.pdf>

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

GRI 201-2

Televisa works on identifying risks related to climate change to evaluate the critical functions necessary for the continuity of our business operations. The following table describes the risk or opportunity, its classification, description of the impact associated with the risk or opportunity, financial implications of the risk or opportunity before action is taken, and methods used to manage the risk or opportunity. The following section describes the main risks and opportunities related to climate change at Televisa, with the potential to generate substantial changes. We identify them as a risk mitigation opportunity.

Risk and opportunities due to climate change classification

- Physical
- Regulatory
- Other physical risks: new technologies and changes in customer behavior

Risks related to climate change

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

Effects related to the risks

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

Our opportunities vs risks identification

- To Identify and evaluate environmental problems
- To compare new and traditional technologies that are used in determining the effectiveness of different controls and mitigating techniques designed to reduce risks
- To locate potentially dangerous facilities
- To improve the likelihood of business continuity, no matter what adverse event occurs



- To avoid fines derived from non-compliance with regulatory requirements
- To avoid the deterioration of Televisa's image derived from a business or operational failure
- To ensure a robust and fault-tolerant operation
- To have, in the long-term, a level plan that minimizes the Company's dependence on limited energy resources
- To manage risks
- To train our staff using a training program and focus on what to do in case of contingencies
- To limit on greenhouse gas (GHG) emissions
- To introduce new technologies

SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

GRI 202-2

Televisa acknowledges that hiring executives from Mexico where relevant operations and headquarters are established could increase the economic benefits for our local communities and improve our ability to understand local needs.

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

GRI 203-1


The impacts of infrastructure investment extend beyond the scope of the Company's operations and over a longer timescale. These investments include utilities, community social facilities, health, and welfare programs. Along with the investment in the Company operations, this is a measure of the Company's capital contribution to the economy.

SIGNIFICANT INDIRECT ECONOMIC IMPACTS

GRI 203-2

The Company identifies significant indirect economic impacts. Televisa has been in continual proximity to our community. The Company is committed to strengthening communities while we work to develop people's potential through the promotion of education and culture.





We believe in equal opportunities and build our goals based on strong values. For the past 19 years, the Company has contributed as a social change agent through its mission to inspire and develop the potential of people, through our technological tools and actions in education, health, and culture, while generating a high impact on a million people annually. Regarding the spectrum of indirect economic impacts that the Company has on our stakeholders and the economy, Televisa has brought economic growth and innovation, by providing employment opportunities, investing in Company's development programs, and investing in social responsibility programs.

APPROACH TO TAX

GRI 207-1

The Company has a tax strategy that aims to comply with the law. We take reasonable steps to determine and follow the intention of the applicable legislation. The Company's approach to tax has the following characteristics:

- It is linked to our business strategy, and our tax planning is aligned with our commercial activities.
- It is linked to our sustainable development strategy, as it considers the economic and social impacts of our approach to tax when developing our tax strategy.

The Company's approach to tax is embedded within the Company through an executive-level position, accountable for compliance with the tax strategy. This position formally reviews and approves the tax strategy.

Tax governance, control, and risk management:

- The Company's approach to tax identifies, manages, and monitors risks. Tax compliance is overseen through high executive-level positions within the Company.
- An internal and external auditor evaluates the Company's compliance with the tax governance and control framework. The Company tax department analyzes each transaction to identify the possible risks the Company may be facing in connection with a specific project such as the acquisition of a company, association, and alliances with companies overseas, new investments, etc. and it develops a tax plan to address them.
- KPMG Cárdenas Dosal, S.C., our external auditors, which is an independent registered public accounting firm, evaluates annually the Company's tax accounting compliance and it audits the control framework to identify material weaknesses in internal control.

Stakeholder engagement and management of concerns related to tax:

- The Company commits itself to comply with applicable tax regulations. All tax reforms, regulations, tax benefits, and others, issued by the tax authorities through the *Diario Oficial de la Federación* (Official Gazette of the Federation) or any other media are analyzed by our Tax team, which then informs the stakeholders of all relevant changes in the Tax Legislation and the way they affect the Company.



ETHICS AND INTEGRITY

VALUES, PRINCIPLES, STANDARDS, AND NORMS OF BEHAVIOR

GRI 102-16

The Code of Ethics is a description of the organization's values, principles, standards, and norms of behavior; how they were developed and approved; whether training on them is given regularly to all and new governance body members, workers performing the organization's activities, and business partners; whether they need to be read and signed regularly by all and new governance body members, workers performing the organization's activities, and business partners; whether any executive-level positions maintain responsibility for them; whether they are available in different languages to reach all governance body members, workers performing the organization's activities, business partners, and other stakeholders. The highest governance bodies and senior executives have roles in the development, approval, and updating of value statements.

CODE OF ETHICS AND CORPORATE STANDARDS

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

In alignment with the Code of Ethics, specific guidelines of the integrated system of internal control are established and communicated through policies and procedures. The purpose of the Code of Ethics is the formalization of our commitment as a company to perform at the highest ethical levels. Every director, executive, and employee in all corresponding divisions and subsidiaries must ensure that the highest level of honesty and integrity is maintained during the execution of his or her responsibilities, as well as in any action they perform on Televisa's behalf. The Code of Ethics specifies our corporate aspiration, our mission and values, through the activities we perform; ethical goodwill is an intrinsic and an added value that grants us competitive advantages.

Our Code of Ethics incorporates the fundamental principles of ethical conduct to be followed by all those who are part of Televisa, and as a result, adherence is mandatory. Adhering to its principles represents a declaration of institutional loyalty to maintain the image and performance of the company within the solid values of integrity towards our customers, shareholders, suppliers, employees, and the community.

Employees sign a Letter of Adherence to the Code of Ethics when they are hired, assuming their commitment to comply and respect the Code of Ethics. In addition, some executives endorse their commitment to the Code of Ethics every two years through the adherence letter sent to the VP of Internal Audit. The omission of this obligation by our top executives is considered as a rejection of the provisions of the Code of Ethics and may result in disciplinary actions or the justified termination of their employment relationship with the Company.

ANTI-CORRUPTION PRACTICES AND RELATED PARTIES

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

ASSURANCE OF COMPLIANCE WITH ETHICAL STANDARDS

The internal audit policy is available for all Televisa employees, and it formalizes the norms, objectives, and responsibilities of Televisa's Internal Audit area. In addition, the policy establishes the Company's internal assurance standards for internal audit.

ETHICAL AND INTEGRITY RISK MANAGEMENT

In 2019, there was no increase in ethical and integrity risks versus those identified in the previous year. The most significant non-financial risks that the Company faces and permanently monitors are: i) fraud, ii) conflict of interest, iii) bribery and iv) coercion. In addition, last year we updated the anti-fraud program and some policies such as: i) declaration of related persons, ii) adherence to the institutional Code of Ethics, iii) recruitment of personnel, and iv) receipt of gifts.

ANTI-CORRUPTION POLICY

Our Anti-corruption Policy aims to reduce corruption risks. It is addressed to executives, employees, officers, board members, third-party providers, agents, and counselors of the Company, and contains the stated prohibition of bribery of public and commercial partners. It explicitly prohibits

corruption and bribery in any form and states that any act of corruption must be reported through the Complaint System. We communicate the existence and importance of the Complaint System through several channels, such as mailing campaigns, corporate boards, and wallpapers. Also, our Anti-corruption Manual aims to ensure the correct implementation of the Anti-corruption Policy by executives, employees, officers, board members, third-party providers, agents, and other related parties. Any act of corruption is considered illegal, including bribes to government officials. The Anti-corruption Manual strictly states that no monetary contributions to government, candidates, or political parties are allowed.

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

- Contract Registration and Payments of Goods and Services Policy.
- Policy for Payment to Suppliers Without a Contract.
- Policy for Registration and Modification of the Supplier's Catalog.
- Policy for Purchase of Goods and Services.
- Impulse Purchases Policy.

Our commitment to preventing corruption addresses a part of our responsibilities. It also includes restriction of facilitation payments and avoiding embezzlement.

We have set up reporting measures and internal controls to prevent corruption, which include:

- approval procedures for gifts, etc. by an independent department.
- external audits (by an independent, external specialized organization).
- external investigations of allegations.
- risk assessment of the Company vulnerability.
- systems for appointment/remuneration of agents.

MECHANISMS FOR ADVICE AND CONCERNS ABOUT ETHICS GRI 102-17

The following information provides a description of internal and external mechanisms for seeking advice about ethical and lawful behavior and organizational integrity, as well as reporting concerns about unethical or unlawful behavior, and organizational integrity.

COMPLAINT SYSTEM

Televisa provides confidential means of addressing complaints through a communication channel for employees. The Complaint System policy establishes guidelines for receiving and managing complaints regarding acts not permitted in our Code of Ethics committed by employees or third parties.

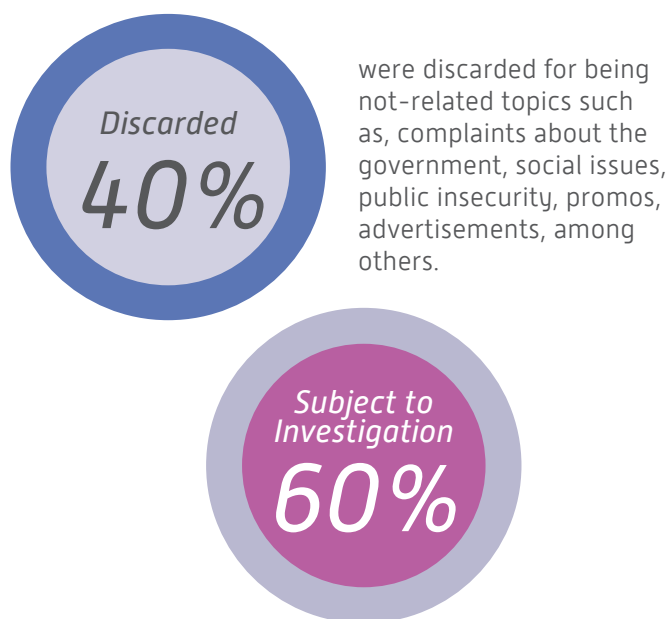
The Internal Audit area holds responsibility to respect the anonymity of the people who make a complaint and to ensure that no action is taken against them. Employees and third parties can report violations of the provisions established by the Code of Ethics and communicate any situation that affects interests, business objectives, and human capital. The Complaints System is confidential, but at the discretion of the complainant, it may or may not be anonymous.

THE COMMUNICATION CHANNELS THROUGH WHICH OUR STAKEHOLDERS CAN REPORT COMPLAINTS OR ISSUES ARE:

- **Intranet** (only for employees).
- **Website** (http://capturadenuncias.televisa.com.mx/DenunciasCaptura/denuncias_tel.aspx).
- **Call-center**: call free of charge 01-800-007-8477 from anywhere in Mexico. (audited by a third party).
- **Traditional mail**: postal code 82-145, Mexico, Mexico City, addressed to the Audit Committee.
- **Email**: denuncias@televisa.com.mx

INTERNAL AUDIT AND MONITORING SYSTEMS

2019 complaints received categorization:



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

CONFIRMED INCIDENTS AND ACTIONS TAKEN

GRI 205-3

We continuously monitor our employee's behavior and compel our employees to report any complaints through our Complaint System, our whistleblower program. During 2019 there were no complaints that resulted in either a material impact or a regulatory consequence.

COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

- Televisa's anti-corruption policy and procedures, Code of Ethics, and Complaint System campaigns have been communicated to all employees.
- Televisa's anti-corruption policy and procedures have been shared with our business partners.
- Training programs on the Code of Ethics:

In 2019, 42% of employees were trained: 16,085 employees.

- Training programs on Anti-corruption.

In 2019, 53.8% of employees were trained: 20,651 employees.

