

GRUPO TELEVISA

# SUSTAINABILITY REPORT

2021





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MEMBER OF  
**Dow Jones  
Sustainability Indices**  
In Collaboration with RobecoSAM



# 01 INTRODUCTION

GRI 102-14

During 2021, Grupo Televisa, S.A.B. (“Grupo Televisa”, the “Company” or “we”) focused on managing its environmental, social, and corporate governance (ESG) performance as it broadcasts Spanish-language content through the most relevant platforms and leverage its extensive telecommunications infrastructure to provide entertainment and connect people. In addition, we seek to create a consistent, transparent, and comparable ESG reporting system to keep our stakeholders informed.

We recognize the importance of addressing climate-related challenges. As a result, we are committed to decreasing our environmental impact and greenhouse gas emissions through targeted initiatives, training, and emissions reduction programs. We have also set environmental and ecological goals, including clean energy generation, reduced energy usage, reduced water consumption, waste generation, and circular economy strategies. These goals align with international best practices and initiatives like the United Nations Sustainable Development Goals.



We also focus on improving our social performance. We are committed to offering stable 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.

Additionally, we focus on achieving local community engagement through assessment and planning, to understand their potential, expectations, and needs.


We create educational, culturale, entrepreneurial, health, and environmental protection to improve communities and help build better and more sustainable societies through our social programs.

We understand our sustainability strategy as a commitment to enhancing the lives of the communities we serve, and by doing so we will also contribute to our growth and success.



In 2021, our sustainability achievements resulted from a continuous improvement of policies and programs to improve the Company's performance. **Grupo Televisa's sustainability efforts were acknowledged globally throughout the year.** For example, the Company ratified the following achievements:

- Dow Jones Sustainability MILA Pacific Alliance Index.
- Dow Jones Sustainability Emerging Markets Index. The Company was selected as one of only five Mexican companies.
- FTSE4Good Emerging Markets Index.
- FTSE4Good Emerging Latin America Index.
- FTSE4Good BIVA Index.
- Bloomberg Gender-Equality Index. The Company was selected as one of only five Mexican companies.
- S&P/BMV Total Mexico ESG Index, an ESG index launched by S&P, Dow Jones, and the Mexican Stock Exchange.
- United Nations Global Compact, the world's largest corporate sustainability initiative.
- Distintivo Empresa Socialmente Responsable 2021 (2021 Socially Responsible Company recognition), for the fourth consecutive year. This recognition is granted by Centro Mexicano para la Filantropía (Mexican Center for Philanthropy), and Alianza por la Responsabilidad Social Empresarial (Alliance for the Social Responsibility of Businesses).
- Merco's Mexican ranking of the companies with the best Social Responsibility and Corporate Governance. Grupo Televisa ranked first in its sector.
- Latin American Sustainable Leaders Agenda (ALAS20). Grupo Televisa was nominated as 'Leading Company in Sustainability', 'Leading Company in Corporate Governance', and 'Leading Company in Investor Relations'.



To summarize, we perceive our sustainability strategy as a commitment to improving the lives of the people we serve while contributing to our growth.



# 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 Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosure (TCFD), and the Sustainability Accounting Standards Board (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 to 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 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 included in our annual report on Form 20-F for the year ended December 31, 2021 ("the 2021 Form 20-F"), which is available at <https://www.televisair.com/en/reports-and-filings/form-20-f>

The management of our business is vested in the Board of Directors of Grupo Televisa (the "Board"). Our bylaws currently provide for a Board of up to 20 members. In addition, the bylaws provide that the Executive Committee may exercise the powers

of the Board, 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 and the Corporate Practices and Compensation Committee are each currently composed of three independent members, who were elected and/or ratified by the Board. 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 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 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 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 operational or decision-making board. Please refer to the Company's 2021 Form 20-F 2021 for more information regarding our directors' names and dates of birth, principal occupation, business experience, and first elected year (<https://www.televisair.com/en/reports-and-filings/form-20-f>)



## BOARD OF DIRECTORS 2021:

- Emilio Fernando Azcárraga Jean
- Alfonso de Angoitia
- José Antonio Chedraui Eguía
- Francisco José Chevez Robelo
- Jon Feltheimer
- José Luis Fernández Fernández
- Salvi Rafael Folch Viadero
- Michael Thomas Fries
- Guillermo García Naranjo Álvarez
- Bernardo Gómez Martínez
- Carlos Hank González
- Enrique Krauze Kleinbort
- Alberto Bailléres González
- Sebastian Mejía
- Lorenzo Alejandro Mendoza Giménez
- Guadalupe Phillips Margain
- Fernando Senderos Mestre
- Enrique Francisco José Senior
- Eduardo Tricio Haro
- David M. Zaslav

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 our directors. The duty of care requires the directors to act in good faith and in the best interests of the Company. In carrying out this duty, our directors may be required to obtain the necessary information from the Company's Co-Chief Executive Officers, the executive officers, the external auditors, or any other person 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 is knowingly favored, or if, without the express approval of the Board, a director takes advantage of a corporate opportunity.

The duty of loyalty is also breached, among other things, by a director: (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 a 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 (a subsidiary of Grupo Televisa).

## COMPENSATION OF DIRECTORS AND OFFICERS

For the year ended December 31, 2021, we paid our directors, alternate directors and officers for services in all capacities aggregate compensation of approximately Ps. 1,115.3 million (U.S.\$ 54.4 million using the Interbank Rate, as reported by CitiBanamex, as of December 31, 2021). 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.

Please refer to the Company's 2021 Form 20-F for more information regarding compensation of our directors and officers.





On April 27, 2022, at our general stockholders' meeting, our stockholders approved the compensation plan for our Board and its Secretary under which our Directors and the Secretary of the Board may elect to receive (i) U.S. \$15,000 for each meeting of the Board to which they attend (or U.S.\$25,000 in the case of Board members traveling from outside of Mexico to attend Board meetings), or (ii) an annual award in the form of CPOs (or in its case, other instrument issued based on shares of the Company), in an amount equivalent to U.S. \$150,000, which would be released on the first anniversary of such award, in exchange for the payment of Ps. 1.60 for each such CPO or equivalent instrument. At our April 27, 2022 general stockholders' meeting, our stockholders also ratified the remuneration of U.S. \$15,000 to be paid to alternate members of the Board and members of the Audit and Corporate Practices Committees, for each meeting of the Board and/or the Audit and Corporate Practices Committees to which they attend.

As of December 31, 2021, we have made Ps. 212.3 million 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, 2021 were approximately Ps.76.2 million.

Certain of our 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 bonuses 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

Our 2021 Form 20-F, available at <https://www.televisair.com/en/reports-and-filings/form-20-f> includes information about the beneficial ownership of our capital stock by our directors, alternate directors, executive officers, and each person known by us to own more than 5% of the Company's outstanding Series "A" Shares, Series "B" Shares, Series "L" Shares or Series "D". Shares as of the most recently publicly available information as of April 29, 2022. Except as set forth below, we are not aware of any holder of more than 5% of any class of our Shares.

## THE MAJOR STOCKHOLDERS

The Azcárraga Trust, a trust for the benefit of Emilio Azcárraga Jean, as of April 15, 2021, 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 GDSSs 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 as 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, 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. 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 will be elected to the Board.

## EXECUTIVE COMMITTEE OF OUR BOARD OF DIRECTORS

Our Board 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, except for those expressly reserved for the Board in our bylaws or by applicable law. The Executive Committee currently comprises Emilio Azcárraga Jean, Alfonso de Angoitia Noriega, and Bernardo Gómez Martínez.



## AUDIT COMMITTEE

The Audit Committee is currently composed of three independent members: Guillermo García Naranjo Álvarez, the Chairman, José Luis Fernández Fernández and Francisco José Chevez Robelo. The Chairman of the Audit Committee was elected at our annual stockholders' meeting held on April 27, 2022, and our Board appointed the remaining members.

The Audit Committee is responsible for, among other things: (i) submitting for the Board'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; (iv) informing the Board 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 any 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 the 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 appropriate, 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 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, the Chairman, Guillermo García Naranjo Álvarez and Eduardo Tricio Haro. The Chairman of the Corporate Practices Committee was ratified at our annual stockholders' meeting held on April 27, 2022, and our Board appointed the remaining members.

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 officers 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.



# 02 Corporate Governance

The Chairman of the Corporate Practices and Compensation Committee is required to prepare an annual report to the Board 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 executives; (ii) any material related party transactions entered into during the course of the fiscal year; and (iii) the approved compensation packages of the relevant executives.

## BOARD ATTENDANCE

The Directors of the Board had an average meeting attendance of 90% for all meetings held during 2021. Each individual Director, except for two, attended 75% or more of all meetings of the Board. During 2021, the Audit and the Corporate Practices Committees each had a meeting attendance of 100%.

## BOARD TRAINING

Grupo Televisa encourages all directors to participate in continuing education programs that are relevant to the business and industries of the Company and directors' responsibilities as members of the Board. As part of the continuing education programs, in 2021, 94.7% of our directors were engaged in at least one of the following learning formats: (1) training by an outside expert; (2) guidance from internal staff; (3) reading articles from industry-appropriate journals; (4) online learning modules; (5) workshops or courses; and (6) conferences or summits.

## EXTERNAL AUDITORS

KPMG Cárdenas Dosal, S.C. acted as our independent registered public accounting firm for the fiscal years ended December 31, 2021, and 2020. The chart below sets forth the total amount billed by our independent registered public accounting firms for services performed in the years 2021 and 2020, and breaks down these amounts by category of service: (in millions of Mexican Pesos).

	2021	2020
<b>Audit Fees</b>	<b>104.8</b>	<b>97.4</b>
<b>Audit-Related Fees</b>	<b>19.5</b>	<b>2.4</b>
<b>Tax Fees</b>	<b>6.3</b>	<b>9.7</b>
<b>Other Fees</b>	<b>1.4</b>	<b>-</b>
<b>Total Fees</b>	<b>132.0</b>	<b>109.5</b>



# 02 Corporate Governance

## BOARD EVALUATION

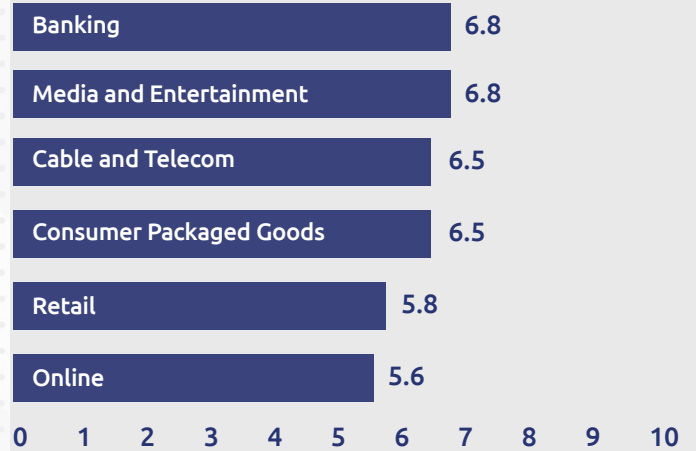
In March 2022, the Directors of the Board were invited to complete a self-evaluation assisted by Nasdaq, with 100% of Board members providing responses. The goal of the evaluation was to provide a concise picture of how the directors view the Board's effectiveness, to highlight areas of strength and areas for improvement, to promote positive Board dynamics, and to provide information to help improve the Board's overall performance. In addition, the evaluation was designed to assess the Board's performance. The evaluation intended to understand current skills and training of directors in certain areas and enhance the Board's overall functioning, performance, and effectiveness. The following graph shows the aggregated average ratings for the Board's evaluation.



Each theme has been rated using a scale from strongly disagree (1) to strongly agree (10)

As part of the Board evaluation, directors rated their expertise in areas relevant to the requirements of their role as directors and the Company's business and industry. The following graphs show the aggregated average ratings for the self-evaluation of the Board's skills.

## SKILL AREAS: INDUSTRY SPECIFIC



## SKILL AREAS: RISK MANAGEMENT CATEGORIES



For more information regarding the Board's evaluation, please see our Investors Relations website: <https://www.televisair.com/~media/Files/T/https://www.televisair.com/~media/Files/T/Televisa-IR/gtv-board-evaluation-2022.pdf>



# GENERAL DISCLOSURES

## BUSINESS STRATEGY

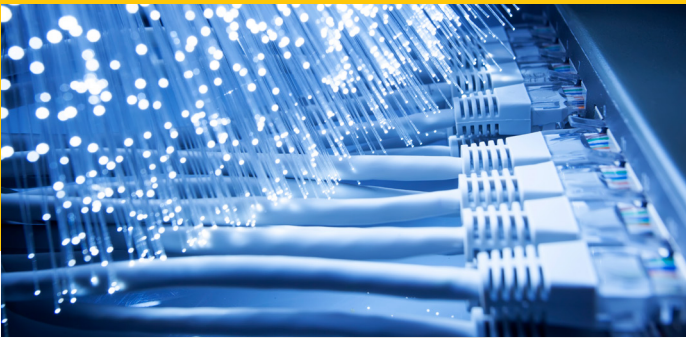
GRI 102, GRI 102-4

Grupo Televisa is a major telecommunications corporation which owns and operates one of the most significant cable companies as well as a leading direct-to-home satellite pay television system in Mexico.

