



2022
SUSTAINABILITY
REPORT

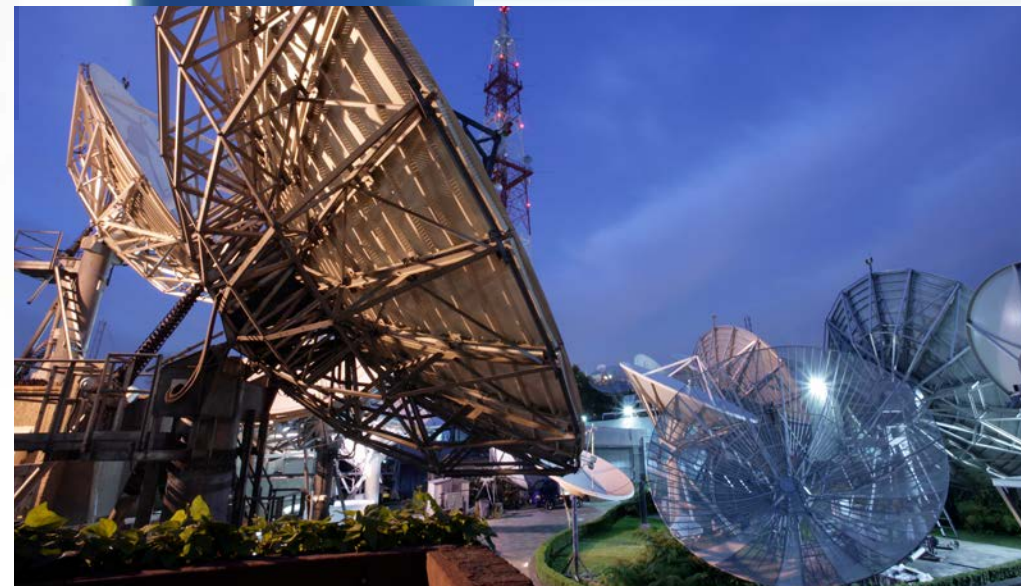
WE EMPOWER CONNECTIONS

A photograph of two women in a modern office environment. The woman on the right is smiling and holding a tablet, while the woman on the left is looking at it. The background shows office architecture with large windows and blinds.



Our Purpose

**We bring people
closer to what
matters most to them.**



Our Mission

Our commitment is to deliver timely, useful and meaningful digital experiences that enrich people's lives by fusing the best of groundbreaking technology and human creativity.

Our Vision

Be a driving force in forging a society where innovation, inclusion and creativity thrive.



We continue connecting lives and building stronger connections through innovation and investment in resilient communication technologies, empowering society to thrive.



We focus on

CLIMATE RESILIENT CONNECTIONS

We connect society by strengthening climate resilient communication technology.

DIGITAL INCLUSION

We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world.

WE EMPOWER PEOPLE

We invest and empower people.

LEADING BY EXAMPLE

We embrace an ethical culture.

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Letter from our Co-CEOs.

At Grupo Televisa we are committed to creating short and long-term value for our clients, investors, employees, and communities, connected through our media, entertainment, and telecommunications services. We are focused on delivering sustainable growth, looking for a balance between responsible operations and financial efficiency, taking into consideration the environmental, social, technological, and economic perspectives.

We believe in empowering connections. At Grupo Televisa, we continue connecting lives and building stronger infrastructure through innovation and investment in resilient communication technologies, empowering the society to stay tuned with the world. Our value creation model is oriented by our ESG Strategy, which is monitored by the Group’s Sustainability Committee, that oversees its performance and encourages continuous improvement and innovation. Our achievements in sustainability are the result of an ongoing review process of our internal policies, procedures, and management systems to improve corporate and sustainability performance, which is measured through key performance indicators (KPIs). In addition, we seek to create a consistent, transparent, and comparable ESG reporting system to keep our stakeholders informed.

We connect the society by strengthening climate resilient communication technologies and today, more than ever, we recognize the importance and our responsibility to help mitigate climate change effects. We are therefore committed to reducing our environmental footprint through targeted operational programs, corporate initiatives, and training. We have defined specific climate action targets for 2030 related to reducing energy consumption, waste disposal, water stewardship, and developing circular economy strategies across our businesses.