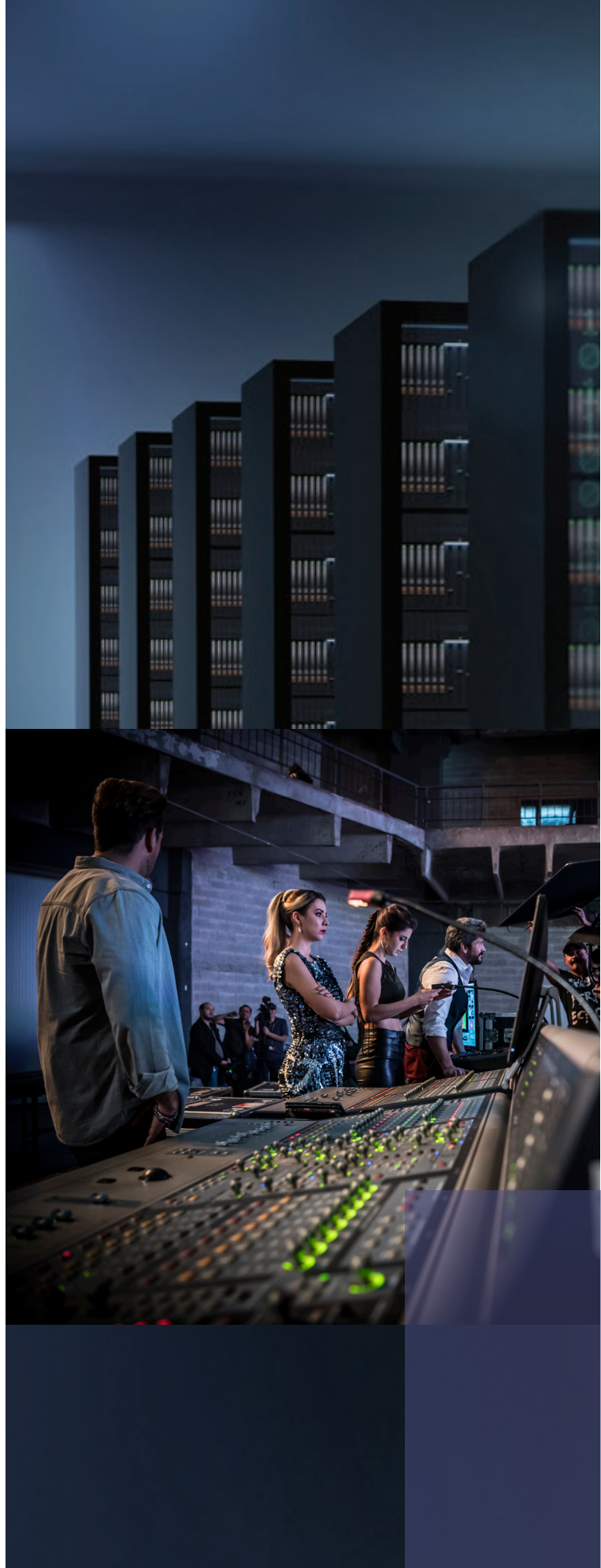
PRODUCT GOVERNANCE

SV-ME-270a.3, TC-TL-550a.2

Our emphasis is on quality management systems, marketing practices and sales responsibility.

Televisa ensures a consistent high ethical standard in the content across all platforms

- Each of our platforms develops its content according to the type of audiences it is direct at.
- By regulation, there are different limitations for each platform regarding the tone of the content that is produced.
- We have joint efforts to ensure no discrimination takes place: by gender, ethnic origin, socio-economic level among others.
- In addition, our programming includes a notice about content classification, and some of our channels have subtitles for people with hearing disabilities.
- We aim to satisfy the entertainment and information needs of the audiences of our various platforms through the highest standards of quality, creativity, and social responsibility. Meeting this objective requires the development, production, and selection of content as diverse as these audiences are.



STAKEHOLDER ENGAGEMENT

We recognize an increased interest in ESG-related risks and opportunities. We actively engage with ESG-related stakeholders' concerns.

IDENTIFYING AND SELECTING STAKEHOLDERS

GRI 102-42

We identify and select our stakeholders in all the decision-making processes, given that they impact directly or indirectly our operations, and thus, we may influence their actions and decisions.

MEMBERSHIP OF ASSOCIATIONS

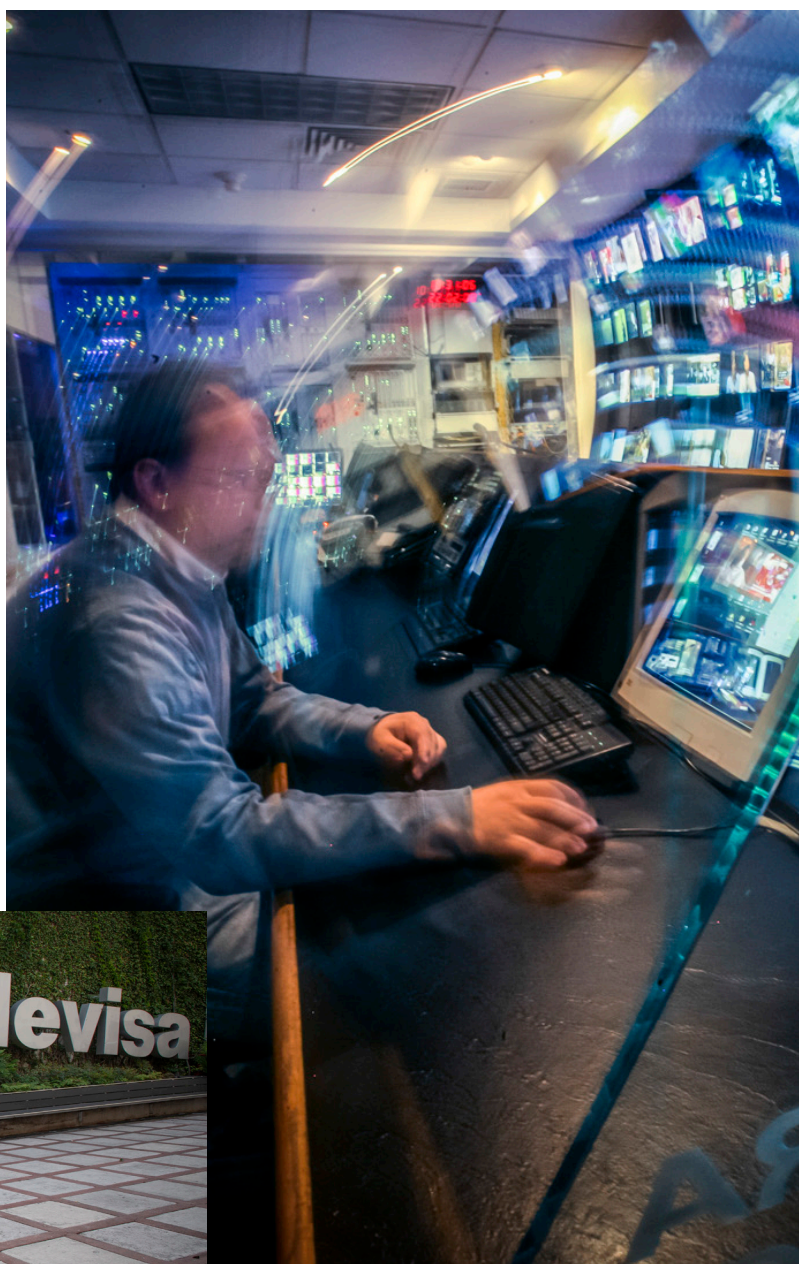
GRI 102-13

We participate in some associations that are key stakeholders of the Company. We continue to be dedicated to such stakeholders through our promotion of education, welfare, and health. These include non-profit entities, financial institutions, businesses, among other institutions in Mexico. For additional information regarding the main memberships of industry or other associations in which we participate, and national or international advocacy organizations, please refer to the 2019 Annual Report of Fundación Televisa at <https://informe.fundaciontelevisa.org/en/alianzas.html>

COLLECTIVE BARGAINING AGREEMENTS

GRI 102-41

As of December 31, 2019, 41.34% of the total Company's employees were covered by collective bargaining agreements.



ENVIRONMENTAL

We work closely with our key stakeholders to address climate-related risks. We are adopting the recommendations of Task Force on Climate-related Financial Disclosures (TCFD). Our Environmental Management System (EMS) covers energy management, climate change strategy, water risk and impact, waste emissions, and suppliers and green procurement of office supplies. EMS includes a solid structure, responsibilities, action plans, targets and objectives, training and awareness, and a data compilation system.

Supporting areas of the EMS: 1) Decision-Making Committee: Responsible for following up with these activities and allocating the necessary economic and human resources. 2) EMS Responsible Director: Responsible for reviewing and approving environmental aspects of each area in the diagnostic format. 3) EMS Responsible Supervisor: In charge of performing field review and verification of the EMS documentary process, as well as coordinating updates in the EMS. 4) Coordinators for the EMS implementation: Responsible for participating in the activities performed in their area and identifying input and output of the processes. 5) EMS Operative and internal auditing staff: Responsible for performing and witnessing the development of the audit process. 6) Internal auditors in training: Responsible for participating partially in audits, including in the inquiring and the collection of evidence processes.

Internal environmental responsibility commitments

To adopt a preventive approach to environmental challenges.	Internal Environment Policy.
To promote greater environmental responsibility.	Internal Environment Policy.
To promote the development and diffusion of environmentally friendly technologies.	ISO-14001: 2016.
To implement an environmental management system.	ISO-14001: 2015.
To use natural resources or energy more efficiently.	ISO-14001: 2016.
To reduce emissions and waste.	ISO-14001: 2015 and environmental audits.
To monitor the Company's environmental performance.	ISO-14001: 2015 and environmental audits.
To regularly report on environmental issues.	ISO-14001: 2016.
To consult with stakeholders on environmental issues.	Materiality analysis.
Commitments approved by senior management.	ISO-14001: 2015.

PRECAUTIONARY PRINCIPLE APPROACH

GRI 102-11

Televisa applies the Precautionary Principle aligned to the United Nations in Principle 15 of 'The Rio Declaration on Environment and Development'. It states: 'In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.¹' Televisa applies the Precautionary Principle in our effort to support best practice implementation to mitigate our negative impacts.

EXTERNAL INITIATIVES

GRI 102-12

Televisa endorses the external initiatives and has been included in the following sustainability indices:

Televisa subscribes to or/and endorses initiatives to support Precautionary Principle			
Date of adoption	Initiative	Countries where it applies	Non-binding, voluntary initiative
Since 2013	Member of the IPC Sustentable, or Sustainability Index, of the Bolsa Mexicana de Valores, or Mexican Stock Exchange.	Mexico	•
Since 2014	Presented its report on climate change and water through the CDP.	Globally	•
Since 2016	Included as a component of the FTSE4Good Emerging Index.	Globally	•
Since 2016	Selected for the Dow Jones Sustainability Indices Series.	Globally	•
Since 2016	Adherence as a signatory of the principles of the United Nations Global Compact.	Globally	•
Since 2018	Empresa Socialmente Responsable award (Socially Responsible Company), granted by Mexican Center for Philanthropy (CEMEFI).	Mexico	•

Other initiatives in Mexico			
Principle / letter / initiative / certification	Issuing institution	Description	Non-binding, voluntary initiative
ISO-14001:2015	Third-party entity.	SGA Certification Transition.	•
Environmental Quality	<i>Secretaría de Medio Ambiente y Recursos Naturales (Secretary of Environment and Natural Resources).</i>	Evaluation and certification of environmental performance and compliance with the regulations.	
Environmental Compliance	Secretaría del Medioambiente (Secretary of Environment).	Evaluation and certification of an environmental performance superior to that requested by the current local regulations.	
Sustainable Building	Secretaría del Medioambiente (Secretary of Environment).	Evaluation and certification of sustainability and environmental efficiency in buildings.	•
Emissions Report (RENE)	<i>Secretaría de Medio Ambiente y Recursos Naturales (Secretary of Environment and Natural Resources).</i>	CO2e emissions from installations that exceed the maximum required by the standard.	•

¹ <https://www.cbd.int/doc/ref/rio-declaration.shtml>

MATERIALS

GRI 301, C-TL-440a.1

Our material management projects carefully consider location, resources, regulations, cost, operations, and innovation. We consider the material's impacts on living and non-living natural systems, including land, air, water, and ecosystems by recycling and reusing materials.