Grupo Televisa's cable business offers integrated services, including video, high-speed data and voice to residential and commercial customers as well as managed services to domestic and international carriers. Grupo Televisa owns a majority interest in Sky, a leading direct-to-home satellite pay television system and broadband provider in Mexico, operating also in the Dominican Republic and Central America.

Grupo Televisa holds a number of concessions by the Mexican government that authorizes it to broadcast programming over television stations for the signals of TelevisaUnivision, Inc. ("TelevisaUnivision"), and Grupo Televisa's cable and DTH systems. In addition, Grupo Televisa is the largest shareholder of TelevisaUnivision, a leading media company producing, creating, and distributing Spanish-speaking content through several broadcast channels in Mexico, the US and over 60 countries through television networks, cable operators and over-the-top or "OTT" services. Grupo Televisa also has interests in magazine publishing and distribution, professional sports and gaming.

**We are a leading media company in the Spanish-speaking world, and we intend to continue expanding our business.**



## COMMITMENT TO SUSTAINABILITY

As we strove to produce some of the best Spanish-language content globally and broadcast it through the most relevant platforms, and leverage on our extensive telecommunications infrastructure to provide entertainment and connect people, we focus on managing our ESG performance. We aimed to develop a consistent, transparent, and comparable ESG reporting framework to inform our stakeholders. As part of that effort, we annually publish a

comprehensive sustainability report pursuant to the Global Reporting Initiative (GRI) standards and look to integrate incrementally other external standards, including the standards of the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD). For more information, please visit our website <https://www.televisair.com/sustainability/awards-and-certifications>

# 03 General Disclosures

## MISSION

Our mission is to satisfy our clients' and audiences' communication, connectivity, entertainment, and information needs, focusing on a high level of adaptability, and meeting the highest global quality, creativity and social responsibility standards.

## VISION

To remain a world leader in the production and distribution of multiplatform content, and to be a leader in data transmission services and telecommunications services.

## NATURE OF OWNERSHIP AND LEGAL FORM

GRI 102-5

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

## GRUPO TELEVISIA'S SCALE

GRI 102-7, GRI 102-8

The following table sets forth the number of employees and their breakdown by main category of activity and geographic location as of the end of each year in the three-year period ended December 31, 2021.

	Year ended December 31		
	2021	2020	2019
Employees excluding held-for-sale-operations	46,786	43,287	42,948
Total number of employees	46,717	43,215	42,875
<b>Category of activity:</b>			
Employees	46,717	43,215	42,875
Executives	69	72	73
<b>Geographic location:</b>			
Mexico	46,731	43,223	42,844
Latin America (other than Mexico)	2	2	3
U.S.	44	53	52
Europe	9	9	9

Employee numbers by gender and contract are not disaggregated in this data for LATAM, U.S., Europe operations.

## COLLECTIVE BARGAINING AGREEMENTS

GRI 102-41

As of December 31, 2021, 2020 and 2019, approximately 38%, 39%, and 41% 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.

## EMPLOYEES IN MEXICO, BY CONTRACT

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





# 03 General Disclosures

## RESTATEMENTS OF INFORMATION

GRI 102-48

No restatements of any information included in previous sustainability reports is required.

## 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. REPORTING CYCLE

GRI 102-50, GRI 102-52

January 1, 2021 to December 31, 2021. Annual.

## CLAIMS OF REPORTING FOLLOWING GRI STANDARDS

GRI 102-54

This report has been prepared following the GRI Standards: Core option, used globally 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

During 2021, our brand values were world-class leadership, plurality, diversity, and closeness.



# 04

# MATERIALITY ANALYSIS OF GRUPO TELEVISIA

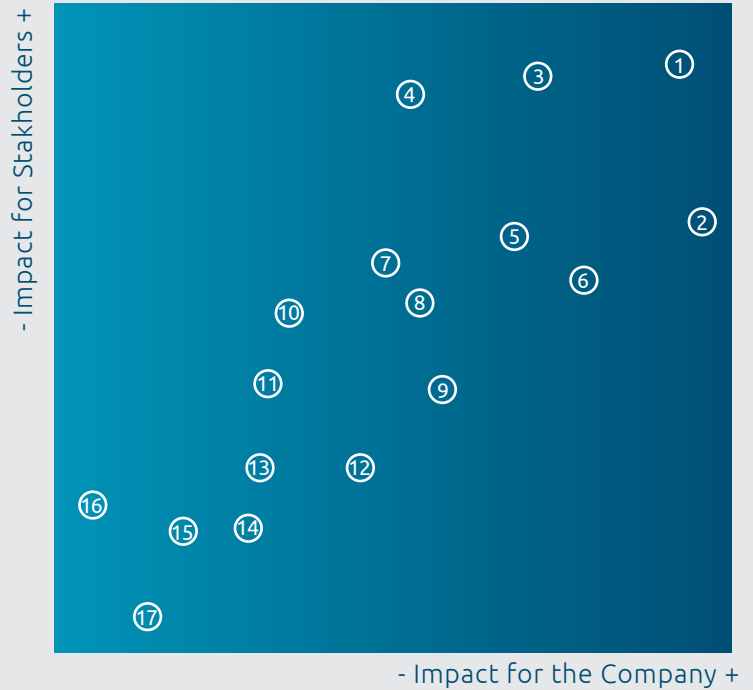
GRI 103-1, GRI 103-2, GRI 103-3, GRI 102-46, GRI 102-47, SASB TC-TL-520a.3

In 2018, we completed our second Grupo Televisa materiality<sup>1</sup> analysis, which evidenced the challenges and opportunities in our sector, and 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, 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 businesses. The materiality analysis identified seventeen topics as core focus areas. Read more about our methodology on the sustainability website <http://www.televisair.com/~media/Files/T/Televisa-IR/materiality-analysis-gt-2018-v1.pdf>

## MATERIAL TOPICS

1. Anti-corruption and transparency.
2. Sustainable management of the supply chain.
3. Data and information security.
4. Client and data privacy.
5. Corporate governance.
6. Inclusion, diversity, and evaluation of employees.
7. Freedom of expression and freedom of association.
8. Energy management.
9. Human rights, forced labor, and child labor.
10. Labor practices, health, and safety at work.
11. Risk management.
12. Financial topics.
13. Environmental management and climate change.
14. Social impacts in communities
15. Biodiversity.
16. Communication mechanisms.
17. Relations with the interest groups.



Additionally, in 2019, 2020 and 2021, we integrated to our materiality analysis indicators from SASB's Materiality Map to identify sustainability issues that are likely to affect our financial condition or operating performance. During such years we have been focused on sustainability-related

business issues, associated accounting metrics such as employee engagement and competitive behavior for the internet media and services industry; and materials sourcing and efficiency, and systemic risk management for the telecommunication services industry.

<sup>1</sup> "Materiality" refers to materiality within the context of our sustainability report and does not refer to concepts of materiality used in securities or other applicable laws.



# 04 Materiality Analysis of Grupo Televisa

ANALYSIS OF THE TOP TEN MATERIAL TOPICS			
Material topic	Material issue	Business risks and opportunities	Management approach
Anti-corruption and transparency.	Mitigating corruption and bribery risks.	The most significant corruption risks we identified are: 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 Whistleblower System. Additionally, we develop annual ethics policies and anti-corruption and anti-bribery training programs.
Sustainable management of the supply chain.	Recognizing the importance of sustainable supply chain management.	We can positively benefit society and the environment through decision-making and the implementation of actions in our supply chain.	As a part of our supply chain management, we communicate our commitment to maintaining best practices to our suppliers.
Data and information security.	Prioritizing the integrity of consumers, clients, and other stakeholders.	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 our customers' personal and data.	The material issue of privacy and data security is key to our business activities.	We have established a clear Data Policy. It regulates a controlled and informed policy, to guarantee the privacy.

# 04 Materiality Analysis of Grupo Televisa

<p>Corporate governance</p>	<p>Promoting responsible business practices through strict commitments to anti-corruption, good corporate governance, open stakeholder communications.</p>	<p>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.</p>	<p>Promoting responsible business practices allows us to maintain and strengthen our operations.</p>
<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 in the market and a growth opportunity for Grupo Televisa. If managed successfully, this material issue can be a key differentiator from other market players, especially in the current context of the war for talent.</p>	<p>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 talent recruitment program.</p>





# 04 Materiality Analysis of Grupo Televisa

<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. 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 of having energy management as a part of our sustainability strategy. It offers opportunities for Grupo 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>Ensuring 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 and the 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>Aiming 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 responsible employers, 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.</p>

# 05 CLIMATE RISKS MANAGEMENT

We share the goal of sustainability frameworks, such as the Task Force on Climate-related Financial Disclosures (TCFD), of supporting informed decision-making on ESG-related risks and are incrementally adopting TCFD's four core elements by the following activities.

•**GOVERNANCE:** Our management reviews and adopts the Company's strategic plans, which consider opportunities and risks to the business, including all relevant elements of ESG. Our Sustainability Committee reviews the company's ESG performance and recommends ESG best practices and risk management.

•**STRATEGY:** Strategic planning is conducted year-round, considering the potential impacts of ESG-related risks. We design potential short- and long-term strategies (or mitigations plans) to determine where challenges and opportunities exist.

•**RISK MANAGEMENT (GRI 102-30):** We work 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, which risk management translates into a practice of prevention and improvement. This is done through the General Direction of Corporate Risks Management. With oversight from the Audit Committee, the General Direction of Corporate Risks 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 is measured annually.

•**METRICS AND TARGETS:** We aim to develop important ESG metrics and targets and a framework for consistent and comparable ESG reporting to measure and inform company performance data. 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 frequently. Also, the Investment and Risk Management Committee includes





# 05 Climate Risks Management

ESG criteria for USD investments in banking and private debt; considering its case, some of the Principles for Responsible Investment (PRI) were established as a roadmap for implementing 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.

## **In addition, we have established the following targets to reduce our environmental impact:**

- 10% water consumption reduction by 2022 (2019 baseline).
- 10% reduction in energy consumption by 2022 (2019 baseline).
- 35% clean energy generation by 2024 (2017 baseline).
- 10% GHG emissions reduction by 2025 (2019 baseline).

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

GRI 102-20, GRI 102-29, GRI 102-31, 102-32

We have 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, and Sustainability, among other areas. The Sustainability Committee is responsible for monitoring ESG initiatives, evaluating annual results, setting objectives aligned with the business strategy, and defining strategies and programs for the Company's growth and sustainable development.

## **CLIMATE RISK MANAGEMENT**

We recognize that climate change risk is a global issue that may impact how we run our business and network, both today and in the future. We continue to look for ways to improve our understanding of climate-related risks. We are working to integrate climate risk variables into our overall risk management process and establish formal multi-disciplinary procedures that engage our Board and management team.

We have protected the Company's tangible assets through insurance policies, both for those located in our facilities and those found in the facilities of our logistics provider. We also foresee that the equipment through which our subscribers enjoy our services may become damaged derived from earthquakes, floods, and fires; therefore, they are entitled to exercise the insurance for replacement in case of loss if they adhere to our Smart Card insurance policy and equipment insurance, available to our subscribers in case of such damages.

We also have protocols for action in case of earthquakes and fires to guarantee the integrity of our employees, as well as a group of brigades for evacuation, first aid, and communication to protect the safety of our employees. We carry out periodic drills that help us to reinforce our prevention measures. As a result of the contingency derived from the COVID-19 pandemic, we have established the necessary actions to ensure that operations are not interrupted even when employees have to stay at home derived from social distancing measures; also, we have provided tools for communication, systems operation, and computer equipment to carry out their work in the home office mode.

Also, we recognize that physical climate impacts can be both short- and long-term. For this reason, the Company has developed continuity activities that focus on business preparedness to identify and assess natural and man-made events around its activities and operations that could adversely impact our business operations. In 2022, we aim to foster short- and long-term climate risk identification and assessment to determine any operational impact resulting from a major disruption of services. The short- and long-term climate risk identification and assessment is aimed to identify, review, and prioritize the biggest threats to Grupo Televisa employees, network, and business operations based on known and predicted natural disasters that may impact the business. The short- and long-term risk identification and assessment will aim to prioritize risk based on the level of impact on our networks and business operations. Priority risks will be those with the most direct and immediate impact on our network and customers. We will aim to evaluate six climate-related events during the assessment: heat waves, hurricanes, flooding, wildfires, high straight-line wind, and tornadoes. We integrate weather and environmental data from multiple sources into Grupo Televisa's analysis to improve these risk assessments geographically and enhance planning activities.

# 05 Climate Risks Management

The short- and long-term climate risk identification and assessment is expected to highlight necessary investments to get resilience and improve infrastructure to help inform network-build decisions and the selection and design of future and current sites. The results are aimed to be integrated into our annual planning, business continuity planning, and capital allocation decisions.

The short- and long-term climate risk identification and assessment is expected to cover multi-year projections to provide a view of the risk of the occurrence of climate-related events. The models are planned to be periodically be updated to account for changes in patterns, increasing temperatures, and rising sea-levels.

We recognize that while climate-related risks and opportunities are inherently linked, each requires a tailored management approach (e.g., our approach for managing physical resilience will differ from that used to manage transition risk created by a carbon policy). We also know that one-off management of risks is not enough. We plan to establish several enterprise-wide processes that help the Company review and manage risks from the top down.