Our business model enables and ensures equitable access to information and communication technologies for the society to stay tuned with the world. Our social impact strategy creates opportunities in education, culture, entrepreneurship, health, and environmental protection to help build better and more sustainable communities through our social programs.

We understand that our social influence comes from empowering and investing in our people, clients, and communities. The personal and professional development of our employees is key for our success as a Group. We promote this with training programs that create an integrated sustainability culture on topics related to ethics, anti-corruption, human rights, information security and data protection. We are committed to respecting our employees’ human and collective rights, and providing a working environment that enables them to grow, improve their performance and increase their engagement, which is reinforced through performance evaluation practices and additional benefits. Also, through Fundación Televisa, we are committed to empowering the communities, both the ones that we serve today and those that we will serve in the future, thus helping to reduce inequality, improve their lives, and promote social and digital inclusion. We are convinced that our people and communities are fundamental to creating value for the company.

Finally, we believe in leading by example, focusing on embracing an ethical culture across our businesses. Our corporate governance practices allow us to grow responsibly with the right balance of corporate oversight and compliance.

Bernardo Gómez
Alfonso de Angoitia
Co-Chief Executive Officers



Grupo Televisa

OVERVIEW

For many decades **Grupo Televisa** has been a pioneer television broadcasting company in Mexico. Since then, we have been at the forefront of technological innovation in the media and entertainment industry, keeping up to date with evolving customer preferences in new and different segments where we have participated, such as magazine publishing and distribution, sports, satellite pay television services, cable, and gaming.

We are a Mexican leading telecommunications corporation which owns and manages one of the most important cable companies as well as a leading direct-to-home satellite pay television system and broadband provider in Mexico, the Dominican Republic, and Central America. The 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. Televisa also has interests in magazine publishing and distribution, professional sports and live entertainment, and gaming.

On January 31, 2022, we completed the merger between our content assets with Univision creating the new company TelevisaUnivision. Grupo Televisa is the largest shareholder of TelevisaUnivision, a leading media company that produces, creates and distributes Spanish-speaking content through several broadcast channels in Mexico, the US and over 50 countries through television networks, cable operators and over-the-top (OTT) services. Although Grupo Televisa's equity stake in the new company is approximately 45%, we do not have control over TelevisaUnivision.

We hold a number of concessions by the Mexican government to broadcast programming through TelevisaUnivision and Grupo Televisa's cable and DTH systems.

CABLE

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 ("RGUs")

Video	4,458,220
Broadband	5,984,151
Voice	5,233,724
Mobile	240,207
Total RGUs	15,916,302

SKY

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

Operates in Mexico, Central America and the Dominican Republic.

58.7% interest owned by Televisa.

Sky offers pay-TV packages, including exclusive content that ranges from sports to concerts and special events, as well as fixed-wireless broadband services with speeds of up to 20 Mbps.

Revenue Generating Units

Video	6,257,059
Broadband	640,294
Voice	453
MVNO	15,602
Total RGUs	6,913,408

Other Businesses

Gaming

PlayCity Casino includes 18 locations across the country.

Publishing Distribution

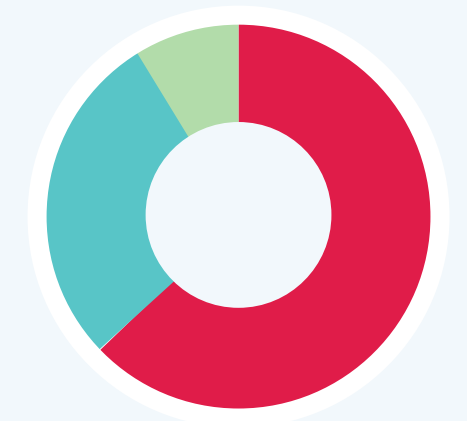
Distributes publications in Mexico.

Publishing

A leading Spanish-language magazine publisher.