MATERIALS USED BY WEIGHT OR VOLUME. AND, RECYCLED INPUT MATERIALS USED

GRI 301-1, GRI 301-2

In 2019, the Company used 10.8 tons of paper:

- **76.9%** of renewable materials.
- **23.1%** of non-renewable materials.

In 2019, Editorial Televisa sent 42.7 tons of finished magazines for destruction and recycling, corresponding to service copies as vouchers for advertisers and courtesy copies not used. These data correspond to the recycling processes in charge of the production area of Editorial Televisa.

Percentage of fiber in paper from recycled fiber and certified sustainable forestry

Source	2019
Recycled fiber	6%
FSC certified fiber	95%
PEFC certified fiber	91%
No information on certification or recycling	4%

In 2019, the Company used 147,913 liters of water to produce magazines:

- **50%** reused water.
- **50%** non-reused water.



Materials	Description of the management and destination of the materials collected, by type of material GRI 301-3
Paper	Paper pulp is used to manufacture paper for printing and writing, cardboard boxes, and other paper products with a percentage of recycled paper.
Paperboard	New cardboard products such as packaging, boxes, and even furniture can be made with this material.
PET	Boxes, containers of various types, drainage pipe, chairs, containers for food and beverages, and clothing can be made.
Aluminum	New aluminum sheets are made for different uses or applications, cans, bridges, and aircraft parts.
Scrap	Intended to manufacture beams, plates, rods, various pieces of steel, aluminum, copper, brass, etc.
Plastics	Various types of plastic containers are produced that are not intended to contain food or beverages for human consumption, as well as tops and soles for women's and men's footwear.
Batteries	Recovery of 70% of the total materials that make up the battery through mechanical and physical procedures to recycle into plastic products that are not intended to contain food or beverages for human consumption, fertilizers, metal cable lining, ammunition, and batteries. 30% of the waste is transferred to companies that have the technology to continue extracting materials for recycling, or it is sent to confinement to international authorized sites since the country does not have containment sites for lead, heavy metals, and/or neutralized acids.

2019 intensity of the use of recycled materials in Company operations

Material	Quantity	Unit	Recycled or non-recycled	Total number of employees	Intensity by employee	Percentage of recycled materials
Paper	10,822	Kg.	Recycled	42,702	[2019] 0.2% vs [2018] 0.3%	76.9%
Water	147,913	Lt.	Recycled	42,702	[2019] 3.4% vs [2018] 4%	50.9%

ENERGY

GRI 302

We acknowledge the importance of energy management, as energy is one of the main sources of our environmental impact. Our energy management projects carefully consider the location, resources, regulations, cost, operations, and innovation to mitigate or compensate for our environmental impact and to reduce our energy consumption and make it from clean energy sources. We monitor fuel and electricity consumption from the Company and our subsidiaries using national and international environmental standards. Fuel consumption comes from the following sources: gasoline, diesel, as well as natural and LP gas. Gasoline is used in staff transportation to the Santa Fe, San Angel and Chapultepec facilities; diesel is used in emergency generators and other different services; natural gas is used in machines such as stoves, ovens, and heaters; and LP gas is used mainly in the employees' dining room.

Total electricity energy consumption	Unit	2019	%
Total non-renewable energy	KWh	375,694,645.3	96
Total renewable energy	KWh	14,150,771	4
Total electric energy	KWh	389,845,416.3	100
Total costs of electric energy	Pesos	936,703,249.6	N/A
Data coverage	[as % of denominator]	86%	N/A



ENERGY CONSUMPTION WITHIN THE COMPANY

GRI 302-1, TC-TL-130a.1

This report shows the energy consumed by entities owned or controlled by the Company. This indicator uses generic conversion factors to convert fuel to joules. Energy consumption refers to more than 75% of the Company's business units in Mexico.

- Total energy consumption within our Company: 753,396 Gjoules (Gj).
- Total fuel consumption within the Company from non-renewable sources, in joules, including fuel types used: 702,453 Gj. [93.2%].

Non-renewable sources – 2019 consumption within the Company		
Source	Unity (m3 or lt)	Gj. consumption
Gasoline	15,549	467,631
Diesel	1,499	57,130
Natural gas	75,332	3,172
Gas LP	6,681	174,520
Total		702,453

Total fuel consumption within our Company from renewable sources, in joules or multiples, and including fuel types used: 50,942 Gj. [6.8%].

Renewable sources – 2019 consumption within the Company		
Source	Unity (m3 or lt)	Gj. consumption
Trigeneration energy plant	14,150,771	50,943

ENERGY CONSUMPTION OUTSIDE OF OUR COMPANY

GRI 302-2

This indicator excludes energy consumption reported in Disclosure 302-1, and helps the Company identify energy consumption outside of the organization (both upstream and downstream) by assessing whether an activity's energy consumption contributes to climate change-related risks. Total energy consumption outside of the Company: 524,761 Gj.

2019 energy consumption outside of the Company	
Breakdown	Gj.
Upstream activities	467,631
Downstream activities	57,130
Total	524,761

The methodology approach used applies to the elaboration and measurement of the Company's Carbon Footprint, according to the guidelines established by *Secretaría de Medio Ambiente y Recursos Naturales* (Secretary of Environment and Natural Resources). The conversion factors used to determine the Carbon Footprint are those published on the *Secretaría de Medio Ambiente y Recursos Naturales* (Secretary of Environment and Natural Resources) website annually, as well as in the *Diario Oficial de la Federación* (Official Gazette of the Federation).

ENERGY INTENSITY

GRI 302-3

- 2019: total energy consumption within the Company: 753,396 Gj. / 42,702 (total of employees): 17.6 Gj.
- 2019: total energy consumption outside of the Company: 524,761 Gj. / 42,702 (total of employees): 12.3 Gj.



REDUCTION OF ENERGY CONSUMPTION

GRI 302-4

- We have set an energy reduction target of 10% by 2022 [baseline 2019].

This indicator calculates reductions in energy consumption during 2019, sourced from direct measurements. Regarding the Company's approach for this indicator, the standards and methodological tools used for calculations exclude reductions resulting from reduced production capacity or outsourcing. Reductions in energy consumption have been achieved as a direct result of conservation and efficiency initiatives, and because of the trigeneration energy plant operation (a renewable energy project that utilizes energy contained in operations fuel), in 2019:

2019 reduction of energy consumption	
Energy types	Gj.
Fuel	21,587
Electricity	51
Total	21,638

Regarding the reference used to calculate the reductions in energy consumption, the Company used a comparison of costs of KWh, diesel, and boiler energy to generate steam in 2019. This reference was chosen based on the savings in electricity costs, steam generation, and the use of fuels such as diesel and natural gas, as well as the lower environmental impact when using green energy. Regarding the norms, standards, methods, assumptions, or calculation applied in the calculation, the Company uses basic calculations in Excel based on the KWh price provided by the Federal Commission of Electricity (Comisión Federal de Electricidad or CFE) and calculations to obtain the Gj. equivalence.

REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

GRI 302-5

The Company has set the objective of saving electricity in the administrative areas, workshops, and parking lots, as a program has been implemented to replace lamps with LED luminaires, as well as motion sensors to avoid wasting electric power in the offices. With the use of electricity, steam, and energy recovery of the installation's equipment, the savings are approximately 98% in the use of electricity and 17.3% in the total paid for the supply, as well as a 19.6% increase in energy efficiency.

Regarding the reference used to calculate the reductions in energy consumption, it was the comparison of costs of KWh, diesel, and boiler energy to generate steam in 2019. This reference was chosen based on the savings in electricity costs, steam generation, and the use of fuels such as diesel and natural gas, as well as the lower environmental impact

when using green energy. Regarding the norms, standards, methods, assumptions, or calculation tools applied in the calculation, we used basic calculations in Excel based on the KWh price provided by CFE and calculations to obtain the equivalence in Gj.

RENEWABLE ENERGY

- We set up a clean energy generation target of 35% by 2024 [baseline 2017].

We are committed to the introduction of renewable energy to align our operations to the Sustainable Development Goal (SDG) number seven, regarding fostering the use and access to affordable, reliable, sustainable, and modern energy for all. In 2017, we started the trigeneration energy plant in San Angel, which is a renewable energy project that utilizes the energy contained in operations fuel by reintegrating it into the process, or into other operating processes.

WATER

GRI 303

- We set up the following water-related target:
 - Total water reduction of 10% by 2022 [baseline 2019].

These targets are aligned with public sector efforts, such as the water-related targets of the UN Sustainable Development Goals. Among our initiatives, we aim to save 150 thousand liters of water per year through ecological urinals installed in our facilities. Our water management program carefully considers location, resources, regulations, cost, operations, and innovation.

WATER WITHDRAWAL BY SOURCE

GRI 303-1

We acknowledge the importance of water for sustaining life on the planet for present and future generations. We have identified water-related impacts, including the scope of assessments, timeframe, and methodological tools for identifying impacts that can include life cycle assessments, environmental impact assessments, water footprint assessments, scenario analysis, and stakeholder engagement.

Our environmental management is the set of actions we carry out to manage and preserve water, including how and where water is withdrawn, consumed, and discharged in water-related impacts caused or contributed to, or directly linked to the Company's activities, products or services by a business relationship. These actions are evaluated using national and international environmental standards. We use international standards to manage the quantity and quality of water that goes beyond regulatory requirements. We monitor how much water we use to manage conservation actions effectively in the Company. We also aim to maintain good quality of our discharge water through Wastewater Treatment Plants ('WWTP'), through ionic and biologic electro-chlorination of our waste water. The consumption of treated water is mainly from toilets, fire systems, and green-area irrigation.

WATER RISK AND IMPACT

We aim to reduce our hydric impact in our community. The Company does a water risk and impact assessment to identify activities in regions with high water stress levels. Main activities are developed in Mexico City, a region with an important water stress level. The company implements programs and initiatives to manage our water consumption.

WATER SOURCES SIGNIFICANTLY AFFECTED BY THE WITHDRAWAL OF WATER

GRI 303-2

For us, water quality refers to the physical, chemical, biological, and taste-related characteristics of water. It is a measure of water suitability for a given purpose or function, including its use as a human right. Water quality standards help Televisa to manage water quality to protect ecosystems, wildlife, and human health and welfare. The standards and methods applied in the calculation were established by Secretaría de Medio Ambiente y Recursos Naturales to Secretaría de Medio Ambiente y Recursos Naturales (Secretary of the Environment and Natural Resources), and the Procuraduría Federal de Protección al Ambiente (Federal Environmental Protection Agency).

We are aware that water withdrawal from already sensitive locations can have a large impact. We focus on water stewardship efforts and practices to meet the human and ecological demand for water while mitigating water stress levels. We use tools for assessing areas with water stress such as the World Resources Institute's 'Aqueduct Water Risk Atlas', and the WWF's 'Water Risk Filter'.