## FINANCIAL IMPLICATIONS AND OTHER RISKS DUE TO CLIMATE CHANGE

GRI 201-2

We work on identifying risks related to climate change to evaluate the critical functions necessary for the continuity of our business operations. The following section shows our identification and integration of climate change in managing and periodically assessing risks and opportunities.

### RISKS RELATED TO CLIMATE CHANGE

- Operations and people affected by climate-related pollution.
- 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 to electronics and computers caused by a thunderstorms.
- Heavy rainfall.
- Building collapses due to climate-related weather events.
- Explosion/fires. Due to climate-related weather events.
- Shortage of resources or fuel.
- Leaks or emissions of hazardous materials due to climate-related weather events.
- Loss of gas supply.

- Transport accidents due to climate-related weather events.
- Lack of drainage/overflow of the collection system.
- Lack of ventilation (positive pressure induction).

### STRATEGIES RELATED TO CLIMATE CHANGE

- Identify and assess climate-related and other environmental issues.
- Compare new and traditional technologies to determine the effectiveness of different controls and mitigation techniques designed to reduce climate-related risk.
- Improve the likelihood of business continuity, no matter what adverse event occurs.
- Limit commercial or operational failures resulting from climate change.
- Ensure robust and fault-tolerant operations.
- Provide a long-term plan to minimize our dependence on limited energy resources.
- Educate our personnel through a training program and focus on what to do if contingencies result from climate change.
- Limit greenhouse gas (GHG) emissions.
- Maximize resource efficiency and cost savings.
- Grupo Televisa is working to adopt new environmental goals and commitments to build a better, more responsible future while bringing innovation to the most fundamental needs of our customers and communities.

### OPPORTUNITIES RELATED TO CLIMATE CHANGE

Climate change brings other new opportunities for us to address many of the world's most pressing social and environmental challenges. To take full advantage, the Company approach will focus on:

- **Processes, products, and services:** innovation and development of low-emission processes can improve our competitive position.
- **Market and reputation:** better positioning for the transition to a low-carbon economy.
- **Resilience:** managing associated risks and seizing opportunities in response to climate change.



# 05 Climate Risks Management

- **Resource efficiency:** we seek to reduce operating costs and maximize efficiencies in production and distribution processes. Our material management projects consider location, resources, regulations, operations, and innovation. We consider material's impacts on living and non-living natural systems, including land, air, water, and ecosystems, by recycling and reusing materials.
- **Energy sourcing:** we aim to transfer a percentage of energy generation to low-emission alternatives. We monitor fuel and electricity consumption from the Company and its subsidiaries using national and international environmental standards. We are committed to introducing renewable energy to align our operations to the Sustainable Development Goal (SDG) number 7. SDG 7 focuses on fostering the use and access to affordable, reliable, sustainable, and modern energy for all. In 2017, we started the tri-generation energy plant in San Angel which serves the Content business, a renewable energy project that utilizes the energy contained in operations fuel by reintegrating it into the process or other operating processes
- **Environmental impact:** We aim to minimize the environmental footprint of our operations and developing solutions that enable the Company to minimize its environmental footprint and transition smoothly to a low-carbon economy.
- **Programs to reduce water consumption in our operations:** Our programs to reduce water consumption are developed across all operations. Our water management program carefully considers location, resources, regulations, cost, operations, and innovation. We also aim to maintain a good quality of our discharged water through Wastewater Treatment Plants (WWTPs) through ionic and biologic electro-chlorination of our wastewater. The consumption of treated water is mainly from toilets, fire systems, and green-area irrigation.
- **Programs to reduce water spills:** Our spill prevention program encompasses routine maintenance, situational preparedness, and regulatory compliance.
- **Programs to reduce GHG emissions in all our operations:** We are committed to the Science-Based Targets initiative (SBTi), joining 1,000+ companies worldwide. The initiative drives ambitious climate action into the private sector by enabling companies to set science-based emissions reduction targets. According to climate science, it defines and promotes best practices in emissions reductions and net-zero targets. We are committed to reducing our GHG emissions and strengthening renewable energy programs
- **Infrastructure:** We plan to continue upgrading and hardening our infrastructure to be prepared for a changing climate.

We aim to adopt new environmental goals and commitments

to build a better, more responsible future while bringing innovation to the most fundamental needs of our customers and communities.

## 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 our 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. Our most significant risks and opportunities arising from sustainability trends are mapped by prioritizing key ESG topics and opportunities according to their relevance to the Company's long-term strategy. We recognize the importance of corporate governance issues, such as risk management, regarding key impacts, risks, and opportunities.

## MARKET PRESENCE

GRI 202

Grupo Televisa is a major telecommunications corporation that owns and operates one of the most significant cable companies and a leading direct-to-home satellite pay television system in Mexico. Grupo Televisa's cable business offers integrated services, including video, high-speed data, and voice to residential and commercial customers, and services to domestic and international carriers. Televisa owns a majority interest in Sky, a leading direct-to-home satellite pay television system and broadband provider in Mexico, operating also in the Dominican Republic and Central America. Grupo Televisa holds a number of concessions by the Mexican government that authorizes it to broadcast programming over television stations for the signals of TelevisaUnivision, Inc. and Grupo Televisa's cable and DTH systems. In addition, Grupo Televisa is the largest shareholder of TelevisaUnivision, a leading media company producing, creating, and distributing Spanish-speaking content through several broadcast channels in Mexico, the US, and over 60 countries through television networks, cable operators and over-the-top or "OTT" services. Grupo Televisa also has interests in magazine publishing and distribution, professional sports and live entertainment, and gaming.

# Climate Risks Management

## ACTIVITIES, BRANDS, PRODUCTS, SERVICES, AND FINANCIAL HIGHLIGHTS OF FISCAL YEAR 2021

GRI 102-2, GRI 102-7

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 Grupo Televisa, fiscal year 2021

### CABLE

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

#### DIVISIONS

#### Multiple System Operators

("MSOs") division which offers video, high-speed data, voice and mobile 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	4,166,460
BROADBAND	5,649,102
VOICE	4,617,265
MOBILE	156,051

**TOTAL RGUs 14,588,878**

### 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 Grupo 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 up to 20 Mbps.

#### Revenue Generating Units

VIDEO	7,408,075
BROADBAND	727,226
VOICE	601
MVNO	30,266

**TOTAL RGUs 8,166,168**

### CONTENT

In 2021, Televisa produced around 87,000 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 27 pay-TV brands. In 2021, Televisa produced more than 19,000 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 royal-ties to Televisa of U.S.\$417.8 million.

## Other businesses

#### Gaming

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

A leading Spanish-language magazine publisher.

#### Soccer

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



# 05 Unconsolidated Businesses

## TelevisaUnivision

Since completion of the merger between Televisa's media, content and production assets with Univision on January 31st, 2022, Televisa is the largest shareholder of Televisa Univision with an equity stake of approximately 45%. As the leading Spanish-language media and content company in the world, TelevisaUnivision features the largest library of owned content and industry-leading production capabilities that power its streaming, digital and linear television offerings, as well as its radio platforms.

## Sales Contribution

- 43.3% Cable
- 32.4% Content
- 19.8% Sky
- 4.5% Other Businesses



## OSI\* Contribution

- 46.6% Cable
- 31.7% Content
- 19.6% Sky
- 2.1% Other Businesses



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



# 05 Unconsolidated Businesses

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

The Company contributed Ps.103,522 million in direct economic value to the Mexican economy in 2021. This direct economic value was generated and distributed on an accrual basis, including the basic components for our global operations.

## ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

GRI 102-45, SASB SV-ME-270a.1, SASB SVME-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

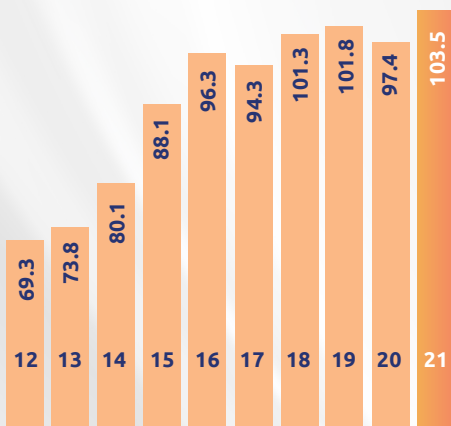


In millions of Mexican pesos, except per CPO amounts and shares outstanding	2021	2020	Chg. %
Consolidated net sales	103,552	97,362	6.3%
Operating-segment income <sup>2</sup>	43,476	40,511	7.3%
Segment margin	39.2%	38.8%	
Operating income	22,177	17,525	26.5%
Margin	21.4%	18.0%	
Controlling interest net	6,056	(1,250)	584.3%
Earnings per CPO	2.17	(0.44)	
Shares outstanding at year-end (in millions)	329,296	325,993	
Cash and cash equivalents at year-end	25,828	29,058	(11.1)%
Non-Current investments in financial instruments	4,463	6,533	(31.7)%
Total debt at year-end	125,792	122,553	2.6%

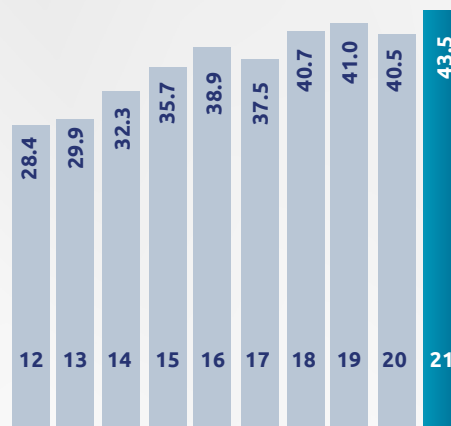
<sup>2</sup> Operating segments income (OSI) is defined as operating income before corporate expenses, depreciation and amortization, and other income (expense), net. For a reconciliation of operating segment income with operating income, see Note 26 to our year-end consolidated financial statement.



# 05 Unconsolidated Businesses



**Consolidated net sales**  
In billions of pesos (as reported)



**Operating segment income**  
In billions of pesos (as reported)

Compound  
annual growth rate **41%**

Compound  
annual growth rate **44%**

# 05 Unconsolidated Businesses

## APPROACH TO TAX

GRI 207-1

We take reasonable steps to determine and follow the intention of the applicable legislation. Our 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 our approach to tax's economic and social impacts when developing our tax strategy.

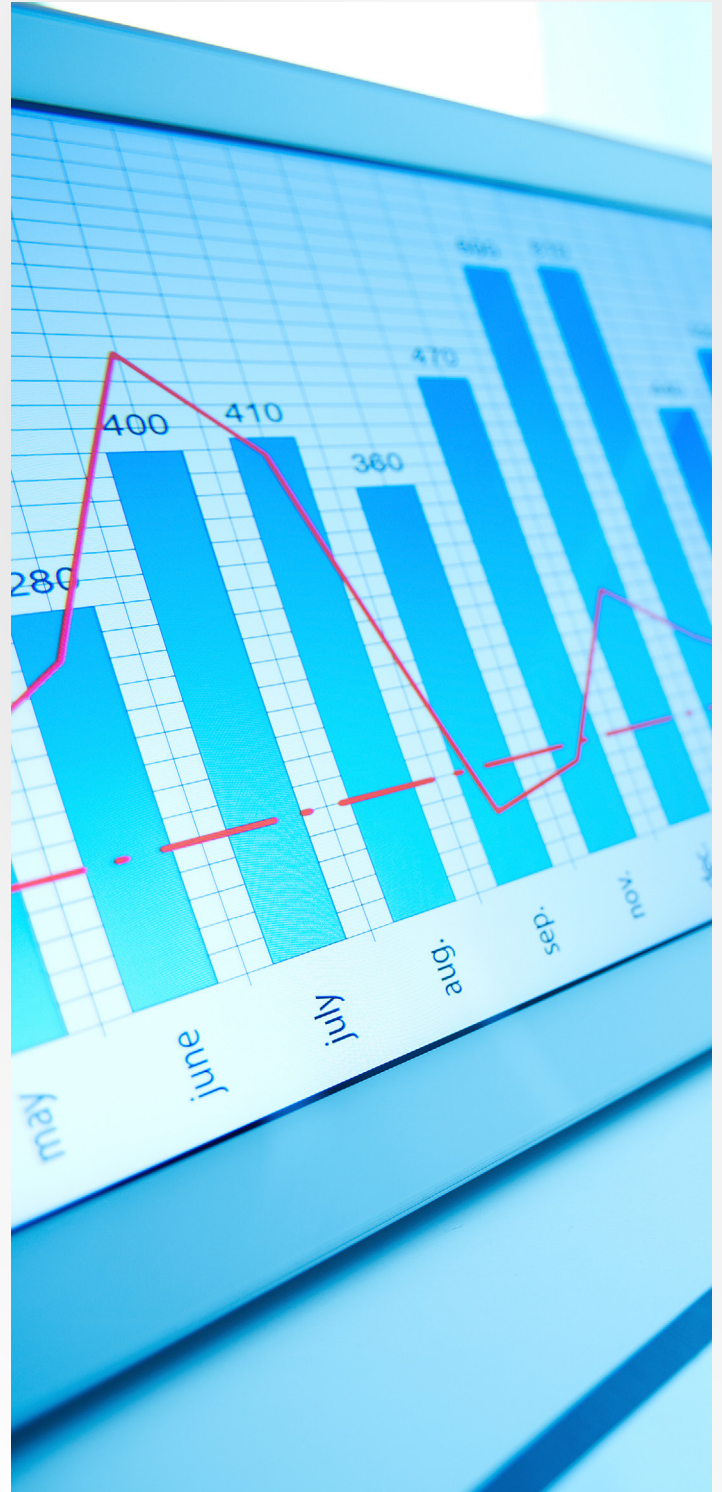
An executive-level position reviews and approves the tax strategy.

## TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

- Our 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. Our 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, associations and alliances with companies overseas, new investments, etc., and it develops a tax plan to address them.
- KPMG Cárdenas Dosal, S.C., an independent registered public accounting firm, is our external auditor. It evaluates the Company's tax accounting compliance annually and 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 complying 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 means are analyzed by our Tax team, which then informs the stakeholders of all relevant changes in the Tax Legislation and the way they affect us.





# ETHICS & INTEGRITY

## COMPLIANCE, ANTI-CORRUPTION, AND ETHICS COMMITTEE

The Compliance, Anti-Corruption, and Ethics Committee reports to the Audit Committee every quarter. Subsequently, the Audit Committee presents the information to the Board.

## VALUES, PRINCIPLES, STANDARDS, AND NORMS OF BEHAVIOR

GRI 102-16

In 2020, we adopted a new Code of Ethics as part of our continuous improvement practices. The Code of Ethics applies to all directors and employees, including officers and executives. The main changes include the express recognition in our Code of business lines related to the telecommunications and data transmission sector as part of our business portfolio and an improvement in the structure of the Code to facilitate its understanding. This new structure is aligned with the United Nations Global Compact principles, which Grupo Televisa has been a part of since 2016. For more information, please visit our Code of Ethics, available at our website <https://www.televisair.com/en/governance/codes-and-bylaws>

Employees sign a Letter of Adherence to the Code of Ethics when they are hired, confirming their commitment to comply with 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.

## ANTI-CORRUPTION PRACTICES AND RELATED PARTIES

We acknowledge 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

Our Internal Audit Policy is available to all Grupo Televisa employees and formalizes the standards, objectives, and responsibilities of the Internal Audit area.

## ETHICAL AND INTEGRITY RISK MANAGEMENT

In 2021, 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.

## 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



The continuous improvement of Grupo Televisa depends on the commitment of each stakeholder to protect and strengthen our image and reputation.

# 06 Ethnic & Integrity

corruption and bribery in any form and states that any act of corruption must be reported through the Whistleblower System. We communicate the existence and importance of the Whistleblower 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 on facilitation payments and avoiding embezzlement.

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

- procedures that limit and regulate the receipt of gifts and hospitality.
- external audits (by an independent, external specialized organization).
- allegation investigations.
- risk assessment of the Company's vulnerability.

## 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 and reporting concerns about unethical or unlawful behavior and organizational integrity.

## WHISTLEBLOWER SYSTEM

Grupo Televisa provides confidential means of addressing complaints through a communication channel for employees

and third parties. The Whistleblower 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 is responsible for respecting the anonymity of the people who make a complaint and ensuring 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, performance, and human capital. The Whistleblower System is confidential, but it may or may not be anonymous at the discretion of the complainant.

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

- **Intranet** (only for employees).
- **Website:** [http://capturadenuncias.televisa.com.mx/DenunciasCaptura/denuncias\\_tel.aspx](http://capturadenuncias.televisa.com.mx/DenunciasCaptura/denuncias_tel.aspx)
- **Call center:** call free of charge at 800-007-8477 from anywhere in Mexico (Managed by an external consultant)
- **Traditional mail:** P.O. Box 82-145, Mexico, Mexico City, addressed to the Audit Committee.
- **Email:** [denuncias@televisa.com.mx](mailto:denuncias@televisa.com.mx)

In addition to the Whistleblower System, in 2021, a consultation service was implemented to address any questions or concerns that the employees may have regarding compliance issues, especially those related to the Code of Ethics, Anti-Corruption Policy, and related policies and procedures. The Compliance Department provides the channel through the email [cumplimentotvsa@televisa.com.mx](mailto:cumplimentotvsa@televisa.com.mx) or by telephone.

## INTERNAL AUDIT AND MONITORING SYSTEMS

The complaints received in 2021 were categorized as follows:







The discarded complaints (22%) were issues unrelated to Grupo Televisa, such as complaints about the government, social issues, citizen safety, promotions, and advertisements, among others.

Regarding the complaints subject to investigation (78%):

- 91% have already been concluded.
- The remaining 9% of the complaints subject to investigation are in the process of being analyzed.

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

The Whistleblower System oversees the protection of the Whistleblower's identity, preventing any type of retaliation.

## 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 whistleblower system. In 2021, there were no complaints that resulted in either a material impact or a regulatory consequence.

## COMMUNICATION ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

- Grupo Televisa's Anti-corruption Policy and procedures, Code of Ethics, and Whistleblower System campaigns have been communicated to all employees.
- Grupo Televisa's Anti-corruption Policy and procedures have been shared with our business partners.

## PRODUCT GOVERNANCE

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

Our emphasis is on quality management systems, marketing practices, and sales responsibility. We ensure a consistently high ethical standard in the content across all platforms.

- Each of our platforms broadcast its content according to the audience it is directed at.
- By regulation, each platform has different limitations regarding the tone of the produced content.
- We have joint efforts to ensure no discrimination by gender, ethnic origin, or socioeconomic level, among others.



- Programming includes a notice about content classification, and some of our channels have subtitles for people with hearing disabilities.

## EDITORIAL GUIDELINES

- Grupo Televisa is an affiliated member of the Cámara Nacional de la Industria de Radio y Televisión (National Chamber of Television and Radio Broadcasters), and the Company adheres to such Chamber's Code of Ethics.

- For more information, please visit the Code of Ethics of the Cámara Nacional de la Industria de Radio y Televisión (National Chamber of Television and Radio Broadcasters), available at <https://www.televisair.com/~media/Files/T/Televisa-IR/documents/codes-and-bylaws/codigo-de-tica-cirt-en.pdf>





# 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 decision-making, given that they directly or indirectly impact our operations, and thus, we may influence their actions and decisions.

## MEMBERSHIP OF ASSOCIATIONS GRI 102-13

We participate in some associations that are important stakeholders of the Company. These include non-profit entities, financial institutions, and 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 2021 Annual Report of Fundación Televisa at <https://informe.fundaciontelevisa.org/en/alianzas.html>





# ENVIRONMENTAL

We work closely with our key stakeholders to address climate-related and other environmental risks. We are adopting the recommendations of the 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, 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 include:

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

## Internal environmental responsibility commitments

Initiative	Instrument
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: 2015.
To implement an environmental management system.	ISO-14001: 2015.
To use natural resources or energy more efficiently.	ISO-14001: 2015.
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: 2015.
To consult with stakeholders on environmental issues.	Materiality analysis.
Commitments approved by senior management.	ISO-14001: 2015.



## PRECAUTIONARY PRINCIPLE APPROACH

GRI 102-11

We apply the Precautionary Principle aligned with the United Nations in Principle 15 of “The Rio Declaration on Environment and Development”(2). It states: “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.” Grupo Televisa applies the Precautionary Principle in our effort to support best practice implementation to mitigate our negative impacts.

## EXTERNAL INITIATIVES

GRI 102-12

We endorse external initiatives, and have been included in the following sustainability indices

### Grupo Televisa subscribes to or/and endorses initiatives to support Precautionary Principle

Initiative	Instrument	Countries where it applies	Non-binding, voluntary initiative
Since 2013	Member of the Sustainability Index, 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).	Globally	●
Since 2019	Adherence to Task Force on Climate-related Financial Disclosures (TCFD).	Mexico	●
Since 2020	Commitment to the Science-Based Targeting initiative (SBTi).	Globally	●

### 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	Secretaría de Medio Ambiente y Recursos Naturales (Ministry of Environment and Natural Resources).	Evaluation and certification of environmental performance and compliance with the regulations.	●
Environmental Compliance	Secretaría del Medioambiente de la Ciudad de México (Mexico City Ministry of Environment).	Evaluation and certification of an environmental performance superior to that requested by the current local regulations.	●
Sustainable Building	Secretaría del Medioambiente de la Ciudad de México (Mexico City Ministry of Environment).	Evaluation and certification of sustainability and environmental efficiency in buildings.	●
Emissions Report (RENE)	Secretaría de Medio Ambiente y Recursos Naturales (Ministry of Environment and Natural Resources).	CO <sub>2</sub> e emissions from installations that exceed the maximum required by the standard.	●

<sup>2</sup> <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. We have garbage containers to separate organic waste from inorganic waste at our facilities. We have a specialized supplier that provides us with garbage collection services, and oversees evaluating the amount and type of waste we generate.

## RECYCLED MATERIALS USED BY WEIGHT OR VOLUME

GRI 301-1, GRI 301-2

In 2021, the following recycled materials were obtained in our operations.

Materials recycled		
Material	Quantity	Unit
Paper	18,072.90	Kilograms
Treated water	29,890,770.00	Liters

In 2021, we made efforts to mitigate our carbon footprint through our materials recycling program.

Type of Material	kg of recycled waste by material	Trees saved	Water saved (L)	Fuel consumption saved (L)	Saved electrical energy (kW)	Oxygen (provides x people)	Sanitary filling m3	Oil barrels extracted avoided
<b>Total</b>	<b>148,202.17</b>	<b>797.96</b>	<b>1,803,992.01</b>	<b>68,530.96</b>	<b>398,351.04</b>	<b>3,191.85</b>	<b>50,314.17</b>	<b>3,143.75</b>

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 pipes, chairs, containers for food and beverages, and clothing can be made.
Aluminum	New aluminum sheets are made for different uses or applications.
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.



## 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, reduce energy consumption, and use clean energy sources. We monitor fuel and electricity consumption from the

Company and its subsidiaries using national and international environmental standards. Fuel consumption comes from the following sources: gasoline, diesel, natural gas, and LP gas. Gasoline is used in staff transportation to the Santa Fe, San Angel, and Chapultepec facilities; diesel is used in emergency generators and other different services; natural gas is used in machines such as stoves, ovens, and heaters; and LP gas is used mainly the employees' dining room.



## ENERGY CONSUMPTION WITHIN OUR COMPANY

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

This indicator shows the energy consumed by entities owned or controlled by the Company and its subsidiaries. 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. The methodology used is applicable for the preparation and annual measurement of the Company's Carbon Footprint, according to the guidelines established by PROFEPA. The conversion factors used to determine the Carbon Footprint, are published annually on the Secretaría de Medio Ambiente y Recursos Naturales (Ministry of Environment and Natural Resources) website annually and in the Diario Oficial de la Federación (Official Gazette of the Federation).

Source	(GJ. Consumption)
Diesel fixed sources	5,498.84
Non-associated natural gas fixed sources	7,156.16
Gas LP fixed sources	56,349.82
Diesel mobile sources	37,368.50
Gas LP mobile sources	255.11
High octane Premium mobile sources	1,726.06
Magna mobile sources	295,904.63
<b>Total SCOPE 1</b>	<b>404,259.19</b>

Energy	Unit	Quantity consumed	Consumption (GJ.)
Electricity	kWh	366,837,300.41	1,320,614.28

\*We do not produce energy for sale to third parties, only for self-consumption.

## ENERGY CONSUMPTION OUTSIDE OF OUR COMPANY

GRI 302-2

This indicator excludes energy consumption reported in the indicator GRI 302-1. Therefore, it helps us 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. 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 (Ministry of Environment and Natural Resources). The conversion factors used to determine the Carbon Footprint are published on the Secretaría de Medio Ambiente y Recursos Naturales (Ministry of Environment and Natural Resources) website annually and in the Diario Oficial de la Federación (Official Gazette of the Federation).

External energy consumption	
Energy consumption	Consumption (GJ.)
Gasoline	8.79
Diesel	9.51
<b>Total</b>	<b>9.74</b>

## TOTAL ELECTRICITY CONSUMPTION AND ENERGY INTENSITY

GRI 302-3

- 28.23 kWh/employee.
- 12.76 kWh/million of pesos

## REDUCTION OF ENERGY CONSUMPTION

GRI 302-4

We have set an energy reduction target of 10% by 2022 (baseline 2019) from direct measurements. 119.95 GJ. This figure corresponds only to the consumption of natural gas; for the rest of fuels and energy there were increases.

## PROGRAMS TO REDUCE ENERGY CONSUMPTION IN OUR OPERATIONS

Our programs to reduce energy consumption are developed across all operations. Our environmental management program carefully considers location, resources, regulations, cost, operations, and innovation.

## REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

GRI 302-5

We have set the objective of saving electricity in the administrative areas, workshops, and parking lots. A program has been implemented to replace lamps with LED luminaires and 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 electricity use and 17.3% in the total paid for the supply, and a 19.6% increase in energy efficiency.

## AGGRESSIVE EFFORTS FOR THE USE OF CLEANER SOURCES OF ENERGY

We have set a clean energy generation target of 35% by 2024 (baseline 2017).

## PROGRAMS TO USE CLEANER SOURCES OF ENERGY IN OUR OPERATIONS

Our programs to encourage cleaner sources of energy are developed across all operations. Our clean energy management program carefully considers location, resources, regulations, cost, operations, and innovation. We are committed to introducing renewable energy to align our operations to the Sustainable Development Goal (SDG) number 7.