Soccer

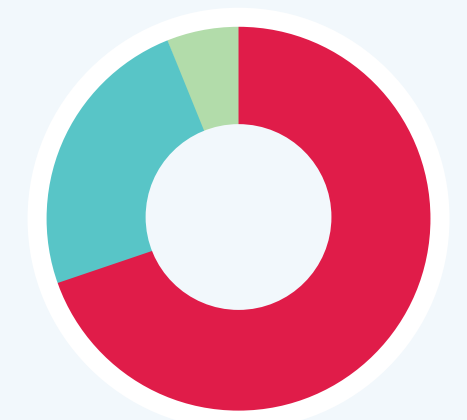
First division soccer team of the Mexican league and owner of Azteca Stadium, located in Mexico City.



Revenues

Contribution

63.6% Cable
26.7% Sky
9.7% Other Businesses



OSI*

Contribution

71.1% Cable
22.9% Sky
6.0% 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.

STRATEGY & PURPOSE

The products and services we offer to our customers are an integral part of our society. We are present in day-to-day life, education, business connectivity, entertainment, and more through our wide offer of communication infrastructure.

In 2022, Grupo Televisa was integrated by two main operating businesses: Cable and SKY, a DTH (Direct to Home) platform through which we **intend** to continue strengthening our position and growing by continuing to make additional investments, which could be substantial in size, while maintaining profitability and financial discipline.

With TelevisaUnivision, we **intend** to continue exploring potential ventures and business opportunities.

In addition, we **intend** to continue analyzing opportunities to expand our business by developing new business initiatives and/or through business acquisitions and investments. We also continue to evaluate strategic alternatives for our portfolio of non-core assets.



What do we foresee for our Cable segment?

With a consolidated 6.6 million subscriber base and 18.7 million homes passed as of December 31, 2022, our cable companies are important service providers in Mexico. “Homes passed” refers to any residential homes or businesses that are connected to telecommunications systems, as well as those prepared to be connected but not currently connected or that require some type of investment.

Our cable companies have introduced a variety of new services over the past years, such as interactive television and other enhanced program services, including high-speed internet access through cable modem and fiber-to-the-home, as well as IP telephony.

Our cable strategy aims at increasing our subscriber base, average monthly revenues per subscriber and penetration rate by:

- Continuing to offer **high quality content**.
- Continuing to **upgrade our existing cable network** into a broadband or fiber-optic bidirectional network.
- **Providing digital services** in order to stimulate new subscriptions, substantially reduce piracy and offer new value-added services.
- Increasing the penetration of our **high-speed internet access** and other multimedia services as well as providing a platform to offer internet protocol, or IP, and telephony services.
- Continuing to roll out advanced digital set-top boxes which allow the **transmission high definition programming** and recording capability, including OTT services.
- Continuing to **grow our mobile product**, bundling it with our other services.
- Continuing to **leverage our strengths and capabilities** to develop new business opportunities and expand through additional investments and/or acquisitions, which can be substantial in size.

What do we foresee for our SKY segment?

We believe that Ku-band DTH satellite services offer an enhanced opportunity for expansion of pay television services into households. We seek to upgrade reception of broadcasting signals and in areas not currently serviced by operators of cable or multi-channel, multi-point distribution services. We own a 58.7% interest in Innova, or Sky, our venture with DIRECTV. Innova is a DTH company with services in Mexico, Central America and the Dominican Republic with more than 6.2 million video subscribers, of which 3.2% were commercial subscribers as of December 31, 2022.