Total water withdrawal according to the source (Volume, m3) GRI 303- 1, GRI 303-3	
Source	2019
Surface water	0
Rivers	0
Wetlands	0
Lakes	0
Oceans	0
Groundwater	0
Rainwater	0
Wastewater	0
From municipality	1,330,201
Recycled by Wastewater Treatment Plants	147,913
Reused	295,827
Total	1,773,941

Percentage and volume of recycled and used water		
Water classification	2019	
	Volume, m3	Percentage
Clean	1,330,201	75%
Recycled	147,913	8%
Reused	295,827	17%
Total	1,773,941	100%



EFFLUENTS AND WASTE

GRI 306

Water bodies represent a high value or importance to local communities. Our water discharge program helps us mitigate the impact of our discharges. Our water measurements include water effluents discharged throughout 2019 but exclude collected rainwater and domestic sewage from the volume of planned and unplanned water discharges.

Our waste reduction program is one of the main pillars of our environmental management system. Through an effective reduction plan and recycling alternatives with third parties, we aim to reduce our ecological impact. In 2019, Televisa generated a total waste of 52.3 tons.

WATER DISCHARGE BY QUALITY AND DESTINATION

GRI 306-1

In 2019, the amount of water discharged was 149,932 m3. This quantity is obtained by subtracting the total water recycled and recirculated to the total volume of clean water consumed. The recycling process of water consists of a closed circuit that works with WWTPs; this helps us avoid discharges into the municipal sewage system. Discharges are made in case of an overflow, and those are not quantified.

Total water discharge, according to its quality and destination			
Volume (m3) 2019	Destination	Water quality and treatment method	Reused by another organization (Yes / No)
147,913	Sanitary, fire protection system and irrigation of green areas.	Ionic and biological electroflocculation.	No

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

2019 WATER BODIES AFFECTED BY WATER DISCHARGES AND/OR RUNOFF

GRI 306-5

- No direct water sources were affected near our facilities, neither by withdrawal nor by the discharge of water.
- No water bodies or related habitats were significantly affected by water discharges and/or runoff.
- No water body or related habitat designated as a nationally or internationally protected area were affected by water discharges and/or runoff.

WASTE BY TYPE AND DISPOSAL METHOD

GRI 306-2

Televisa's waste minimization strategies emphasize prioritizing options for reuse, recycling, and then recovery over other disposal options to minimize ecological impacts. This indicator identifies hazardous waste as defined by national legislation at the point of generation and excludes hazardous waste from the calculation of non-hazardous waste.

Waste management						
Origin	Residue	Type	Quantity 2018	Quantity 2019	Units	Type of elimination
Operation	Cardboard, aluminum, plastics, PET, organic, paper	Non-Hazardous	65,804	82,852	Kg.	Recycling
Maintenance	Various	Hazardous	10,596	5,108	Kg.	Recycling
Maintenance and operation	Various	Hazardous	46,168	52,372	Kg.	Incineration
Various	Vinyl painting	Non-Hazardous	6,000	3,000	Lt.	Donation

SIGNIFICANT SPILLS

GRI 306-3

During 2019, there were no significant spills in any of our facilities. Our spill prevention program encompasses routine maintenance, situational preparedness, and regulatory compliance.

TRANSPORT OF HAZARDOUS WASTE

GRI 306-4

For treated waste, we identify the portion of the total amount of transported waste treated, by destination, and the portion of the total amount of waste, by destination, that is treated by external suppliers, and that has been transported by us.

Weight of transported, imported, exported, or treated waste deemed hazardous		
2019		
Origin		Unit
Maintenance and operation	52,710	Kg.
Batteries	5,108	Kg.
Vinyl painting	3,000	Lt.

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

BIODIVERSITY

GRI 304

Our Statement on Biodiversity and Environment defines the approach we adopt as a Company towards Biodiversity and Environment. At Televisa, we acknowledge Mexico's vast natural wealth and biodiversity due to its geographical location. Mexico encompasses multiple ecosystems; given that its different climates and environments are home to a significant variety of species, it is considered a megadiverse country. For more information, please visit our Statement on Biodiversity and Environment at <http://www.televisair.com/~media/Files/T/Televisa-IR/corporate-statements/grupo-televisa-statement-on-bio-diversity-and-environment.pdf>

OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

GRI 304-1

Our operations have a low impact on biodiversity and natural ecosystems. Since most of our facilities are in low environmental impact areas, biodiversity is not significantly affected. Broadcasting and rebroadcasting equipment are in four protected natural areas:

- the Izta-Popo Zoquiapan National Park (*Parque Nacional Izta-Popo Zoquiapan*).
- the *Cerro de la Silla*.
- the Cerro del Fortin Ecological Reserve (*Reserva Ecológica Cerro del Fortín*).

Ecológica Cerro del Fortín).

- the Tehuacán-Cuicatlán Biosphere Reserve (*Reserva de la Biósfera Tehuacán-Cuicatlán*).

SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY

GRI 304-2

In 2019, no significant direct and indirect impacts (and no significant reversible or irreversible impacts) on biodiversity occurred. Our scope of indirect impacts on biodiversity includes impacts in the supply chain.

INTERNATIONAL UNION FOR CONSERVATION OF NATURE (IUCN) RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

GRI 304-3, GRI 304-4

During 2019, there were no natural conservation conditions different from the previous year. The main species of animals and plants found in those areas are listed below. The inventory of endangered species: 467 species of invertebrates, animal, and plant kingdoms; 14 endemic species; two endangered species; 18 threatened species; 16 species with special protection.

POSITION ON CLIMATE CHANGE

We acknowledge climate change and commit to reduce our environmental impact and greenhouse gas emissions through initiatives, programs, training, emission inventories, and specific water, waste, energy, and emissions targets.

REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS

GRI 305-5

- We have set up a GHG emissions reduction target of 10% by 2025 (baseline 2019).

Our GHG emissions reduction initiatives include the reduction of contaminant gases such as CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, and exclude reductions resulting from reduced production capacity or outsourcing. We aim to reduce future energy consumption through solid demand-side management programs.

2019 GHG emissions reduction as a direct result of initiatives

Initiative	Reduction
Trigeneration energy plant	7,146 tons of CO ₂ e
Recycling program	2,867 tons of CO ₂ e



EMISSIONS

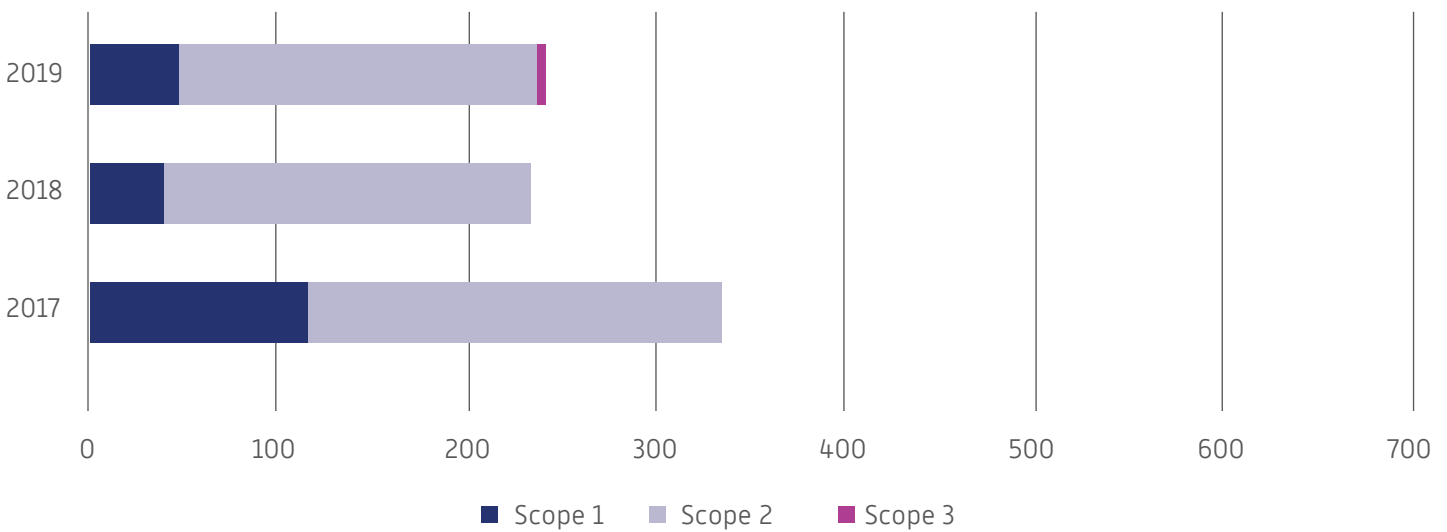
GRI 305, GRI 103-1, GRI 103-2, GRI 103-3

Our emissions management program carefully considers the location, resources, regulations, cost, operations and innovation to mitigate our greenhouse gas (GHG) emissions by quantifying them, identifying the main sources of those emissions, and managing systematic actions to reduce them through transparent accountability and high-impact programs.

Each year, we publish our GHG inventory based on international standards such as the 'GHG Protocol Corporate Standard', market-based methods, and national regulations, including the Mexican methodology to calculate GHG issued by the Secretaría de Medio Ambiente y Recursos Naturales (Secretary of the Environment and Natural Resources). The

inventory provides us with an understanding of how much we are reducing or increasing our emissions through the years, and we quantify them separately as direct, indirect, and other indirect emissions, which are also known as Scope 1, Scope 2 and Scope 3, respectively. The reporting applies the Quality Criteria in the 'GHG Protocol Scope 2 Guidance' so that contractual instruments convey GHG emission rate claims and to prevent double counting. The Company combines disclosures: Direct/Scope 1 GHG emissions, Indirect/Scope 2 GHG emissions, and Other indirect/Scope 3 GHG emissions, to disclose total GHG emissions. Further details and guidance are available in the 'GHG Protocol Corporate Standard'.

- In 2019, GHG emissions (Scope 1 + Scope 2 + Scope 3): 241,906 tons of CO₂e.



Emissions intensity in tons of CO ₂ e by number of employees			
	2017	2018	2019
Total of CO ₂ emissions	335,120	231,773	241,906
Total number of employees	39,988	36,686	42,702
Intensity of emissions	8.4	5.6	5.6



DIRECT (SCOPE 1) GHG EMISSIONS

GRI 305-1

Scope 1 emissions are generated directly from our operations from fixed and mobile sources that consume fuel, such as gasoline, diesel, natural gas, and LP gas, from financial control and operational control facilities located in Mexico. The methods were outlined following the 'GHG Protocol Corporate Standard'. This indicator measures gases included in the calculation, whether CO₂, CH₄, N₂O. The chosen emission factors originate from mandatory reporting requirements and voluntary reporting frameworks.

- In 2019, Scope 1 emissions: 47,837 tons of CO₂e.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

GRI 305-2

Scope 2 emissions are produced as a result of the operation of the Company, although they are not associated directly with it, such as emissions related to electricity consumption. The source of the emission factors and the global warming potential [GWP] rates are used, or a reference to the GWP source. The consolidation approach for emissions came from financial control and operational control facilities in Mexico. The chosen emission factors originate from mandatory reporting requirements and voluntary reporting frameworks.

- 2019, Scope 2 emissions: 189,726 tons of CO₂e.

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

GRI 305-3

2019 is the first year we measured Scope 3. We consider Scope 3 to be indirect emissions generated by our operations. Emissions from national and international business travel flights and employees located in Mexico who commute are classified as scope 3 emissions. Scope

3 has helped us to identify climate change-related risks and other indirect GHG emissions by assessing which other activities contribute significantly to the Company's total GHG emissions.

- 2019, Scope 3 emissions: 2,900 tons of CO₂e (National flights).
- 2019, Scope 3 emissions: 1,373 tons of CO₂e (International flights).
- 2019, Mexican employees commuting: 70 tons of CO₂e.
- Total 2019, Scope 3 emissions: 4,343 tons of CO₂e.