SDG 7 focuses on fostering the use and access to affordable, reliable, sustainable, and modern energy for all. In 2017, we started the tri-generation energy plant in San Angel, a renewable energy project that utilizes the energy contained in operations fuel by reintegrating it into the process or other operating processes.



We are currently replicating this clean energy plant in our other facilities, which are considered to have higher energy requirements.

## **WATER**

GRI 303

We have set a water consumption reduction target of 10% by 2022 (baseline 2019). This target is 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.

### **PROGRAMS TO REDUCE WATER CONSUMPTION IN OUR OPERATIONS**

Our programs to reduce water consumption are developed across all operations. 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 effects, including life cycle assessments, environmental impact assessments, water footprint assessments, scenario analysis, and stakeholder engagement.

Our EMS includes a set of actions 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. In addition, 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 a good quality of our discharged water through Wastewater Treatment Plants (WWTPs) through ionic and biologic electro-chlorination of our wastewater. 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. We do a water risk and impact assessment to identify activities in regions with high water stress levels. The Company's main activities are developed in Mexico City, a critical water stress level region. We implement programs and initiatives to manage our water consumption.

## WATER SOURCES SIGNIFICANTLY AFFECTED BY THE WITHDRAWAL OF WATER

GRI 303-5

Water quality refers to water's physical, chemical, biological, and taste-related characteristics that measure water's suitability for a given purpose or function, including its use as a human right. Water quality standards help us manage

water quality to protect ecosystems, wildlife, and human health and welfare. The standards and methods applied in the calculation were established by the Secretaría de Medio Ambiente y Recursos Naturales (Ministry 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 significantly 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".

## Percentage and volume of recycled and used water

	Water classification 2021	
	Volume, m <sup>3</sup>	%
Clean	959,920.88	91.51
Recycled	22,244.24	2.12
Reused	66,732.72	6.37
<b>Total</b>	<b>1,048,897.84</b>	<b>100.00</b>





## **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 2021 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. We aim to reduce our environmental impact through an effective reduction plan and recycling alternatives with third parties.

## **WATER DISCHARGE BY QUALITY AND DESTINATION**

GRI 306-1, GRI 303-4

The amount of water discharged is obtained by subtracting the total water recycled and recirculated from 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. The total water discharges during 2021 were 361,402.56 m3.

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 WWTPs are installed and where precise measurement of water reused is carried out.

## **WATERBODIES AFFECTED BY WATER DISCHARGES AND RUNOFFS**

- No direct water sources were affected by our withdrawal or discharge of water near our facilities.
- No water bodies or related habitats were significantly affected by our water discharges and runoffs.
- No water body or related habitat designated as a nationally or internationally protected area was affected by our water discharges and runoffs.

## **WASTE BY TYPE AND DISPOSAL METHOD**

GRI 306-2

Our waste minimization strategies prioritize reuse, recycling, and recovery over other disposal options to minimize ecological impacts. The table below identifies hazardous waste as defined by national legislation at the point of generation and excludes it from calculating non-hazardous waste.



## WASTE

GRI 306-3

Total waste generated: 2,730,172.72 t. Total solid waste generated by the operations area.

## TRANSPORT OF HAZARDOUS WASTE

GRI 306-4

Total waste not destined for disposal: 286,242.17 kg recycled- Non-hazardous waste recycled: Cardboard, aluminum, plastics, PET, organic, paper, generated in the Operations area.

Total waste not destined for disposal: 8,805.60 kg recycled- Hazardous waste recycled: batteries, generated by the Batteries area.

GRI 306-5

Total waste for disposal Tons disposed of (Incineration with energy recovery) kg 42,624.34. Hazardous waste generated by the Maintenance and Operations area.

## BIODIVERSITY

GRI 304

Our Statement on Biodiversity and Environment defines our approach to biodiversity and the environment. 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-biodiversity-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:

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

## SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY

GRI 304-2

In 2021, no significant direct and indirect impacts (and no significant reversible or irreversible) on biodiversity occurred. Our scope of the indirect effects on biodiversity includes has implications in our 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

In 2021, there were no natural conservation conditions different from the previous year. The main species of animals and plants found in the areas where we operate are 467 invertebrates, animal, and plant kingdoms; 14 endemic species; two endangered species; 18 threatened species; and 16 species with special protection.

## **POSITION ON CLIMATE CHANGE**

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

## **REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS**

GRI 305-5

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



## **PROGRAMS TO REDUCE GHG EMISSIONS IN ALL OUR OPERATIONS**

Our programs to reduce GHG emissions are implemented throughout our operations. Our environmental management program carefully considers location, resources, regulations, costs, operations, and innovation.

We are committed to the Science-Based Targets initiative (SBTi), joining 1,000+ companies worldwide. The initiative drives ambitious climate action into the private sector by enabling companies to set science-based emissions reduction targets. Climate science defines and promotes best practices in emissions reductions and net-zero targets. We are committed to reducing our GHG emissions and to strengthening its renewable energy programs to contribute to the national goal of clean energy generation,



and the United Nations' Sustainable Development Goal number seven, which fosters the use of and access to affordable, reliable, sustainable, and modern energy for all. The SBTi is a partnership between CDP, which is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts, the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the Worldwide Fund for Nature (WWF).

Our GHG emissions reduction initiatives include reducing contaminant gases such as CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and CO<sub>2</sub>e captured and excluding reductions resulting from reduced production capacity or outsourcing. In addition, we aim to reduce future energy consumption through solid demand-side management programs. The following standards, methods, and assumptions have been applied in the calculation:

- The emission factors used for the calculation were obtained from the document published by SENER and CONUEE: [https://www.gob.mx/cms/uploads/attachment/file/707880/lista\\_de\\_combustibles\\_y\\_poderes\\_calorificos\\_2022.pdf](https://www.gob.mx/cms/uploads/attachment/file/707880/lista_de_combustibles_y_poderes_calorificos_2022.pdf).
- The Spanish Emission Inventory System, EMEP/EEA 2016, 2.D.3.i.- 2G use of other solvents and products. Application of an emission factor to annual tobacco consumption in Spain.

## EMISSIONS

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

Our emissions management program carefully considers the location, resources, regulations, costs, operations, and innovations to mitigate our GHG emissions by quantifying them, identifying their main sources, and managing systematic actions to reduce them through transparent accountability

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 (Ministry of the Environment and Natural Resources).

The inventory provides us with an understanding of how much we reduced our increased our emissions. We quantify

them separately as direct, indirect, and other indirect emissions, also known as Scope 1, Scope 2, and Scope 3. The reporting applies the Quality Criteria in the "GHG Protocol Scope 2 Guidance" so that contractual instruments convey GHG emission rate claims and 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".

Scope 3 emissions generated by domestic and international flights were calculated based on an internal methodology, considering estimates related to average fuel consumption per kilometer flown, average number of passengers per flight and average flight occupancy.

- In 2021, GHG emissions (Scope 1 + Scope 2 + Scope 3): 184,206 tCO<sub>2</sub>e.

## DIRECT (SCOPE 1) GHG EMISSIONS

GRI 305-1

Scope 1 emissions are generated by owned or controlled sources, such as emissions from combustion in our owned or controlled boilers, furnaces, and vehicles. The methods were outlined following the "GHG Protocol Corporate Standard". This indicator measures gases included in the calculation, whether CO<sub>2</sub> or CH<sub>4</sub>. The chosen emission factors originate from mandatory reporting requirements and voluntary reporting frameworks.

Direct GHG emissions (Scope 1) Stationary sources:

4,369.39 tCO<sub>2</sub>e

Direct GHG emissions (Scope 1). Mobile sources:

24,293.39 tCO<sub>2</sub>e

Total: 28,662.78 tCO<sub>2</sub>e

## ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

GRI 305-2

Scope 2 emissions are produced from the generation of purchased electricity consumed by the Company. The chosen emission factors originate from mandatory reporting requirements and voluntary reporting frameworks.

- Indirect GHG emissions when generating energy (Scope 2): 155,172.17 tCO<sub>2</sub>e.





## NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

GRI 307-1

Our EMS is certified by external third parties under 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 2021, we did not have significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations. This included administrative and judicial sanctions for failure to comply with environmental laws and regulations, including international declarations, conventions, treaties, and national, sub-national, regional, and local regulations.

## OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

GRI 305-3

We consider Scope 3 to be indirect emissions (other than Scope 2 emissions) generated by our operations. For example, emissions from national and international business travel flights and commuting employees in Mexico are classified as Scope 3 emissions.

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

- Other indirect GHG emissions (Scope 3). Domestic flights: 177.91 tCO<sub>2</sub>e
- Other indirect GHG emissions (scope 3). International flights: 157.63 tCO<sub>2</sub>e
- Other indirect GHG emissions (Scope 3). commuting: 35.91 tCO<sub>2</sub>e

In 2021, Scope 3 emissions: 371.45 tons of CO<sub>2</sub>e.



## BREAKDOWN OF ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS

G4-EN31

The following table shows our environmental protection expenditures.

Type of cost	Project Description	Investment (thousands of pesos)
Waste treatment	Removal and destruction of hazardous waste	1,739.39
Water	Drinking water, wastewater, and air emissions analysis	2,284.00
Environmental audits	ISO 14001 audits	857.02
Environmental certification	ISO 14001 audits	231.36





## EMPLOYMENT

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

Employment is an essential topic for us; our talent is the foundation of the success and innovation of the Company. We further enhance careers 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 improves their performance and engagement.

Survey scores show that our actions improve our working environment and positively affect some areas. Still, we must continue to work on the remaining topics to enhance our working environment. Therefore, we track the employee engagement survey results and their performance to act in response.

**Total number of new hires (external): 17,948.**

**Total promotions (internal): 6,347.**

**The data corresponding to hiring by gender is not disaggregated.**

## SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

GRI 202-2

We acknowledge that hiring executives from Mexico, where the Company's relevant operations and headquarters are located, could increase the economic benefits for our local communities and improve our ability to understand local needs.

## JOB SATISFACTION

In our biannual organizational climate survey performed in 2020, we obtained 90.00% participation of our employees. The main survey's findings (Range 0: worst – 100: best) were:

- Pride in working at Grupo Televisa: 94.16%.
- Sense of belonging to the Company: 90.85%.
- Knowledge of the Code of Ethics: 90.16%.
- Knowledge of regulations: 88.73%.
- Consideration that Grupo Televisa can attract talent: 88.24%.
- Physical environment of the Company: 85.80%.
- Commitment to Grupo Televisa: 83.83%.



## 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 attracting and retaining 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 miscarried 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. This approach is based on satisfaction surveys, controls, and financial reconciliations of displaced benefits with other areas regarding benefits.

We demonstrate our commitment to employee development through several Policies, such as:

<ul style="list-style-type: none"> <li>• Personnel hiring Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Night transportation assistance payment Policy.</li> </ul>
<ul style="list-style-type: none"> <li>• Performance evaluation Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Lactation period determination Policy.</li> </ul>
<ul style="list-style-type: none"> <li>• Training Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Granting of economic resources for medical treatments.</li> </ul>
<ul style="list-style-type: none"> <li>• Remote and flexible hours Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Wages increase Policy.</li> </ul>
<ul style="list-style-type: none"> <li>• Employee meal Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Personnel movement Policy.</li> </ul>
<ul style="list-style-type: none"> <li>• Overtime calculation Policy for payment.</li> </ul>	<ul style="list-style-type: none"> <li>• Industrial safety and occupational health Policy.</li> </ul>
<ul style="list-style-type: none"> <li>• Psychosocial risk management Policy, workplace violence, and a favorable organizational environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Social responsibility and sustainability Policy.</li> </ul>

Human Resources, Administration and Finance, and Internal Audit VPs are responsible for implementing these policies. Organizational and salary studies are constantly carried out to identify employees below the salary tabulators, and strategies are developed to correct the identified deviations. The Compensations area aims to avoid and correct salary deviations and ensure that salary management aligns with our remuneration policies.

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.

Formal audits are performed to evaluate compensation levels based on these policies. Our Equal Opportunities

Health promotion services and programs are offered to employees to address major non-work-related health risks.





## Benefits for most of our employees

- Sale of discounted products in retail, health services, travel, entertainment, education, cars, restaurants, bookstores, among others.
- Medical call center to follow up on cases and answer questions on COVID-19.
- Savings bank.
- Savings fund.
- Lunch service at the Company's premises with subsidized cost.
- 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 work-life. 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 2021: 443 employees.
- The company's percentage remained employed upon maternity leave in 2021: 78.1%.



## LABOR/MANAGEMENT RELATIONS

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

Labor and management relations are essential topics. We are committed to offering solid labor conditions to our employees by respecting their human and collective rights and providing a working environment that improves their performance and engagement. Regarding our management approach, we understand that our employee talent is undoubtedly the key to achieving excellent performance in all areas of our business. Therefore, their professional growth is an important part of our business strategy. We are committed to constantly evaluating the labor relations- management approach.

## MINIMUM NOTICE PERIODS REGARDING IMPORTANT OPERATIONAL CHANGES

GRI 402-1

Before implementing significant operational changes that could affect them substantially, employees and their representatives provide a prior notice of at least 48 hours. The method of 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 aiming to reduce potential risks in our facilities and prevent accidents, illnesses, and unfavorable working conditions. To maintain our employees' physical well-being and 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 periodic 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 Grupo Televisa and its subsidiaries based on Mexican laws, regulations, and official norms, as well as on various international standards implemented locally by the formal structures of each operation.