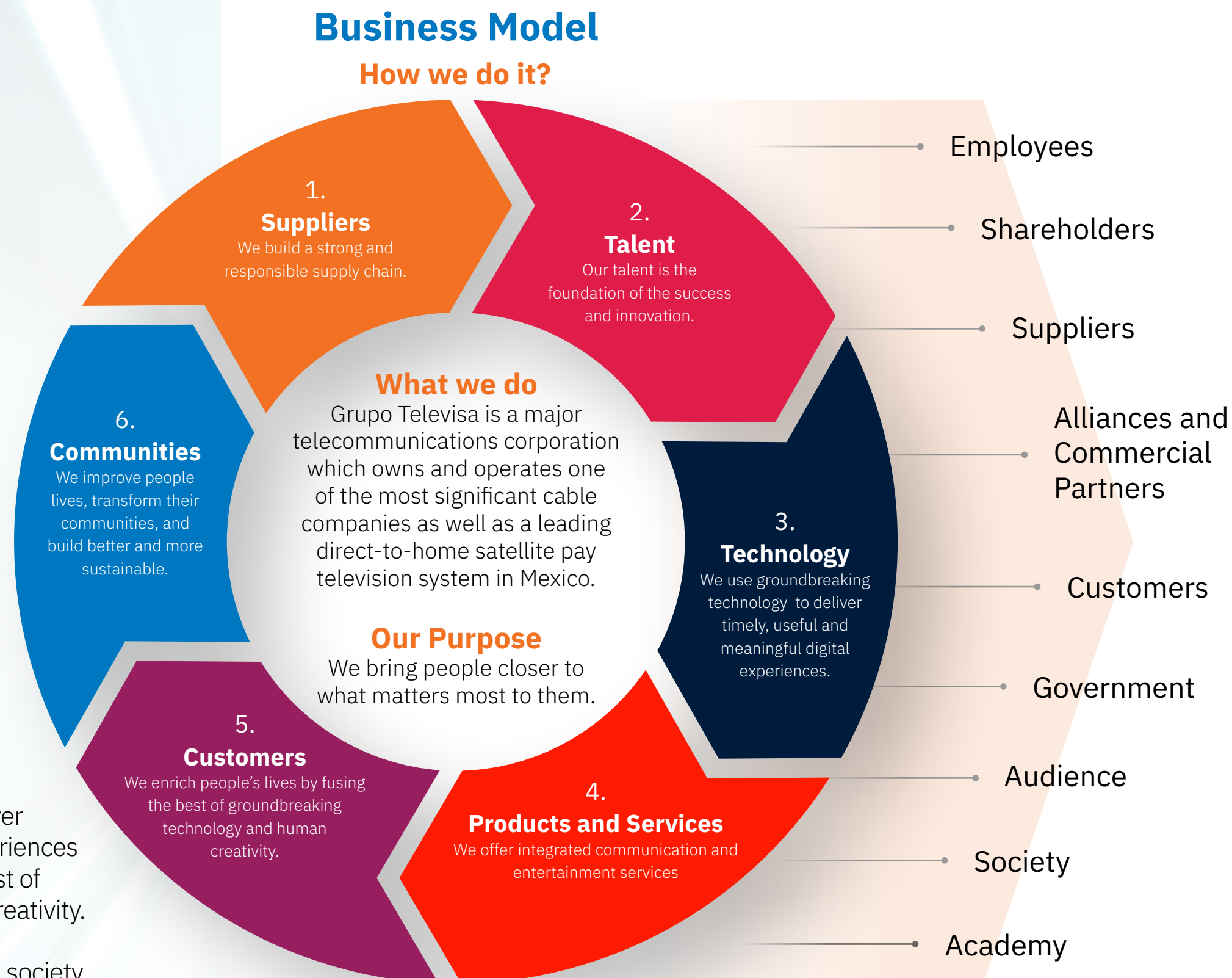
The key components of our **DTH strategy** include:

- Offering high quality content, exclusive broadcasts of sporting events, such as La Liga and La Copa del Rey (Spanish Soccer), The Bundesliga (German Soccer), the NFL Sunday Ticket, MLB Extra Innings, the NHL, marathons, ice skating events, Davis Cup, Diamond League, the Pacific Mexican Baseball League (LMP), Caribbean Series, the World Padel Tour, UEFA EURO, UEFA Nations League and qualifying matches of the CONMEBOL for the World Cup, as well as special coverage of female soccer leagues from Germany, Spain, Sweden and the UK.
- Capitalizing on **our relationship with DIRECTV** and local operators in terms of technology, distribution networks, infrastructure and cross-promotional opportunities.
- Capitalizing on the **low penetration of pay-TV services** in Mexico.
- Providing superior **digital Ku-band DTH satellite services** and emphasizing customer service quality.
- Providing aggressive **HD offerings** and continuously expanding our HD programming.
- Providing **single play broadband services** as well as video-broadband bundles to complement our product offering.