GHG EMISSIONS INTENSITY

GRI 305-4

The types of GHG emissions included in the intensity ratio were direct (Scope 1), energy indirect (Scope 2), and other indirect (Scope 3). Gases included in the calculation were CO₂, CH₄, N₂O. The consolidation approach for emissions came from financial control and operational control facilities in Mexico.

- 42,702 employees: 5.6
- 101,757 million Pesos: 2.3

METHANE (CH₄), NITROUS OXIDE (N₂O), AND OTHER SIGNIFICANT AIR EMISSIONS

GRI 305-7

- 2019, Methane emissions: 12 tons of CH₄.
- 2019, Nitrous oxide emission: 3.9 tons of N₂O.

PROGRAMS OR ACTIONS TO REDUCE THE EMISSIONS INTENSITY OF CORE OPERATIONS: CAPTURE GHG EMISSIONS

In 2019, we performed an aggressive effort to mitigate our carbon footprint through our recycling materials program:

2019 Environmental savings due to our recycling program											
Type of Material	KG of recycled waste by material	Trees saved	Water saved (lt.)	Fuel consumption saved (lt.)	Saved electrical energy (kW)	Oxygen (provided to 'x' people)	Carbon dioxide, kg captured	Sanitary filling m3	Red mud avoided (kg.)	Shirts produced avoided	Oil barrels extracted avoided
Paper	39,629	674	1,069,986	57,859	162,479	2,695	8,084	1,188	0	0	0
Cardboard	30,640	521	827,280	44,734	125,624	2,084	6,251	21,998	0	0	0
PET	3,171	0	124,501	0	15,946	0	7,947	79	0	32,980	1,585
Aluminum cans	1,240	0	0	0	18,610	0	8,561	0	3,722	0	38
Scrap	865	0	5,761	0	4,757	0	2,163	0	0	0	0
Plastics	7,306	0	55,186	0	40,089	0	18,265	0	0	0	88
Total	82,852	1,195	2,082,714	102,593	367,507	4,778	51,270	23,266	3,722	32,980	1,712



NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

GRI 307-1

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

In 2019, we did not have significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations. This included administrative and judicial sanctions for failure to comply with environmental laws and/or regulations, including international declarations, conventions, and treaties, as well as national, sub-national, regional, and local regulations.

SOCIAL

EMPLOYMENT

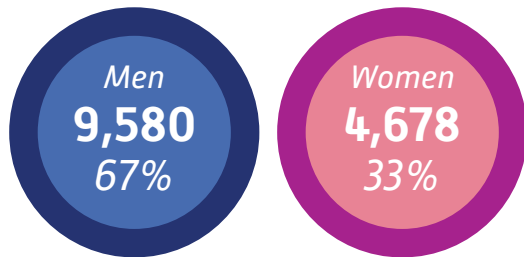
GRI 401, GRI 103-1, GRI 103-2, GRI 103-3

Employment is an important topic for us; our talent is the foundation of the success and innovation of the Company. We further enhance careers in the Company with training programs, performance evaluations, and additional benefits. We apply fair labor practices in our operations and adhere to best practices. We are committed to offering solid labor conditions to our employees by respecting their human and collective rights and providing a working environment that enables them to improve their performance and increase their engagement.

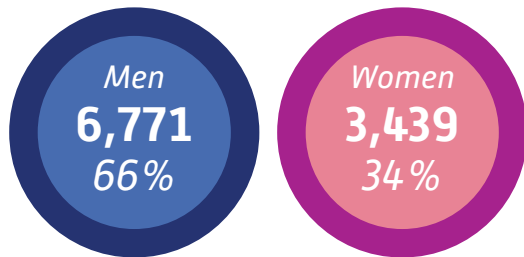
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

GRI 401-1

Total number and rate of new employee hires during 2019, in Mexico: 14,258 employees:



Total number and rate of employee turnover during 2019, in Mexico: 10,210 employees:



JOB SATISFACTION

In 2019, we conducted our annual Organizational Climate survey, with 90% participation of Televisa employees. The main survey's findings (Range 0-100) were:

- 81 pts. regarding actions to reconcile personal and work life
- 85 pts. regarding regulations and training related to the Code of Ethics and values
- 86 pts. regarding a positive work climate.

These scores show that the actions made to improve the working environment have had positive effects on some areas, but we must continue to work on the remaining topics to improve the working environment of Televisa.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

GRI 401-2

Benefit schemes significantly strengthen employees' sense of belonging and commitment to attract and retain talent. The commitment to compensation schemes that guarantee internal equity and external competitiveness is total and is based on compliance with internal rules and external salary studies. In the benefits part, the operation is also based on internal policies and benchmarks against other companies. The compensation and benefits management approach is carried out with the satisfaction of internal customers and compliance with SOX-type audit controls. Regarding compensation, salary studies are always documented with the acceptance of the directors or vice presidents who receive the service. In regard to benefits, the approach is mainly based on satisfaction surveys, controls, and financial reconciliations of displaced benefits with other areas such as finance and control. In addition, Televisa demonstrates its commitment to employee development through a policy framework:

Policy framework:

- Personnel hiring policy
- Performance evaluation policy
- Training policy
- Remote and flexible hours policy
- Employee meal policy
- Overtime calculation policy for payment
- Psychosocial risk management policy, workplace violence, and a favorable organizational environment
- Night transportation assistance payment policy
- Lactation period determination policy
- Granting of economic resources for medical treatments
- Wages increase policy
- Personnel movement policy
- Industrial safety and occupational health policy
- Social responsibility and sustainability policy

Human Resources, Administration and Finance, and Internal Audit VPs are responsible for the implementation of these policies. Organizational and salary studies are constantly carried out to identify those employees who are below the salary tabulators, and strategies are developed to correct the identified deviations. The Compensations area aims to avoid and correct salary deviations and to ensure that salary management is aligned with the Company's remuneration policies. Every year, formal audits are performed to evaluate

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

Benefits for most of our employees

Sale of discounts in retail, health services, laundries, restaurants, books stores, among other

Lunch service

Disability or invalidity coverage

Free nutritional counseling

Fitness classes

Life insurance

Insurance of major medical expenses

Check-up services (only for executives)

Parental permission

Pension fund

Shareholder plan (executive level)

Benefits for most of our employees

Training

Flexible hours for family work balance

Flexible study hours

Telecommuting

Medical service on-site

Professional Moms

Compressed workweek schedule

Flexible schedule

Remote work

Maternity permission

Daycare discount



MATERNITY LEAVE

GRI 401-3

- The number of women who had maternity leave in 2019: 439 employees.
- The percentage who remained employed by the Company upon return from maternity leave in 2019: 73.3%.

LABOR/MANAGEMENT RELATIONS

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

For Televisa, Labor and Management Relations is an important topic. The Company is committed to offering solid labor conditions to our employees by respecting their human and collective rights and providing a working environment that enables them to improve their performance and increase their engagement. Regarding our management approach, the Company understands that our subsidiaries' employee talent is undoubtedly the key to achieving excellent performance in all areas of our business. Therefore, their growth as professionals is an important part of our business strategy. The Company is committed to constantly evaluating the labor relations management approach.

MINIMUM NOTICE PERIODS REGARDING IMPORTANT OPERATIONAL CHANGES

GRI 402-1

- At least 48 hours' notice is provided to employees and their representatives before the implementation of significant operational changes that could substantially affect them. At least 48 hours' advance notice for communications tends to reduce relevance.
- All notifications or provisions affecting unionized workers must be made at least 48 hours in advance. Also, all provisions for consultation and negotiation are specified in collective agreements.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403

We manage, monitor, and enhance key performance indicators (KPIs), targets, and initiatives in our effort to reduce potential risks in our facilities and prevent accidents, illnesses, and unfavorable working conditions. To maintain the physical wellbeing of our employees and to reduce the number of accidents, days of disability, occupational diseases, the severity of accidents, and absenteeism rates due to accidents and occupational diseases, we maintain regular training and communication mechanisms. Health and safety at work programs are carried out in our business units.

We manage occupational health and safety through a corporate structure that establishes the policies, strategies, guidelines, and standards to be followed by

Televisa and our subsidiaries based on Mexican laws, regulations and official norms, as well as on various international standards implemented locally by the formal structures of each operation. Our commitment is based on the legal compliance established by the Federal Labor Law, trade union agreements and Health and Safety at Work regulations, as well as all applicable laws on occupational health and safety established by the Secretaría del Trabajo y Previsión Social (Secretary of Labor and Social Welfare), among others. We have established mechanisms for guidance and reporting complaints about health and safety conditions at work. This mechanism is handled through communications to an email account that belongs to the Industrial Security and Civil Protection area. Our employees can send an e-mail to the account carete@televisa.com.mx through which an administrator will receive and respond to all e-mails received, channel complaints and requests for guidance, and follow up on the emails until they have been resolved.

CONFIDENTIALITY OF PERSONAL INFORMATION RELATED TO WORKERS' HEALTH

We maintain strict confidentiality of personal information related to our employees' health through a clinical file to which only medical personnel have access; no one outside the medical service unit can consult or request information without prior authorization by the relevant employee. We ensure that personal information related to our employees' health and their participation in occupational health services is not used for any favorable or unfavorable treatment of workers. The employees' health information stored in clinical files contains only medical information aimed at preserving the health and well-being of collaborators. No staff in the Company, whether medical personnel or not, is authorized to transfer documentation off-site of medical service units.

WORKERS' REPRESENTATION IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES

GRI 403-1

Our Industrial Safety and Occupational Health Policy applies to the entire Company and subsidiaries and has the objective of regulating Industrial Safety and Occupational Health within the Company. Our Industrial Safety and Occupational Health policy requires compliance with the guidelines established in the applicable current legislation, as well as the established internal standards. Additionally, our facilities must have: i) annual plans and general and particular training programs based on the health and safety risks of the activities to be carried out; ii) the Action Plan to follow up on findings, and; iii) analysis of risks and dangers according to the type of operation.

TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES. AND, WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION

GRI 403-2. 403-3

In 2019, there were no deaths due to accidents or occupational disease. And, it has been possible to reduce the number of accidents.

Health and safety 2019 data									
2018	Number of accidents that occurred	Number of workers exposed	Absenteeism rate [%]	Number of days lost	2019	Number of accidents that occurred	Number of workers exposed	Absenteeism rate [%]	Number of days lost
Men	187	25,268	0.07	4,418	Men	215	28,319	0.09	5,775
Women	64	10,670	0.06	1,701	Women	33	12,061	0.02	505
Total	251	35,938	0.07	6,119	Total	248	40,380	0.07	6,280

Year	Frequency Index			Gravity Index		
	Men	Women	Total	Men	Women	Total
2017	7.29	4.31	6.42	0.15	0.07	0.13
2018	3.58	2.90	3.38	0.08	0.08	0.08
2019	3.98	1.43	3.22	0.11	0.02	0.08

We identify work-related hazards and assess risks on a routine and non-routine basis. We apply the hierarchy of controls to eliminate hazards and minimize risks. Our operations are supervised by the Committee on Safety and Civil Protection and the Health and Safety Commission and aim to comply with our internal health policy which promotes the physical, mental and social well-being of our employees as a part of our sense of integrated responsibility. In addition, the Committee on Safety and Civil Protection core functions include:

- to design and regulate the corporate strategies of legal compliance, prevention of accidents, and/or diseases.
- compliance with applicable regulations.
- to design and develop policies, guidelines, and institutional standards.
- to manage of the human and financial resources of the area.
- to support the areas of operation in the planning and execution of preventive and/or corrective actions.
- to coordinate, control, and supervise the functions and activities of service providers.
- to design content and guidelines for institutional communication.
- to evaluate risks and opportunities for improvement.
- to manage and control internal civil protection programs.
- to ensure the implementation of corporate strategies in operation.
- to audit and monitor established preventive programs.
- to ensure the integration and functioning of the Committee on Safety and Civil Protection and the Health and Safety Commission.
- to audit the handling of accidents, morbidity, and established programs.
- to ensure training in hygiene, industrial safety, and civil protection.