Our commitment is based on the legal compliance established by the Federal Labor Law, trade union agreements, and Health and Safety at Work regulations, as well as all applicable laws on occupational health and safety established by the Secretaría del Trabajo y Previsión Social (Ministry 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 email to the account [cuidate@televisa.com.mx](mailto:cuidate@televisa.com.mx) through which an administrator will receive and respond to all emails received, channel complaints and requests for guidance, and follow up on the emails until they have been resolved.

## **CONFIDENTIALITY OF PERSONAL INFORMATION RELATED TO WORKERS' HEALTH**

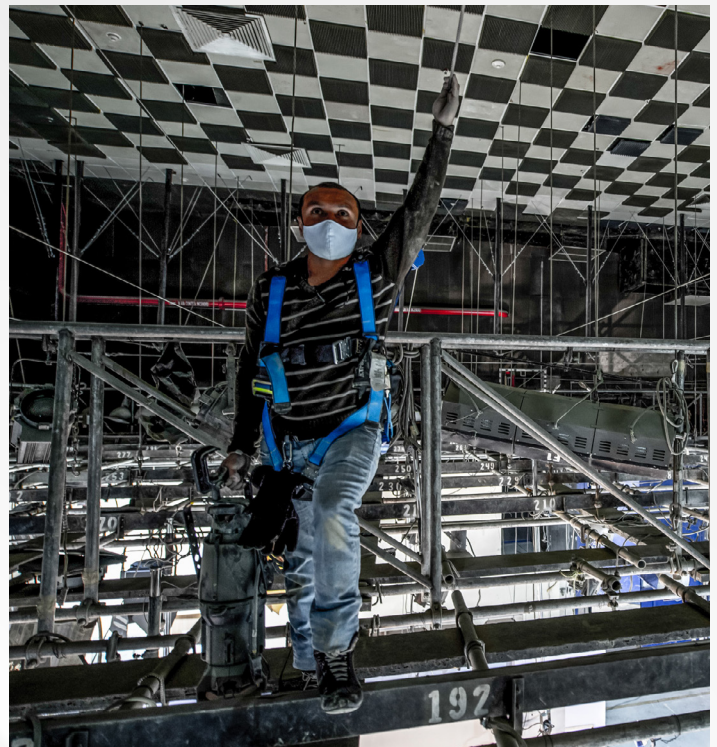
We maintain strict confidentiality of personal information related to our employees' health through a clinical file to which only medical personnel has access; no one outside the medical service unit can consult or request information without prior authorization by the relevant employee. We ensure that personal information related to our employee's 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 their health and wellbeing. The Company's staff is not authorized to transfer documentation off-site of medical service units.

## **WORKERS' REPRESENTATION IN FORMAL JOINT MANAGEMENT-WORKER HEALTH**

GRI 403-1

Our Industrial Safety and Occupational Health Policy applies to the entire Company and subsidiaries and aims to regulate 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 and 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) an Action Plan to follow up on findings, and; iii) analysis of risks and dangers according to the type of operation. During 2020, special weekly tours were conducted focused on compliance with COVID-19 Prevention Guidelines and Protocols, with follow-up when non-compliance was found.





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

GRI 403-3, 403-9.

The work-related accident rate has decreased in recent years. In 2021, there were no deaths due to accidents or occupational disease, and the total number of accidents has decreased since 2020.

Health and safety data									
2021	Number of accidents that occurred	Number of workers exposed	Absenteeism rate (%)	Number of days lost	2020	Number of accidents that occurred	Number of workers exposed	Absenteeism rate (%)	Number of days lost
Total	231	46,786	0.06	7,210	Total	212	42,473	0.05	4,903

Frequency index		Gravity index
Año	Total	Total
2020	2.67	0.06
2021	2.42	0.08

We identify work-related hazards and assess risks on a routine and non-routine basis, including risks due to biological factors such as COVID-19. 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. We aim to comply with our internal Industrial Safety and Occupational Health Policy, which promotes the physical, mental and social wellbeing of our employees as a part of our sense of integrated responsibility. In addition, the core functions of our Committee on Safety and Civil Protection's core functions include:

- Designing and regulating the corporate strategies of legal compliance, prevention of accidents, and/or diseases.
- Complying with applicable regulations.
- Designing and developing policies, guidelines, and institutional standards.

**Managing the human and financial resources of the area.**

- Supporting the areas of operation in the planning and execution of preventive and/or corrective actions.
- Coordinating, controlling, and supervising the functions and activities of service providers.
- Designing content and guidelines for institutional communication.
- Evaluating risks and opportunities for improvement.
- Managing and controlling internal civil protection programs.
- Ensuring the implementation of corporate strategies in operation.
- Auditing and monitoring established preventive programs.
- Ensuring the integration and functioning of the Committee on Safety and Civil Protection and the Health and Safety Commission.
- Auditing the handling of accidents, morbidity, and established programs.
- Ensuring training in hygiene, industrial safety, and civil protection.

Our facilities are subject to periodic audits to help maintain the physical well-being 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 the 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. As applicable, warehouse personnel are protected with uniforms and personal protective equipment, including boots, gloves, girdles, helmets, safety harnesses, lifelines, etc. The personnel in charge of performing work at height, are provided with lifelines and anchorage points to improve their safety.

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 our technical staff and personnel's medical conditions and chronic diseases in production services areas. A protocol has been created for medical emergencies within the facilities and locations. The Company tracks personnel 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, an ambulance is located strategically to guarantee its rapid movement to transfer if 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 implementing and evaluating the occupational health and safety management system and providing access to and communicating relevant information on occupational health and safety to workers. This Committee on Safety and Civil Protection frequently meets with worker representatives for the decision-making process.

## COVID-19 PREVENTION

Following the declaration of the COVID-19 pandemic by the Federal Government in 2020, the following measures have been implemented:

- Implementation of the epidemiological sanitary fence strategy for the preventive detention of COVID-19 contagion chains through protocols for applying Rapid Tests and SARS-CoV-2 PCRs.
- Implement and evaluate hygienic supplies and personal protection materials to prevent contagion and ensure our media and telecommunications operations continuity.
- Strategy for 24/7 attention, guidance, and follow-up of detected and suspected cases of COVID-19 through a specialized medical call center.
- Advice and technical support through External Specialized Medical Group to validate corporate strategies of epidemiological fences, hygiene, and medical supplies in response to the COVID-19 pandemic.
- Permanent Internal Communication Campaign to disseminate strategies, guidelines, protocols, and recommendations related to COVID-19.

Governmental inspections were carried out by the Ministry of Labor and Social Welfare to verify compliance with all the measures recommended by the Federal and State Governments, obtaining favorable results.

## EMPLOYEE WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Occupational health and safety training is provided to workers, including generic training and training on specific work-related hazards, hazardous activities, and hazardous situations. In 2021, we reinforced the health and safety issue through awareness and online training of our personnel with the following courses: General Brigade Training, Basic Life Support, Evacuation, Communication and Fire, Ergonomics for the Safety and Hygiene Committee, COVID-19 Contingency and Emergency Protocols (earthquake and fire).

## PROMOTION OF EMPLOYEE HEALTH

GRI 403-6

We promote healthy lives and 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 employees to suit them according to their needs. Once the internal customers have approved this program, the internal communication area checks that the other campaigns are 'alive' and distributes the materials.

## TRAINING

GRI 205-2, GRI 404-1, GRI 404-2, GRI 410-2, GRI 412-1

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

Category	Indicator	Description
High-level training	Training for senior management on compliance with mission, vision, and organizational values.	<p><b>Executives</b></p> <ul style="list-style-type: none"> <li>• Executives are subject to a recertification on their adherence and compliance with the Code of Ethics and the Anti-Corruption Policy.</li> <li>• We provided the course "New covid and post - covid organization strategy" with the participation of 49 people from different levels, including senior management.</li> </ul>
High-level training	Risk management training for senior management.	<p><b>754 managers were trained in courses related to risk management:</b></p> <ul style="list-style-type: none"> <li>• ISO 31000 risk management certification course</li> <li>• 14th forum on tax aspects of international operations</li> <li>• 23rd forum on international taxation</li> <li>• Workshop on compliance with anti-money laundering and anti-corruption laws.</li> <li>• Anti-corruption.</li> <li>• Ethics.</li> <li>• Information security.</li> </ul>
Environment	Training and awareness-raising on the environmental management system for employees.	<p><b>Employee training on the following topics:</b></p> <ul style="list-style-type: none"> <li>• Energy.</li> <li>• Waste management.</li> <li>• Pollutants management.</li> </ul>
Diversity	The training focused on training and orientation of diversity practices in the workplace for employees.	<p><b>Employee participation in workshops on:</b></p> <ul style="list-style-type: none"> <li>• Inclusive workspaces</li> <li>• Conference "Inclusion as a strategy that strengthens the business".</li> <li>• Course "ABC of equality and non-discrimination".</li> </ul>

Category	Indicator	Description
Ethics.	Training on the Code of Ethics.	11,368 people were trained.
Ethics.	Anti-corruption Policy training.	15,051 people were trained. The number and percentage of governance body members that have received anti-corruption training, by region, and the total number and percentage of employees that have received anti-corruption training, by employee category and region are not disaggregated in this data.
Technology information.	Training on information security risks and data privacy.	36,411 people were trained.
Discrimination.	Training on non-discrimination and equal opportunities in access to employment, promotions, and training.	Employee participation in the course "ABC of equality and non-discrimination".
Health and Safety.	Training and awareness-raising on the health and safety management system.	1,382 people were trained.
Health and Safety.	Personalized training for correspondents against security risks in high-risk regions.	1,603 people were trained.
Health and Safety.	Training on health, safety, and welfare.	Course "All about covid-19 prevention": 30,111 people were trained.
Human rights.	Human rights training.	We are currently training employees on human rights (freedom of expression, forced labor, and child labor) and preventing discrimination and harassment.
Working conditions.	Training on labor rights.	Course on "ABC of Labor Relations" with the participation of 352 workers.
Organizational climate.	Talent retention and employee satisfaction training.	Training for unionized personnel aimed at developing skills in change management and emotional intelligence, thus reinforcing organizational elements that have a favorable impact on the work environment. Participation of 1,020 people.
Quality.	Productivity improvement training.	11,835 training events were held with the attendance of 582,173 people. Some topics: Management of Microsoft 365, BESTEL Mobile, Fundamentals of fiber optics, Integrity, Oracle Cloud, COBIT, ITIL, etc.



## TRAINING MANAGEMENT

Indicator	Description
Needs analysis and identification of strategic training needs.	Different areas prepare a list of courses that allow them to develop their work teams to achieve their objectives.
Individual training plans.	Individual training plans are in place.
Training evaluation and follow-up.	<p><b>Training perception evaluation was carried out.</b></p> <ul style="list-style-type: none"> <li>• 100% of the people who participated in the regulatory courses (Code of Ethics, Information Security, and Anticorruption) were evaluated, scoring an average of 9.08.</li> <li>• In the Oracle Cloud and Integrity training courses, 100% of the participants were evaluated, obtaining an average rating of 9.3*. *Scale from 1 to 10, minimum passing grade: 8.</li> </ul>
Total number of full-time employees trained.	52,491.
Total hours of training, total employees, and per full-time employee.	2,583,388 employee/hour. Total of 582,173 participants.
Training by hierarchical levels and topics.	<p><b>There were 582,173 participants, of which 2,541 were executives.</b></p> <ul style="list-style-type: none"> <li>• 2,541 participants were executives.</li> <li>• 16,730 mid-career management participants.</li> <li>• 562,902 operational participants.</li> <li>• Participation in Diplomas, Congresses, and Exhibitions; technical, regulatory, and soft skills courses.</li> </ul>
Supplier training on Code of Ethics and anti-corruption issues.	28 suppliers were trained in Ethics and Anti-Corruption.



## SECURITY PRACTICES

GRI 410

Security practice is an important topic for us. It covers employee training on human rights policies and procedures concerning aspects relevant to operations, including the applicability of human rights policies and procedures to employees' work. It refers either to the training of the subject of human rights or a human rights module.

## DIVERSITY AND EQUAL OPPORTUNITY

GRI 405

We are proud of our diversity, and we consider it a strategic value; we support, strengthen, and promote each person's individuality. 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, and providing the same opportunities for participation, conditions, and forms of treatment, thereby avoiding stereotypes, discrimination or limitations imposed by gender roles. We seek career development and training within the Company and are based on the merits of each person, regardless of gender. We make each decision involving a man or a woman with real gender equality in mind. It is necessary to prioritize equitable treatment by recognizing the existing differences between women and men so that there is an equal distribution of resources and responsibilities from these differences. 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. In the recruitment and personnel selection processes, women are given the opportunity to apply, and at least one woman is among the three finalist candidates to fill the vacancy. There are currently women occupying managerial and strategic positions.

## DIVERSITY AND INCLUSION COMMITTEE

Our Diversity and Inclusion Committee's mission is to foster a culture of diversity and inclusion within the organization, thus encouraging the integration of diverse groups into meaningful, dignified, and equal employment opportunities. In addition, the Committee's vision is to ensure that all the Company's employees carry out their daily activities in a diverse and inclusive environment. The Committee's overall objective is to develop and follow up on activities that strengthen diversity and inclusion attitudes among our employees, generating equal employment opportunities for all qualified individuals regardless of race, nationality, religion, cultural and ethnic origin, gender, age, disability, sexual orientation, and social status.

## EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

GRI 404-3

The purpose of the Performance Evaluation program is to measure the progress of our employees based on their achievements and competencies, align individual personnel with organizational strategy, and identify strengths and areas of opportunity. In 2021, Televisa's service unit applied the Competency Evaluation and Evaluation by Objectives processes to executives and middle managers.

The Development Department annually coordinates the Performance Evaluation, implemented through the Human Resources Management System platform. The 2021 Competency Evaluation was based on a dictionary of seven institutional competencies defined by the Company: Adaptability, Results from Orientation, Customer Focus, Teamwork, Leadership, Inclusion and Diversity, and Knowledge and Application of Internal Control, which were rated on a Likert scale with the following criteria: evaluation from the boss to the subordinate and self-evaluation of all those evaluated. The evaluation network consisted of 1,488 non-unionized Televisa employees, with a participation rate of 94.8%. The 2021 Objectives Evaluation consisted of an objectives definition stage, in which 1,133 employees captured their strategic objectives for the year and an objectives evaluation stage when managers rated the fulfillment of objectives at the end of the year with a 87.3% participation rate.



The Performance Evaluation program is applied on an ongoing, annual basis, is part of a continuous improvement effort, is carried out in accordance with best practices, and is subject to internal and external audits.

## SUCCESSION PLAN

The Succession Plan is an institutional process that aims to be prepared to cover some of the organization's key positions, thus ensuring the continuity of the operation and the development of critical business functions. This process identifies potential future replacements for these key positions and serves to retain and develop internal talent. The succession plan encompasses the activities of identifying key positions, defining the success profiles for each of them, identifying potential successors, updating the succession table, providing feedback to those responsible for the positions along with the candidates identified, and building development plans to ensure that potential successors are prepared to occupy the position.

## ORGANIZATIONAL DEVELOPMENT

Organizational development is a fundamental function that must be comprehensive, planned, and continuous. Its objective is to prepare, develop, and retain talented employees by providing them with the knowledge, skills, and attitudes necessary for the best performance in their current and future positions and adapting them to the changing needs of the environment and the organization. We have different programs that will be carried out at a national level for other Business Units and levels of the organization according to the definition of each program or plan.

We implemented the SITATYR Development Center (CDS, for its initials in Spanish), which is a development center that fosters the growth of unionized employees through training tools that promotes them to update their knowledge and skills, as well as to learn about different topics to face new challenges. The CDS is an educational model similar to that of a corporate university that offers human and technical training services. It impacts the development of more than 4,300 unionized workers on the Content business, mainly in the Technical Operations and Production Services areas.

Additionally, we implemented Televisa University (TU), a platform that seeks to accelerate the development of talent and technical capabilities of employees and the transformation of competencies. The initial scope was 100% of Corporate Vice-presidencies and Marketing and Sales areas of the following levels: Vice Presidents, Directors, Coordinators, Managers, Analysts, Salespeople, Assistants, and Operators.

These initiatives are aimed to identify key talent, determine development plans aligned with the business strategy, and maintain updated succession plans for critical positions in the Company. Our goal is to gradually integrate other areas of the Company into Televisa University and involve all employees in this project. The evaluation of each of our development programs is carried out through three main components:

- Coverage or participation of the programs implemented.
- Qualification or result linked to the achievement of the specific management of each of the programs or plans of the area.
- Implementation in accordance with the work plan defined by each of the programs.

## EMPLOYEE TURNOVER

GRI 401-1

**Total number and rate of employee turnover during 2021 in Mexico: 12,564 employees.**

This data is not disaggregated by gender.

### Reasons for leaving the Company:

- **Resignation:** 38.2%.
- **Dismissed employees:** 15.3%.
- **Other reasons,** including absenteeism, death, retirement, project, contract, disability, etc. 46.4%.

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.

## **NON-DISCRIMINATION**

GRI 406, GRI G4-M5

In 2021, at Grupo Televisa, no incidents of discrimination occurred. We are committed to providing equal opportunity and treatment in all aspects of employment. We do not tolerate and explicitly prohibit discrimination, bullying, harassment, or violence in the workplace for any reason, including, but not limited to, based on origin, race, marital status, age, appearance, opinions, gender, creed, political or union affiliation, social class or economic status, health condition, family status, pregnancy, sexuality, disability, nationality, or immigration status. The above-mentioned prohibited conduct includes forms of verbal, written, physical or visual conduct, regardless of the means or the way such conduct is carried out, and that such conduct includes, but is not limited to idioms, terminology, stereotypes, jokes that may be offensive to others. Any such conduct should be reported to Grupo Televisa.

## **FREEDOM OF ASSOCIATION**

GRI 102-41, GRI 403-4, GRI 407

We recognize the right of any employee to join or not to join, if they choose so, any group or association, including labor unions, in accordance with the law.

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

GRI 102-41, 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 such participation is made in their name and does not involve or imply that they have the support of the Company.

We take adequate measures to support rights to exercise freedom of association and collective bargainings, such as continuous monitoring of labor rights risks, periodic internal audits, external audits/verification, an external investigation of complaints, cooperation with unions, joint audits, and joint complaints procedures, among others.

## **CHILD LABOR**

GRI 408

Our activity touches the lives of children at many points: content that we broadcast, products that are announced in our stations, and assistance programs in which we participate

are aimed at children; so, we strive to broadcast high-quality children's content prioritizing the interests and needs of boys and girls.

## **OPERATIONS AND SUPPLIERS. SIGNIFICANT RISK OF INCIDENTS OF CHILD LABOR**

GRI 408-1

We respect the national and international legislation on child labor. Children who participate in our television productions or shows, contests, and special events have the necessary authorization from their parents or guardians. 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 and 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. In its most extreme form, it may involve human trafficking, which in addition to violating human rights, constitutes a crime.

## **RIGHTS OF INDIGENOUS PEOPLE**

GRI 411, GRI 411-1

Indigenous rights are an important topic for us. In 2021, no incidents of violations involving the rights of indigenous peoples occurred.



## CUSTOMER PRIVACY

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

We value 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. We are committed to respecting the privacy of the information and data that are not delivered according to the different activities we carry out. We use personal data following 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

### In 2021:

- No complaints were received from regulatory bodies through the Whistleblower System.
- We did not identify leaks, thefts, or losses of customer data occurred through the Whistleblower System.

## PRIVACY & DATA SECURITY

We are committed to complying with evolving market regulations and managing 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 of the Company.

## SCOPE OF COMPANY'S PUBLICLY AVAILABLE DATA PROTECTION POLICY

We have policies and guidelines to ensure the security of information, we have established security controls to protect information assets and generate confidence in the business.

An annual review of the information classification of critical systems is carried out. Periodically, a risk analysis is performed based on security incident reports, vulnerability tests, and penetration tests, among others, and the impact and probability of occurrence of the risks are evaluated to assign the necessary remediation or mitigation actions to follow up on them and update the risk map. We send regular communications to all our personnel to strengthen our security schemes.

The company's publicly available Data Protection Policy governs all relevant business lines/subsidiaries.

## Privacy and data security policies

- Information Security Policy.
- Corporate Information 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.
- Corporate Email Use Policy.
- Protection and Treatment of Personal Data Policy.

### We provide:

- An Internal Regulation for the Protection of Personal Data,
- Guidelines for the treatment of Personal Data. Individual rights of access, rectification, and deletion regarding personal data control.
- Protocols of action for the attention of requests for the protection of ARCO rights, and protection of ARCO rights,
- Conciliation procedures, verification procedures, and inspections by The National Institute for Transparency.
- Access to Information and Personal Data Protection in Mexico (INAI), and inspections by INAI.
- Review tours to ensure that the various areas that have contact with personal data that the various areas that encounter personal data are in accordance with the guidelines, guides, and matrices established.
- A Committee for the Protection of Personal Data, which meets twice a year with Committee, which meets twice a year to: promote and oversee the proper treatment of the adequate personal treatment of personal data, and follow up on incidents that could affect the incidents that could affect the company's image or result in possible sanctions, as well as establish preventive measures or improvement actions.

Such initiatives are aimed to safeguard privacy and to avoid the misuse of the personal data of our customers, employees, and third parties.

Regarding the frequency of system audits, independent external audits are performed annually under the SOX regulatory framework. We provide employee training on data security and/or privacy-related risks and procedures. We follow international best practices for information security management.

Regarding Information Security Policies and Systems audit frequency, external independent audits are conducted annually on IT Systems and 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 IT General Controls (ITGC) and IT Application Controls (ITAC).

## **CYBERSECURITY INITIATIVES, PRIVACY-ENHANCING TECHNOLOGIES, AND INITIATIVES**

TC-TL-230a.2

We develop data-protection safeguards integrated into product and service development and initiatives developed to protect and empower users. In 2021, we continued working on various cybersecurity initiatives that helped maintain 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 internal and external threats, 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 preventing, detecting, investigating, and responding to security events have been strengthened. When detected, security events 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 to ensure 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, our 2021 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 us to improve protection mechanisms, technologies, and related processes to maintain robust and reliable levels of security in our computer assets.



### **Our Committees:**

There are committees focused on decision making, as well as monitoring and compliance of aspects of interest; some of them are:

- Information Technology Committee.
- Contact Center Committee.
- Revenue Committee.
- Committee for the protection of personal data held by individuals.
- Segregation of Duties Committee.
- Information Security Committee.

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

GRI 419-1

In 2021 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 adhere to our purchasing guidelines for acquiring goods and services that attend to the requirements of each of the business units. The primary goods supplied include paper, electric materials, technology, maintenance, office supplies, clothing, and scenery materials. We continue establishing sustainability criteria in our procurement practices and identifying those suppliers that may represent risks. We comply with our supplier hiring and selection policy based on economic, technical, and social criteria. We have developed mechanisms for detecting possible conflicts of interest, and we evaluate the economic risks of potential suppliers.

Our goods and services in the technological field are acquired mainly from large companies. Small and medium-sized companies provide other goods and services.

## Verification of suppliers.

- Suppliers are verified internally.
- External verification is performed for our critical suppliers.

**Certifications of new suppliers in 2021:** 245 suppliers.



**Training in the Purchasing area.**

- We provide training on policies and procedures.

## SUPPLY CHAIN MANAGEMENT

**Supplier standard on labor rights and working conditions.**

- **Child labor:** Respecting the rights of minors.
- **Forced labor:** forms of forced labor according to its definition according to the ILO Forced Labor Convention

(No. 29) and the Abolition of Forced Labor Convention (No. 105).

- **Freedom of association:** freedom of association and collective bargaining.
- **Discrimination:** prohibition of discrimination concerning grounds of discrimination (e.g. age, gender, and ethnicity) and aspects of employment (e.g. recruitment, promotion, and remuneration.)
- **Harassment and abusive behavior:** prohibition of harassment and abusive behavior.
- **Health and safety:** implementation of a health and safety management system.
- **Working time:** covering the working time requirements clearly defined and allowed by national laws and workers' agreements.

## SIGNIFICANT CHANGES IN THE SUPPLY CHAIN

GRI 102-10

In 2021, we did not have any significant changes to the supply chain that could cause or contribute to significant economic, environmental, and social impacts.



## ENVIRONMENTAL MANAGEMENT IN THE SUPPLY CHAIN

We currently have the following environmental initiatives within our supply chain:

- Paperless dispatches: Elimination of paper in dispatches generated by warehouses, changing the receipt for an electronic signature.
- Purchase of paper for Editorial Televisa: The mill we purchase our paper from has committed to the European community to plant a tree for every tree cut down.
- Project to obtain chain-of-custody certification for Editorial Televisa printers: Suppliers must be certified for sustainability chain-of-custody.
- Wood waste: Authorized suppliers are encouraged to recycle wood trimmings from the workshops.
- Document Digitalization: Implementation of a new ERP in which digital documents can be attached.
- Business cards made with recycled paper: Use environmentally friendly materials in business cards and printed logos.

## SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308-1, GRI 308

We recognize the importance of sustainable supply chain management. As part of this management, we communicate our commitment to maintaining best practices, fostering sustainable development, and promoting respect in environmental, social, and corporate governance areas.

We recognize that our suppliers can positively benefit society and the environment by decision-making and implementing actions in our supply chain. Therefore, from the sustainability perspective, we evaluate our critical suppliers to identify their potential material risks for the level of sustainability maturity in strategic environmental, social and corporate governance issues.

## SUSTAINABLE SOURCING OF WOOD AND FIBER

In 2021, at least 95% of our purchased paper was certified paper by the Program for the Endorsement of Forest Certification (PEFC), Forestry Stewardship Council (FSC), and Sustainable Forestry Initiative (SFI). These certifications

guarantee that the chain of custody of the raw materials is produced sustainably. Also, many of our leading print providers have responsible forest management certifications. As an important distributor of printed content in Mexico, we know that we can contribute to the conservation of forests by choosing the right partners.

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 FSC certification, which guarantees sustainable management of the forests. Furthermore, Editorial Televisa aims to prioritize suppliers that practice sustainable forest management to extract virgin fiber due to the important price difference represented by paper for printing obtained from recycled fibers.