CREATING VALUE TO OUR STAKEHOLDERS

Our Mission: Our commitment is to deliver timely, useful and meaningful digital experiences that enrich people's lives by fusing the best of groundbreaking technology and human creativity.

Our Vision: Be a driving force in forging a society where innovation, inclusion and creativity thrive.



Our SDGs Contribution



Climate resilient connections

We connect society by strengthening climate resilient communication technology.



Digital inclusion

We enable equitable access to information and communication technologies for society to stay tuned with the world.



Empowering our people

We invest and empower people.



Leading by example

We embrace an ethical culture.

We promote Products and Services that allow Society to Connect.

The products and services we offer to our customers are an integral part of our society. We are present in day-to-day life, education, business connectivity, entertainment, and more through our wide offer of communication infrastructure.

In 2022, we ended with a network of 18.7 million homes passed mainly in Mexico. Throughout the years, we have proven our commitment in creating sustainable and affordable digital solutions that allow society to connect.

Televisa's Cable business offers cable and convergent services across 31 states in Mexico, covering the main metropolitan areas of the country and continuing.

We believe in continuing to invest in a strong connectivity network, accessible to everyone, with affordable products and services that address the existing digital divide and address digital poverty.

31

states in Mexico, covering the main metropolitan areas of the country with our cable business

Also, through SKY, we provide DTH (Direct-To-Home) systems using medium or high-power satellites to transmit TV signals to antennas installed in homes and businesses. Unlike the signals transmitted locally by conventional systems such as MMDS (Multi-Channel, Multi-Point Distribution Systems), the satellite footprint of a DTH system can cover large areas, reaching places where the infrastructure of cable TV operators is weak or non-existent, as in the rural and mountainous areas of Mexico.

We create value by investing in high speed and resilient telecommunication infrastructure accessible to all. We provide access to society by promoting affordable products and services. For decades, we have been at the forefront of technology, innovation and progress, providing an equitable and high-quality telecommunications network in Mexico. We are proud to know that our investments and technological efforts have contributed, and we aim continuing to bridge, the digital poverty gap in our country.

Cable coverage
Operations in Mexico

Sky coverage
Operations in Mexico, Central America and Dominican Republic



DTH

(Direct-To-Home)

systems using medium or high-power satellites to transmit TV signals

OUR COMMITMENT TO TRANSPARENCY



We strive to develop a consistent, transparent, and comparable ESG reporting framework to inform our stakeholders. As part of this effort, we publish an annual comprehensive Sustainability Report aligned with the Global Reporting Initiative (GRI) standards, an internationally recognized framework for sustainability reporting that helps organizations to report on their economic, environmental, and social impacts. Our report is aligned with the Sustainability Accounting Standards Board (SASB) telecommunications standards and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The indicators of these standards will be referenced in the Exhibits.

Reporting period: January 1 to December 31, 2022.

Reporting cycle: Annual

On January 31, 2022, we completed the merger between our former content assets and Univision. Although Grupo Televisa's equity stake in the new company TelevisaUnivision is approximately 45%, we do not control TelevisaUnivision. Therefore, since then we no longer consolidate TelevisaUnivision's results. See Note 3 to the Financial Statements in the Annual Report.

We identified five critical changes in this report:



A new materiality analysis was addressed to describe the priorities on ESG issues described in this report. We provide Televisa’s value creation story highlighting the company’s long-term purpose, mission and vision. This value creation is supported by clear initiatives about how and when we deliver sustainable performance as well as shareholder value.

Our Code of Ethics is a key and important document for us, applicable to all our subsidiaries, as it consolidates our organization’s philosophy about how we act as directors, officers and employees, and 32,150 employees have been trained. Some of the disclosed policies that are anchored in the Code of Ethics cover topics such as:

- Anti-corruption.
- Equal opportunities.
- Environmental Management System.
- Awareness of Information Systems.
- Protection and Treatment of Personal Data.
- Information Security.
- Information Security Incident Management.
- Whistleblower System Policy.