Our facilities are subject to periodic audits to help maintain the physical wellbeing of our employees, improve safety conditions, support the Company's financial indicators, promote institutional compliance and regulations, cover the needs and expectations of different operations, and ensure performance of safety training. Also, production sets, work locations, and warehouses are required to comply with safety systems, measures, and mechanisms set by the Civil Protection Department, which include fire protection systems, hydrants and extinguishers, smoke detectors and fire alarm monitoring systems, as well as cleared circulation corridors, platforms, and warehouses, among others. Warehouse personnel are protected with uniforms that include boots, gloves, girdles, and helmets. Inside the Company's facilities, they are provided with goggles and chemical respiration masks. We have also implemented specific measures such as water curtains in our furniture varnish work set, used to mitigate the impact of solvents on our workers. The personnel who operate in the upper part of the production sets, in charge of performing work at height, are provided with lifelines and anchorage points to avoid accidents and to improve their safety.

Also, personnel from the area of Safety and Industrial Hygiene and Civil Protection have an international certification issued by Industrial Rope Access Trade Association (IRATA), which has allowed us to promote and develop internal security systems to work more safely and effectively at heights. Our medical personnel have identified the medical conditions and chronic diseases of our technical staff and personnel in production services areas. A protocol has been created for medical emergencies within the facilities and locations, and the Company tracks personnel who are located in each production area and the related measures that must be taken according to their medical conditions. Moreover, specialized consultants are hired to perform calculation reports that define the construction of fixed sets and thus promote the safety of actors, production, and technical personnel working in the locations. In addition, within the facilities and production sets, there is an ambulance located in a strategic place to guarantee its rapid movement to transfer if it is needed. We demonstrate our commitment to health and safety through a policy of 'Medical care and transfer of injured people' by which our employees know and execute the protocol of care for an injured person within the Company's facilities and, if applicable, perform the transfer of the injured person to a medical unit.

In the Company, processes have been developed for worker participation and consultation in the implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. This Committee on Safety and Civil

Protection meets frequently with worker representatives for the decision-making process.

EMPLOYEE WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Occupational health and safety training are provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, and hazardous situations.

During 2019, the topic of health and safety was reinforced through the awareness and training of our staff through the following courses: NOM-009-STPS-2011, Safety conditions for working at a height, NOM-017-STPS-2008, Personal Protection, Selection, Use, and Management Team in the Work Centers, NOM-018-STPS-2015 Harmonized System for the Identification and Communication of Hazards and Risks by Hazardous Chemical Substances in Work Centers, NOM-019-STPS-2011 Constitution, Integration, Organization and Operation of Safety and Health Commissions, Prevention and attention of spills of dangerous chemical substances, Emergency Protocols, and Handling of Manual Stations, Use and management of fire extinguishers and hydrants, Training of Brigades, Work Training at height, Civil Protection Multidisciplinary Course, ENERGEN fire extinguishing system, Basic Life Support, Evacuation and Communication, Firefighting in the field, Structural Security and Damage Assessment, Search and Rescue, Access by Ropes in Heights, Rescue in Heights, Emergency Brigades, First Aid, Drills, Handling of Hazardous Materials, Fire Preventive Measures for Electric Risk, Signaling, Preventive Measures of LP Gas, Use of Personal Protection Equipment, and Nutrition.

PROMOTION OF EMPLOYEE HEALTH

GRI 403-6

We commit to ensuring healthy lives and promoting wellbeing for our workers, aligning this commitment with the UN Sustainable Development Goals, Goal 3. Our employees have access to non-occupational medical and healthcare services. Health promotion services and programs are offered to employees to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates employee access to these services and programs. In Televisa, each worker's health campaign is defined through a 'brief' where the objective, resources, the contents that will be sent, and the periodicity are specified. We do this directly with our 'internal customers' so that the campaign is suitable for them according to their needs. Once this program has been approved with the internal customers, the internal communication area checks that the other campaigns are 'alive' and distributes the materials as conveniently as possible.

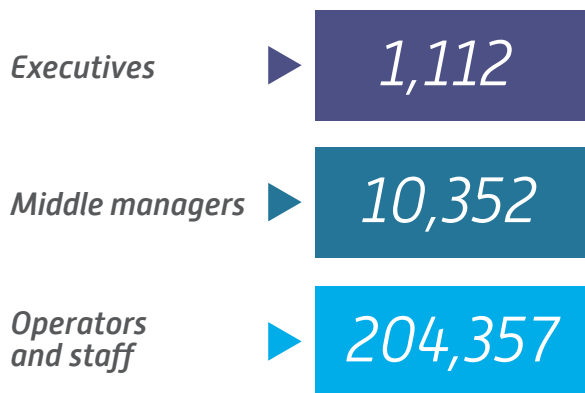
AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

Average hours of training in 2019 per Full-Time Equivalent (FTE): 831,160 hrs.

'Training' refers to all types of vocational training and instruction on specific topic.

Training by employee categories: In 2019, Televisa provided training to 215,821 participants:



PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

GRI 404-2

In 2019, we provided different types and scopes of programs and assistance to upgrade employee skills, and to facilitate continued employability and career management:

- High executive-level training: 88 executives trained.
- Company's enrollment courses about the mission, vision, and organizational values: 803 employees trained.
- The Company provided training focused on diversity practices at work in coordination with ÉNTRALE (Alliance for the labor inclusion of people with disabilities), in courses on 'Inclusive recruitment', 'Exchange of best diversity practices', 'Inclusion 101', among others.
- Training on risks in information security and data privacy: 33,339 employees trained: 65% men and 35% women.
- Training and awareness of the health and safety management system: 30,810 employees trained.
- Training against security risks in high-risk regions: 15 employees trained.
- Training on health, safety, and wellness training: 57 employees trained.
- Training on improving productivity: 7,522 courses with 95,585 participants.
- Training on philanthropic actions and social work in the community: 74 employees trained.

SECURITY PRACTICES

GRI 410

Security practice is an important topic for us. It covers employee training on human rights policies and procedures

concerning aspects of human rights that are relevant to operations, including the applicability of human rights policies and procedures to employees' work. This training refers either to training dedicated to the subject of human rights or a human rights module.

SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS POLICIES OR PROCEDURES. AND, EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES

GRI 410-2, GRI 412-1

- Training programs on the Code of Ethics, which includes subjects such as the human rights, environmental protection, health and safety of our employees, clients, neighbors, and third parties: 16,085 employees trained.
- Training on labor rights: 199 employees trained.
- Training programs on anti-corruption: 20,651 employees trained.
- We trained 597 security personnel, who are employees of third-party organizations. They play an essential role in allowing Televisa to operate safely and productively and contribute to the security of local communities and populations.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

GRI 404-3

The Performance Evaluation Program has the purpose of measuring the development of our employees based on their individual achievements and competences. This program allows the company to align individual goals with the organizational strategy. And it also permits to identify strengths and opportunities in order to define organizational development plans that support business operation and accomplishment of established objectives.

We have developed the Competences Evaluation Process during the last three years. The results of this evaluation processes are used as input for the definition and planning of the Corporate Training Program. We are working to implement in the future a Performance Evaluation process considering the following activities: Definition of the strategic objectives, definition of individual goals, half year review of the objectives, competences evaluation, and Individual feedback. The participants of this process will be: executives and middle management.

DIVERSITY AND EQUAL OPPORTUNITY

GRI 405

We are proud of our diversity and we consider it a strategic value; we support, strengthen, and promote the individuality of each person. We celebrate and recognize the different talents, ways of life, thoughts and needs of each one and we take advantage of what each of these differences can contribute to our objective as a Company. We strive daily to promote in our employees a sense of belonging to vulnerable minority groups in which they feel recognized, valued, and respected, granting them favorable working conditions through the promotion of equal opportunities.

We seek to develop specific policies and measures that help us close the inequality gap between men and women, implementing measures aimed at achieving gender equality, supporting equal participation and recognition of women and men, providing the same opportunities for participation, conditions and forms of treatment, thereby avoiding stereotypes, discrimination or limitations imposed by gender roles. We seek opportunities for access to Televisa, as well as career development and development training within the Company, and are based on the merits of each person, regardless of the gender. Televisa makes each decision, involving a man or a woman, with real gender equality in mind. It is necessary to prioritize equitable treatment recognizing the existing differences between women and men, so that from these differences there is an equal distribution of resources and responsibilities. We have updated our Personnel Recruitment and Selection Policy which includes criteria that focuses on diversity and inclusion in the personnel recruitment and selection processes.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

	Men	Women
Total employees in Televisa as of December 31, 2019: 47,702	70.5%	29.5%
Executive level:	72.1%	27.9%
Middle management level:	65.3%	34.7%
Administrative, technical, and operational level:	70.1%	29.9%
Unionized employees:	85.7%	14.3%
Non-union employees:	59.9%	40.1%

2019 turnover rate: 10,210 (26.6%) vs 30.81% in 2018. Reasons for leaving Televisa:

- o Resignation: **40.7%**.
- o Dismissed employees: **7.1%**.
- o Other reasons (Absenteeism, Death, Retirement, Project, Contract, Disability, etc.): **52.2%**.

Our turnover is high due to the nature of our business, where certain positions tend to experience high turnover rates, such as customer service representatives, technicians and call center operators. During 2019, a total of 23,704, or 56% of our labor force, was made up of employees in those positions.

THE RATIO OF BASIC SALARY AND REMUNERATION OF MEN TO WOMEN

GRI 405-2

- The ratio between the average salary male to female among levels:
 - Executive (director upwards): **1: 1.15**.
 - Middle managers (manager and coordinator): **1: 1.14**.
 - Administrative and operational (head downwards): **1: 1.11**.

NON-DISCRIMINATION

GRI 406, GRI G4-M5

In 2019, at Televisa, no incidents of discrimination occurred. This includes incidents of discrimination on grounds of race, color, sex, religion, political opinion, nationality or social origin (as defined by the International Labour Organization, ILO), age, disability, migrant status, HIV and AIDS, gender, sexual orientation, genetic predisposition, and lifestyles.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 407, 403-4

We aim to prevent workers' representative discrimination, guarantee the effective exercise of trade union rights in the workplace, to respect: a) freedom of association and the effective recognition of the right to collective bargaining (ILO C87), b) protection of workers' representatives (ILO C135), c) the right to organize and collective bargaining convention

[ILO C98]. Also, we aim to not benefit from or contribute to such violations through our business relationships. The Company recognizes the right of any worker to join or not, if they choose, any group or association, including unions. Throughout our history, we have maintained a cordial, respectful, and helpful relationship with the various unions with which our employees have been affiliated.

OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

GRI 407-1

We respect political affiliations and active participation that each employee decides to have in various organizations during their free time, as long as the said participation is made in their name and does not involve or imply that they have the support of the Company.

The Company's commitment to freedom of association and the right to collective bargaining includes: respect and protection of freedom of association and the right to organize (ILO C87), respect for the right to collective bargaining (ILO C98), respect and protection of workers' representative (ILO C135), preventing representative discrimination of workers; guaranteeing the effective exercise of trade union rights in the workplace; etc. Televisa takes some measures to support rights to exercise freedom of association and collective bargaining, such as continuous monitoring of labor rights risks; periodic internal audits; external audits/verification; external investigation of complaints; cooperation with unions: joint audits, joint complaint procedures; among others.

CHILD LABOR

GRI 408

Our activity touches their lives at many points: content, products that we announce, assistance programs in which we participate aimed at children; so we strive to offer high quality children's content prioritizing the interests and needs of boys and girls.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK OF INCIDENTS OF CHILD LABOR

GRI 408-1

Televisa respects national and international legislation on child labor. Children who participate in our television productions or shows, contests, and special events have the necessary authorizations from their parents or guardians,

and we provide conditions to respect their right to education, play, and individual development. In the context of the GRI Standards, a 'child' is defined as a person above the applicable minimum working age and younger than 18 years of age.