- **Legality:** We commit to excluding wood/fiber from illegal sources.
- **High Conservation Value:** We commit to excluding wood/ fiber from forests in which High Conservation Values are threatened by management activities, including primary forests.
- **Forest conversion:** We commit to excluding wood/ fiber originating from the conversion of (natural and semi-natural) forests and other wooded ecosystems to plantations or other non-forestry uses.
- **Genetic modification:** We commit to excluding wood/ fiber from areas where genetically modified trees are planted.
- **Traceability:** We commit to implementing traceability systems regarding wood/fiber origin.
- **Certification:** We commit to increasing the share of paper with certified sustainable wood/fiber origin.
- **Recycled content:** We commit to increasing the share of recycled content in paper procured by the Company.
- **Restriction of chemical use:** We commit to excluding the procurement of paper bleached with elemental chlorine.

## 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.



# 10 Supply Chain

## GREEN PROCUREMENT PRACTICES

GRI 204

We aim to focus on the green procurement of office supplies.



## THE PROPORTION OF SPENDING ON LOCAL SUPPLIERS

GRI 204-1

**Proportion of spending:** Mexico 97% and Foreign 3%.  
“Local” are the suppliers in Mexico.

## PRINTING: RESOURCE AND WASTE MANAGEMENT AT PRINTING FACILITIES

We are beginning an initiative to conduct 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 offers an annual savings of 28% in reducing paper waste.



## FACILITATION OF NON-COMPLIANCE REPORTING

Confidential and anonymous whistleblowing helplines in local languages have been communicated to supply chain workers.



# 11 PHILANTHROPIC PROGRAMS AND COMMUNITY IMPACT

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

## GRUPO TELEVISIVA'S PHILANTHROPIC PROGRAMS SUPPORT LOCAL ECONOMIC DEVELOPMENT AND LOCAL COMMUNITIES

GRI 203-1, GRI 203-2, GRI 413

In a challenging 2021, Fundación Televisa (or "Fundación") was committed to helping those most in need. As a result, in 2021, we were able to impact the lives of 757,565 children and adults in both Mexico and the United States, investing (together with our allies) more than Ps.337.8 million. A total contribution, representing more than 1% of the profit, was invested in community development projects addressing local economic development and local communities.

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 an effective leveraging of the Company's communication channels with state-of-the-art digital tools, financial support, and on-the-ground multidisciplinary teams.

We directly contributed to 11 of 17 of the United Nations ("UN") Sustainable Development Goals ("SDG").

In 2021, we provided more than 21.5 million digital impacts and more than 103,000 TV & radio media impacts, reaching more than 48 million people on TV. At the same time, we helped more than 26 institutions and organizations through communication campaigns with television spaces.

We generated more than 1.6 million followers on social networks and more than 1.5 million people on our digital platforms.

We generated more than 1.5 million followers on social networks and more than 4.0 million people on our platforms.

Fundación programs work along different life stages. Empieza Temprano focuses on early childhood development by providing parents and families with information and practical tips. To enhance the skills of K-12 students, Fundación has a civic values program called Valores and a health and wellness

program called Vida Saludable. Cuantrix teaches computer science and coding. Technolochicas empowers young women through STEAM (Science, Technology, Engineering, Art, and Mathematics). Béalos works to increase high school and college completion while improving students' employability. POSIBLE helps expand high-impact innovation-driven entrepreneurship through training, networking, resources, visibility, and acceleration for high-potential startups. In addition, Fundación's cultural and environmental programs cut across ages serving the general public through actions in specific locations and digital and media spaces.



### Our numbers and recognitions include the following:

- We had more than 68,000 students from public schools and 5,400 teachers and instructors across Mexico, register in our Cuantrix platform to learn basic coding skills.
- We had more than 2,390 middle-school girls participate in Technolochicas STEAM activities in Mexico and the United States.
- We had 37,861 recipients of Béalos scholarships, including 15,000 scholarships for students and teachers developing employability competencies, 100 scholarships for students attending a program for talented youth, and 2,000 scholarships for women registered in STEAM training.
- We continued our partnership with Schmidt Futures and Rhodes Trust to promote their RISE scholarship program in Mexico. This program provides lifetime



# 11 Philanthropic programs and community impact

support to exceptional teenagers that want to change the world.

- We supported 10,978 entrepreneurs in developing their business models through our POSSIBLE program.
- We participated in far-reaching communication campaigns, including “Cada Momento Cuenta” and “Semana de la Primer Infancia” which focused on delivering messages to promote early childhood stimulation; “Valores”, which promoted civic values and the prevention of digital violence through the soap opera “Vencer el P@sado”, and our “Vida Saludable” program which promoted wellness and health, reaching more than 6.5 million high school students through the Mexican Secretary of Public Education’s (Secretaría de Educación Pública) Programming Channel “Aprende en Casa III”.
- We provided more than 58,606 parents with practical tips weekly via SMS and our digital newsletter through our Empieza Temprano program.
- We provided more than 23,929 recipients with new aid in health, nutrition, development, dwelling, reforestation, and support of women through our “Gol por México” program. We promoted and exhibited our photographic and cinematographic collection through our Visual Arts Cultural projects in national

and international festivals and museums, reaching more than 69,344 attendees.

## We received the following recognitions:

- We were selected and recognized by the UN as one of the 23 organizations that made a public commitment to support girls and women under the 2021-2026 goal.
- Recognition from the UN of our Cuantrix program as a distinguished working member for the SDG “Quality Education.”
- Nacional Monte de Piedad awarded Bécalos for the “Sustainable Development in Training for Decent Work.”
- Citibanamex’s Social Entrepreneurship 2021 was awarded to our POSSIBLE Program.

By responsibly leveraging media, talent, partnerships, and financial assets, the efforts led by Fundación reflect the commitment of the Company. We intend to strategically contribute to building a more empowered, prosperous, and democratic society where all people have a platform to succeed.

For more information, please visit our 2021 Fundación Televisa Annual Report, available at:

<https://informe.fundaciontelevisa.org/informe2021/>





# 11 Philanthropic programs and community impact

## CONTACT POINT FOR QUESTIONS REGARDING THIS REPORT

GRI 102-53

**Grupo Televisa, S.A.B.**  
**Investor Relations**

[ir@televisa.com.mx](mailto:ir@televisa.com.mx)

[www.televisair.com/sustainability](http://www.televisair.com/sustainability)

## COMPANY'S HEADQUARTERS

GRI 102-3

Grupo Televisa, S.A.B. Av. Vasco de Quiroga 2000 C.P.  
01210 Mexico City, Mexico (52) 55-5261-2000.





# Grupo Televisa Sustainability Report 2021

The information contained in this report has been prepared by Grupo Televisa, S.A.B. (the “Company”) and does not contain or aim to contain all the information necessary to take any investment decision related to the Company and/or any securities issued by the Company. The information in this report contains subjective estimates, analyzes analysis and value judgments. No statement is made regarding the accuracy, sufficiency, or truthfulness about the information and opinions contained herein; or about the estimates or projections; or that all assumptions related to estimates or projections have been considered or declared; or that such projections will materialize. The sustainability data set forth in this report is non-GAAP information and has not been independently audited. This report does not constitute, and is not part of, an offer to sell or issue securities or a request of an offer to buy or acquire securities in any jurisdiction. Likewise, this report does not constitute an invitation to carry out investment activities or a basis for the conclusion of any contract or commitment in any way.

This report contains statements that constitute forward-looking statements (including statements related to the 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.

The inclusion of information within this report should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or regarding the financial impact of such information.

All relevant information related to the Company, particularly regarding risk factors, is contained in the Company’s Annual Report on Form 20-F for the fiscal year ended December 31, 2020, filed with the U.S. Securities and Exchange Commission (the “SEC”) on April 30, 2021, 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.



## **Independent Limited Assurance Report on Key Sustainability Performance Indicators (Non-Financial Information)**

To the Board of Directors and Shareholders  
Grupo Televisa, S.A.B.:

We were engaged by the Administration of Grupo Televisa, S.A.B. (hereinafter "Grupo Televisa") to report on Key Sustainability Performance Indicators (Non-Financial Information) prepared and presented by the Sustainability Area of Grupo Televisa for the period from January 1<sup>st</sup> to December 31<sup>st</sup>, 2021 (the "Review period"), that are detailed in the Annex A attached to this report (the "Indicators"), in the form of an independent conclusion of limited assurance, regarding whether, based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Indicators are not prepared in all material respects, in accordance with the Standards of the Global Reporting Initiative (GRI) (collectively, the "Criteria").

### ***Management responsibilities***

The Sustainability Area of Grupo Televisa is responsible for the preparation of the information subject to our review free of material deviations, in accordance with the Criteria.

The Sustainability Area of Grupo Televisa is also responsible for preventing and detecting fraud, as well as identifying and ensuring that Grupo Televisa complies with the laws and regulations applicable to its activities.

The Sustainability Area of Grupo Televisa is also responsible for ensuring that the personnel involved in the preparation of the Indicators are adequately trained, the information systems are duly updated and that any change in the presentation of data and/or in the form of reporting, include all significant reporting units.

### ***Our responsibility***

Our responsibility is to carry out a limited assurance engagement on the information concerning the Indicators included in the Report and to express an independent conclusion of limited assurance based on the evidence obtained. We carry out our work based on the International Standard on Assurance Engagements (ISAE) 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board.

(Continues)





This standard requires that we plan and perform our procedures to obtain a limited level of security or reliability regarding whether, based on our work and the evidence obtained, nothing has come to our attention that causes us to believe that the Indicators included in the Report for the period from January 1<sup>st</sup> to December 31<sup>st</sup>, 2021, are not prepared in all material respects, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 and the Standards of the Global Reporting Initiative (GRI).

KPMG Cárdenas Dosal, S.C. (the Firm) applies the International Standard on Quality Control 1 and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The procedures selected depend on our knowledge and experience of the Indicators presented in the Report and other circumstances of the work, and our consideration of the areas in which material errors may occur.

When obtaining an understanding of the Indicators included in the Report, and other work circumstances, we have considered the process used to prepare the Indicators, in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing a conclusion as to the effectiveness of Grupo Televisa's internal control over the preparation of the Indicators included in the Report.

Our engagement also includes assessing the appropriateness of the main subject, the suitability of the criteria used by Grupo Televisa in the preparation of the Indicators, assessing the appropriateness of the methods, policies and procedures, as well as models used.

The procedures performed in a limited assurance engagement vary in nature, timeliness and scope than in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained in the case of a reasonable assurance engagement.

### **Criteria**

The criteria on which the preparation of the Indicators has been evaluated refer to the established requirements in the Standards of the Global Reporting Initiative (GRI).

(Continues)



## **Conclusion**

Our conclusion has been formed based on, and is subject to, the matters outlined in this report. We have identified opportunities within your internal procedures that have been presented in a report for your attention and continuous improvement actions.

Based on our review and the evidence obtained, nothing has come to our attention that causes us to believe that the Indicators detailed in Annex A attached to this assurance report, prepared by the Sustainability Area of Grupo Televisa for the review period, are not prepared in all material aspects, in accordance with the criteria established in the Standards of the Global Reporting Initiative (GRI).

## **Restriction of use of our report**

Our report should not be regarded as suitable to be used or relied on by any party to acquire rights against us other than the Sustainability Area of Grupo Televisa for any purpose or in any other context. Any party other than the mentioned above who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Grupo Televisa for this independent limited assurance report, or for the conclusions we have reached.

Our report is released to Grupo Televisa on the basis that it shall not be copied, referred to or disclosed, in whole or in part, without our prior written consent.

**KPMG Cárdenas Dosal, S.C.**

**Juan Carlos Reséndiz Muñiz**  
**Partner**  
Mexico City, August 26<sup>th</sup>, 2022

(Continues)





## Annex A

Description of the Indicators object of the independent limited assurance work.

GRI Standards 2016	Topic
102-8	▪ Information on employees and other workers.
102-9	▪ Supply chain.
102-16	▪ Values, principles, Standards, and norms of behavior.
102-17	▪ Mechanisms for advice and concerns about ethics.
102-18	▪ Governance structure.
102-26	▪ Role of highest governance body in setting purpose, values and strategy.
102-27	▪ Collective knowledge of highest governance body.
102-28	▪ Evaluating the highest governance body's performance.
102-29	▪ Identifying and managing economic, environmental, and social impacts.
102-30	▪ Effectiveness of risk management processes.
102-41	▪ Collective bargaining agreements.
204-1	▪ Proportion of spending on local suppliers.
205-2	▪ Communication and training about anti-corruption policies and procedures.
302-1	▪ Energy consumption within the organization.
302-3	▪ Energy intensity.
302-4	▪ Reduction of energy consumption.
303-5 (2018 version)	▪ Water consumption.
305-1	▪ Direct (Scope 1) GHG emissions.
305-2	▪ Energy indirect (Scope 2) GHG emissions.
305-3	▪ Other indirect (Scope 3) GHG emissions.
306-3 (2020 version)	▪ Waste generated.
306-4 (2020 version)	▪ Waste diverted from disposal.
306-5 (2020 version)	▪ Waste directed to disposal.
401-1	▪ New employee hires and employee turnover.

(Continues)

403-9 (2018 version)	▪ Work-related injuries.
404-1	▪ Average hours of training per year per employee.
404-3	▪ Percentage of employees receiving regular performance and career development reviews.
405-1	▪ Diversity of governance bodies and employees.
418-1	▪ Substantiated complaints concerning breaches of customer privacy and losses of customer data.