FORCED OR COMPULSORY LABOR

GRI 409

This is an unacceptable situation that we strongly condemn and, in our capacity as employers, we guarantee the free and legal hiring of our employees, respect working hours and conditions provided by law.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK OF INCIDENTS OF FORCED OR COMPULSORY LABOR

GRI 409-1

We aim to contribute to the elimination of all forms of forced or compulsory labor. Forced labor, also known as modern slavery, includes practices such as withholding of wages or documents that do not allow freedom of movement, and in its most extreme form may involve human trafficking, which in addition to violating human rights, constitutes a crime.

RIGHTS OF INDIGENOUS PEOPLES

GRI 411, GRI 411-1

Indigenous rights are an important topic for us. In 2019, no incidents of violations involving rights of indigenous peoples occurred.

CUSTOMER PRIVACY

GRI 418, TC-TL-220a.1, TC-TL-220a.2

At Televisa, the Company values freedom of expression as a fundamental right of each person and hand in hand with that individual right is the responsibility to take care of the privacy of each person. Thus, Televisa is committed to respecting the privacy of the information and data that are not delivered according to the different activities we carry out. We make use of personal data in accordance with applicable regulations and only as strictly necessary to carry out operations.

SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

GRI 418-1, TC-TL-230a.1

2019: at Televisa,

- No complaints were received from regulatory bodies.
- No identified leaks, thefts, or losses of customer data occurred.

PRIVACY & DATA SECURITY

Televisa is committed to complying with evolving market regulations and manages regulatory and reputational risks associated with privacy and data security issues. We have a solid policy framework to protect the privacy and data security that govern all relevant business lines/subsidiaries at Televisa.

Privacy and data security policies

- Information Security Policy.
- Document Use and Treatment Policy.
- Database Assurance Policy.
- Information Systems Classification Policy.
- Software and Computer Equipment Use Policy.
- Information Systems Assurance Policy.
- Corporate Network and Guest Network Access Policy.
- Information Security Incident Management Policy.
- Information Security Awareness Policy.
- Information Systems Access Policy.
- Use of Identifiers and Passwords Policy.
- Protection and Treatment of Personal Data Policy.

We provide individual rights of access, rectification, and deletion regarding the control of personal data. Regarding policies for information security and the frequency of systems audit, external independent audits are conducted at least once every two years. We provide employee training on data security and/or privacy-related risks and procedures.

The Company follows international best practices for information security management. Regarding Information Security Policies and Systems audit frequency, external independent audits are conducted annually on IT Systems as well as Information Security, to ensure an appropriate system control environment that involves the operational processes related to the issuance of Financial Statements on the applications that operate them, under SOX regulatory

framework. The review covers General IT Controls (ITGC) as well as IT Application Controls (ITAC).

CYBERSECURITY INITIATIVES

TC-TL-230a.2

In 2019, we worked on various cybersecurity initiatives that helped maintain adequate levels of protection for the systems and the information that is processed within them. These initiatives were based on the corporate security strategy, the principles of which take both, internal and external threats, as well as the use of current technological resources to protect the integrity and confidentiality of information, and the implementation of new technologies to reinforce the above, when necessary. Additionally, the security processes aimed at the prevention, detection, investigation, and response of security events have been strengthened, which, when detected, are punctually monitored, leading to specific actions to reduce the possibility of recurrence in the future.

In addition to technology and processes, we have also made efforts related to information security training among our employees, maintaining a permanent awareness campaign aimed at all personnel so that they have the necessary elements to identify and report possible threats to information security. We also have a specific education program for members of the cybersecurity team to keep them updated on new trends, practices, and threats.

In continuity with the corporate cybersecurity strategy, Televisa's 2020 objectives have a structured program to strengthen security focused on the infrastructure of its systems and networks, applications and information management, access and identity management, as well as monitoring security events and the establishment of an incident response plan, all of which allows Televisa to improve protection mechanisms, technologies, and related processes to maintain robust and reliable levels of security in our computer assets.

NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA

GRI 419-1

In 2019, at Televisa, no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area occurred, neither in terms of the total monetary value of significant fines nor the total number of non-monetary sanctions.

SUPPLY CHAIN

GRI 102-9

We continue establishing sustainability criteria in our procurement practices, identifying those suppliers that may represent risks to the Company, as well as those that outperformed in their sustainability programs. The Company complies with our supplier hiring and selection policy based on economic and social criteria to be considered when choosing new suppliers. We have developed mechanisms for detecting possible conflicts of interest, and we evaluate corporate governance and the economic risks of potential suppliers.

At Televisa, the goods and services that are supplied are acquired mainly from large transnational companies in the technological field; other goods and services are provided by small and medium-sized companies located in Mexico (e.g., wholesalers, contractors, consultants, manufacturers, subsidiaries of transnational companies and intermediaries). The main goods that are supplied include paper, electrical materials, technology, services, office supplies, clothing, and scenery materials, among others. In 2019, we certificated 454 new suppliers and 480 current suppliers in social and economic matters through a third party.

SIGNIFICANT CHANGES TO THE ORGANIZATION AND ITS SUPPLY CHAIN

GRI 102-10

In 2019, at Televisa, no significant changes to the supply chain occurred that could cause or contribute to significant economic, environmental, and social impacts.

ENVIRONMENTAL MANAGEMENT IN THE SUPPLY CHAIN

Our environmental supplier standard aims to incorporate an environmental management system to manage resource efficiency performance requirements.

SUPPLIER ENVIRONMENTAL ASSESSMENT. AND, NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

GRI 308-1, GRI 308

In the environmental sphere, the Company evaluated Editorial Televisa's paper suppliers and identified which ones had at least one of the following sustainability certifications: Forest Certification Systems Recognition Program (PEFC), Chain of Custody Certification (CoC), Forest Stewardship Certification (FSC) and Sustainable Forest Initiative Certification (SFI).

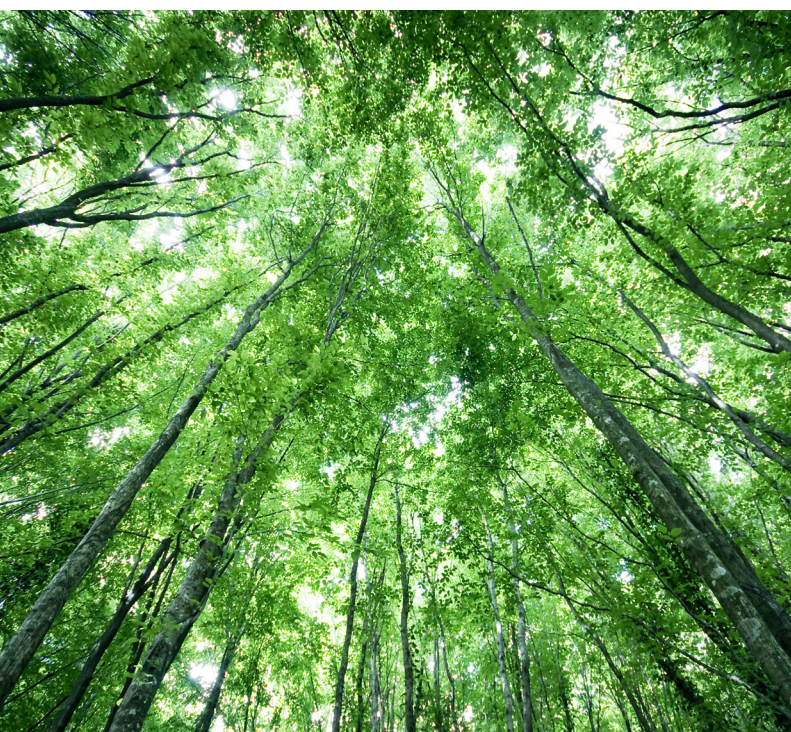
PAPER SOURCING: POLICY ON SUSTAINABLE SOURCING OF WOOD/FIBER

In 2019, 8,043 tons of paper used in the different titles of the Editorial Televisa were consumed. Of this amount, at least 95% was certified paper (paper that has PEFC, CoC, FSC, SFI certifications). Also, many of our leading print providers have responsible forest management certifications. As one of the most important distributors of printed content in Mexico, we know that, by choosing the right partners, we can contribute to the conservation of forests, not only in Mexico but also in other regions of the world. Currently, all paper purchased abroad (representing 97% of the paper used) is purchased from mills that have certifications such as PEFC, SFI and FSC that guarantee that paper comes from sustainably managed forests, and FSC CoC, which guarantees the chain of custody of the raw materials produced sustainably.

- At least 95% of the paper we used had PEFC, CoC, FSC, SFI certifications.
- In 2019, 78.8% of the paper was covered paper. The coating consisted of chalk.

MEASURES TO ENSURE COMPLIANCE WITH THE POLICY ON SUSTAINABLE SOURCING OF WOOD/FIBER

We aim to develop biodiversity risk assessments of the Company's wood/fiber supply chain. As an initiative for sustainable paper supply, Editorial Televisa made all purchases directly from mills abroad with the Forest Stewardship Council (FSC) certification, which guarantees sustainable management of the forests. Editorial Televisa aims to prioritize suppliers that practice sustainable forest



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

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

SUPPLIER SOCIAL ASSESSMENT

GRI 414

We are developing a project to evaluate new suppliers using social and environmental criteria to prevent or mitigate future controversies.

PROCUREMENT PRACTICES

GRI 204

Procurement practices are an important topic for us. We aim to focus on green procurement of office supplies.

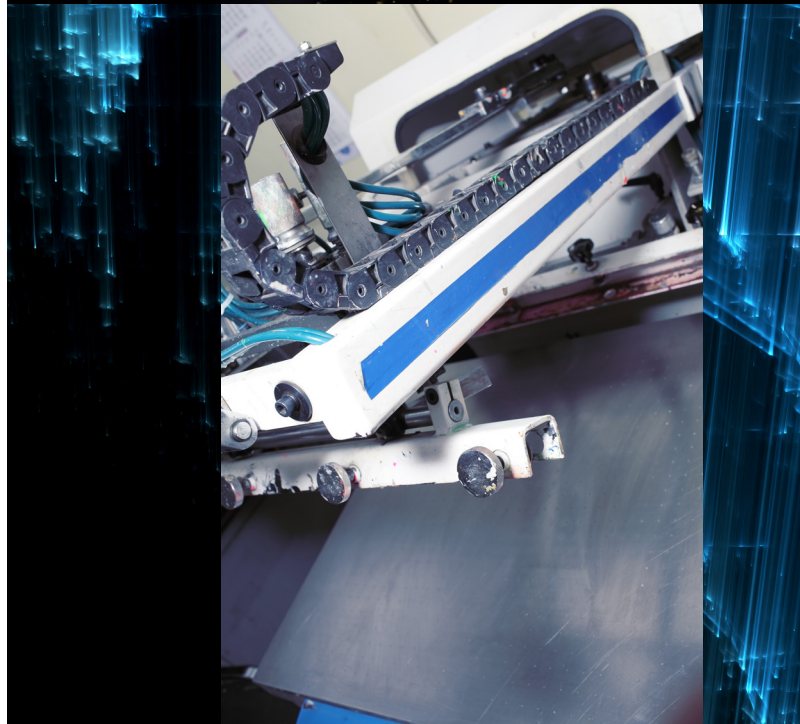
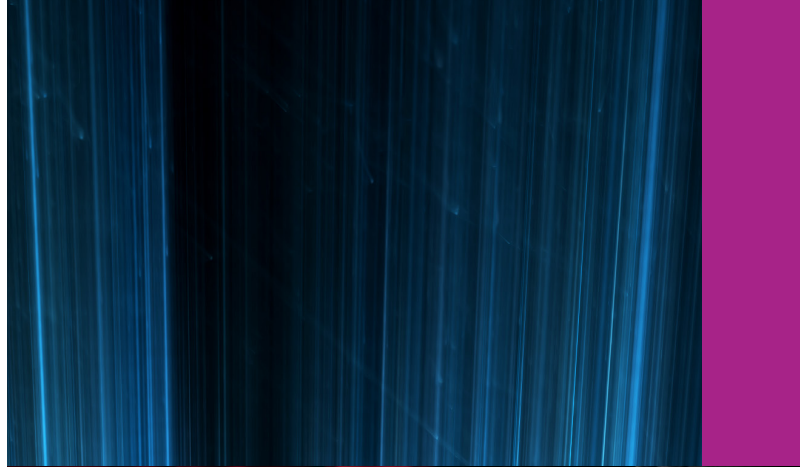
THE PROPORTION OF SPENDING ON LOCAL SUPPLIERS

GRI 204-1

Percentage of the procurement budget used by significant locations of operation that is spent on suppliers located in Mexico: 80%. For Televisa, local sourcing is a strategy to help ensure supply, support a stable local economy, and maintain community relations

PRINTING: RESOURCE AND WASTE MANAGEMENT AT PRINTING FACILITIES

Televisa is making an effort to carry out green purchasing practices with environmentally friendly technology through a new printing service. The scope covers the Company's most important facilities and encompasses more than 390 items of equipment providing services to more than 5,000 users. This project provides an annual savings of 28% in paper waste reduction.



MEDIA DISCLOSURE

METHODOLOGY FOR ASSESSING AND MONITORING ADHERENCE TO CONTENT CREATION VALUES. AND, ACTIONS TAKEN TO IMPROVE ADHERENCE TO CONTENT CREATION VALUES, AND RESULTS OBTAINED

GRI G4-M2, GRI G4-M3

In 2019, each project we undertook had the mission of satisfying the needs of our audience, but also of meeting the commercial objectives of our advertisers. We based our services on the segmentation of clients through a study developed by a third party; this profiling was carried out based on its communication approach (the type of content and use of media). In this way, we could offer each client a more personalized service through a commercial offer focused on their marketing objectives. Undoubtedly, this categorization allowed us to strengthen the bond with each of our clients. This challenge was to evolve, and we achieved it, always maintaining the transparency values for which we are known. Knowing the needs of our customers, as well as their opinions regarding the service we offer, allows us to generate strategies focused on customer satisfaction and make this a constant process.

ACTIONS TAKEN TO IMPROVE PERFORMANCE TO CONTENT DISSEMINATION ISSUES AND PROTECTION OF VULNERABLE AUDIENCES

GRI G4-M4

We continue to create content with a socially responsible approach by including specific topics in that content, such as cultural diversity, female empowerment, gender equality, and non-discrimination. These and other social responsibility topics have been an important part of the innovation workshops implemented by our Content Division. Moreover, the audience is notified about the content classification, and a closed caption is also available in some of our networks to aid those who are hearing-impaired. The management of content responsibility is based on several procedures that

allow us to identify the needs of the audience and trends in the market as well as to establish the principle guidelines for the development of content projects, the viability of projects acquired from a third party, development of literary narratives, literary assets analysis, and development, evaluation and improvement of pilot tests.

METHODS TO INTERACT WITH CLIENTS AND RESULTS

GRI G4-M6

Regarding our content client's engagement, one of the main concerns of our clients is regarding the closeness we maintain with them throughout the year. We must work to offer a comprehensive, close, and intelligent service that allows us to reduce problems during the business process: strengthening customer service through optimal levels of communication and monitoring will directly improve satisfaction levels.

We develop effective solutions that enable us to achieve our objectives and with tools that measure the performance of our client's investments.

- Customer surveys to discover client perspectives: In 2019, through the NODO Strategic Research agency, we carried out a Customer Satisfaction Study. The main objective was to generate metrics that will help us understand the current level of satisfaction of Televisa customers to determine the main areas of opportunity and the potential improvements to customer service.
- Clients' evaluation and categorization: Televisa worked together with the Redbox agency to carry out a profile of clients based on their communication approach.
- Percentage of customers actively using online platform services and solutions out of total customers: 100% of clients and agencies use online services to send orders and materials for transmission of our different platforms, as well as for campaign and balance monitoring.



PHILANTHROPIC PROGRAMS AND COMMUNITY IMPACT

We partner with employees and key stakeholders to contribute positively to communities where we live and work.

TELEVISA'S PHILANTHROPIC PROGRAMS TO SUPPORT LOCAL ECONOMIC DEVELOPMENT AND LOCAL COMMUNITIES

GRI 413

We commit to making a substantial contribution to sustainable development and we are fully committed to invest, along with our partners, in programs focused on enhancing the potential of people in Mexico and the United States by creating opportunities in education, culture, entrepreneurship, health and environmental protection that will improve their lives, their communities and will help build better and more sustainable societies. Throughout 2019, we invested a total of 388 million Pesos. Also, we gave the equivalent of 3,500 million Pesos in in-kind paid media (6% or 203.5 million Pesos of that was given to other NGOs), focused on boosting our programs' reach. A total contribution of 2,612 million Pesos, which represents more than 1% of the profit, is invested in community development projects, addressing local economic development and local communities.

Televisa's operations focus on implementing local community engagement is a key element in managing impact on people in local communities, through assessment and planning, in order to understand their actual potential, expectations and needs. There are many elements that the Company incorporates into local community engagement, impact assessments, and development programs. The Company seeks to identify which elements have been consistently applied organization-wide to anticipate and avoid negative impacts on local communities. Televisa establishes a timely and effective stakeholder identification and engagement process to help organizations understand the vulnerability of local communities and how these might be affected by the organization's activities to consider the views of community stakeholders in its decisions, and to promptly address its potential impacts on local communities.

At Fundación Televisa (or 'Fundación') we aim to enhance the potential of people in Mexico and the United States while inspiring others to join forces. Our innovative programs in education, culture, entrepreneurship, and environmental protection provide an empowering platform for hundreds of thousands of people to improve their lives, transform

their communities, and build better and more sustainable societies. Our approach combines effective leverage of Televisa's communication channels with state-of-the-art digital tools, financial support, and on-the-ground multidisciplinary teams.

In 2019, we impacted the lives of 991,017 children, youth and adults in both Mexico and the United States. We directly contributed to meeting 11 of the 17 United Nations Sustainable Development Goals. We achieved more than 19 million media impacts. We have reached more than 153 million people with our messages, benefiting more than 77 institutions and organizations through TV communication campaigns. Our causes attracted more than 1.5 million followers on social networks and more than 6 million people to our platforms.

Fundación's programs support people through various stages of life. *Empieza Temprano* focuses on early childhood development by providing parents and families information and practical tips. To enhance the skills of K-12 students, Fundación has a civic values program called *Valores*. *Cuantrix* teaches computer science and coding. *'TECHNOLOchicas'* empowers young women in STEAM (Science, Technology, Engineering, Art and Mathematics) areas, and *Bécalos* encourages youth to finish high school and college while improving their employability. *POSiBLE* is our platform that helps to expand high-impact, innovation-driven entrepreneurship through training, networking, resources, visibility, and acceleration for high potential startups. Also, Fundación's cultural and environmental programs cut across age groups, serving the general public in specific locations and more broadly through the digital and media space.

2019 PHILANTHROPY PROGRAMS NUMBERS

- Over 3.8 million users of *Aprende con el Chavo*, the free online learning application for languages and STEAM.
- More than 100,000 students from public schools in six states across Mexico learned basic coding skills through more than 700 teachers and instructors trained by 'Cuantrix'.
- More than 3,800 middle-school girls attended 'Technolochicas' STEAM activities in Mexico and the United States.
- More than 37,000 *Bécalos* scholarship recipients, including 4,920 students and teachers, in a program, focused on developing skills and abilities aligned for first job opportunities, 143 participants in an international

exchange program with community colleges in the United States and 50 students attending a program for talented youth.

- With these numbers, *Bécalos* reached a record of 326,637 beneficiaries and 2,753 attendees in its international mobility efforts.
- 21,066 entrepreneurs developed business models through POSiBLE, 53% of whom were women.
- We participate with far-reaching communication campaigns including *Valores*, which promotes civic values. More than 50,378 parents received practical weekly tips via SMS through *Empieza Temprano* program.
- More than 41,176 beneficiaries in new aid in health, nutrition, development, and housing; 7,100 beneficiaries of which went to women's health, empowerment, and protection, reaching more than 1,250,000 beneficiaries in 16 years.
- Thanks to a collective movement focused on environmental care, nearly 5,000 volunteers from Televisa collected more than 40 tons of waste in 11 subnational entities of Mexico.
- We participated in six photography fairs in Mexico and other countries, which were attended by more than 350,000 people.

IN 2019, WE RECEIVED THE FOLLOWING SOCIAL PROGRAM AWARDS

- Caracol de Plata Award for *Aprende a Decir Que No*, which is part of the *Valores* program campaign. Caracol de Plata Awards recognize advertising messages that create awareness and solutions to social problems.
- Silver Effie Award for *Una Oportunidad Lleva a la Otra*, which is part of the *Bécalos* program campaign. The Effie Awards are the most prestigious in the marketing and publicity industry. They recognize great ideas that achieve real-life results and the strategies that originated them.

By responsibly leveraging on media, talent, partnerships, and financial assets, the efforts led by Fundación reflect Televisa's strategic commitment to building a more empowered, prosperous, and democratic society, where all people have a platform to succeed.

For more information, please visit our 2019 Fundación Televisa Annual Report: <https://informe.fundaciontelevisa.org/en/>



CONTACT POINT FOR QUESTIONS REGARDING THE REPORT

GRI 102-53

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GRI 102-3

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This report contains statements that constitute forward-looking statements (including statements related to the Company's sustainability efforts and the development of activities and general conditions of the Company) that are not based on historical facts but reflect current views about the Company and its management with respect to performance, business management and future events. These forward-looking statements include, but are not limited to, statements that may predict, indicate or imply future results, performance or achievements and may include descriptions of current intentions, beliefs, or expectations. These statements can be recognized by the use of words such as "expect," "plan," "estimate," "project," "anticipate," "believe," or words of similar meaning. Such forward-looking statements are not guarantees of future performance and involve risks and uncertainties.

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

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

In addition, from time to time, additional factors that affect our activities may arise and it is impossible to predict all of these factors, to evaluate their possible effects on our operations or to determine the extent to which a given factor or series of factors could cause the results to differ adversely and significantly from those expressed in the forward-looking statements. We cannot guarantee that we will comply with the plans, intentions or expectations declared expressly or implicitly in the forward-looking statements contained in this report. In addition, investors of securities issued by the Company should not interpret statements regarding prior trends or activities as a guarantee that such trends or activities will continue in the future. All forward-looking statements, whether in writing or in electronic format, referred to us or to our representatives, are expressly subject to the qualifications described above.

All relevant information related to the Company, particularly regarding risk factors, is contained in the annual report for the year ending on December 31, 2019, which is available on the website of the Mexican Stock Exchange Bolsa Mexicana de Valores, S.A.B. de C.V. ["BMV"] in www.bmv.com.mx, and in the Company's Annual Report on Form 20-F for the fiscal year ended December 31, 2019, filed with the U.S. Securities and Exchange Commission (the "SEC") on April 30, 2020, and in other periodic reports filed by the Company with the Mexican Banking and Securities Commission, the BMV and the SEC. Statements contained in this report relating to the COVID-19 outbreak, the impact of which on our business performance and financial results remains inherently uncertain, are forward-looking statements.