Grupo Televisa adheres to the following initiatives:

Initiative	Since	Description	Countries where it applies	Non-binding, voluntary initiative
CDP (Carbon Disclosure Project)	2014	Disclosure of the information on the company’s environmental impact, including water consumption and GHG emissions.	Globally	●
UN Global Compact	2016	Disclosure of information on the company’s human rights, labor relations, environmental and anti-corruption aspects. As a member, we support the Ten Principles of the United Nations Global Compact.	Globally	●
Socially Responsible Company (CEMEFI)	2017	Acknowledgement of Grupo Televisa’s corporate governance and ethics, and contribution to employees’ quality of life, community development and environmental protection.	Mexico	●
TCFD	2019	Adherence to Task Force on Climate-related Financial Disclosures (TCFD).	Globally	●
SBTi	2020	Science-based targets initiative which provides companies with a clearly defined path to reduce emissions. We are committed to the Science-Based Targets initiative (SBTi).	Globally	●

In 2022, our sustainability achievements resulted from a continuous improvement of policies and programs to enhance the Company’s performance. Grupo Televisa’s sustainability efforts were acknowledged globally throughout the year, and the Company’s inclusion was ratified by some of the most important initiatives:



- Dow Jones Sustainability MILA Pacific Alliance Index.
- Dow Jones Sustainability Emerging Markets Index.
- FTSE4Good Emerging Markets Index.
- FTSE4Good Emerging Latin America Index.
- S&P/BMV Total Mexico ESG Index.

MATERIALITY ANALYSIS

We completed a new materiality analysis for Grupo Televisa, which evidenced the challenges and opportunities in our sector, and the core topics to be considered by our consumers, clients, and relevant stakeholders. The Materiality analysis combines the internal viewpoint of our different businesses as well as the external viewpoint of key stakeholders. This is aligned with the Global Reporting Initiative (GRI) established by the GRI 1: Foundation 2021 and GRI 3: Material topics 2021, also we incorporated SASB standards. We applied an interactive tool that provides a fully automated solution for identifying material ESG risks and opportunities across different industries and sectors. For this analysis we considered the telecommunications, media and entertainment industries. Grupo Televisa’s Materiality Analysis is a key tool to focus our sustainability strategies on the most relevant issues for the Company’s businesses. The materiality analysis identified fifteen critical and priority issues.

Materiality Matrix



According to the materiality matrix, we identified the following material issues for the Group:

- A. Ethics and anti-corruption
- B. Customer privacy
- C. Information security
- D. Climate change
- E. Diversity, equity and inclusion
- F. Workforce management
- G. Efficiency and energy transition
- H. Governance structure and mechanisms
- I. Risk management
- J. Accessible services
- K. Community development
- L. Waste management
- M. Transparency and accountability
- N. Sustainable supply chain
- O. Innovation and technology

Environmental
Social
Governance

- Our analysis was the result of the following methodology:
1. **Definition** and confirmation of stakeholders.
 2. **Identification** of priorities in the current ESG strategy.
 3. **Surveys** to employees and interviews to executives regarding environmental, social and governance issues.
 4. **Analysis** of results, public information, and internal documentation regarding ESG issues applicable to the sector and its stakeholders. Analysis of variables for double materiality as well as subtopics and indicators for each material issue.
 5. **Review** and validation of the results.

We carried out our first double materiality analysis

To reinforce our ESG strategy, we considered a double materiality approach for the first time. It incorporates the financial materiality that analyzes those sustainability topics that are likely to materially affect the Company (financial variables) as well as those topics that the Company can materially affect (impact variables).

Inputs for impact variables – External company impacts:

- Sustainability reports
- Voluntary initiatives
- News
- Industry trends

Inputs for financial variables – External impacts that affect the organization

- Financial reports
- Voluntary financial market initiatives
- Financial sanctions
- SASB

For each of the 14 material topics, we identified impact and financial variables.

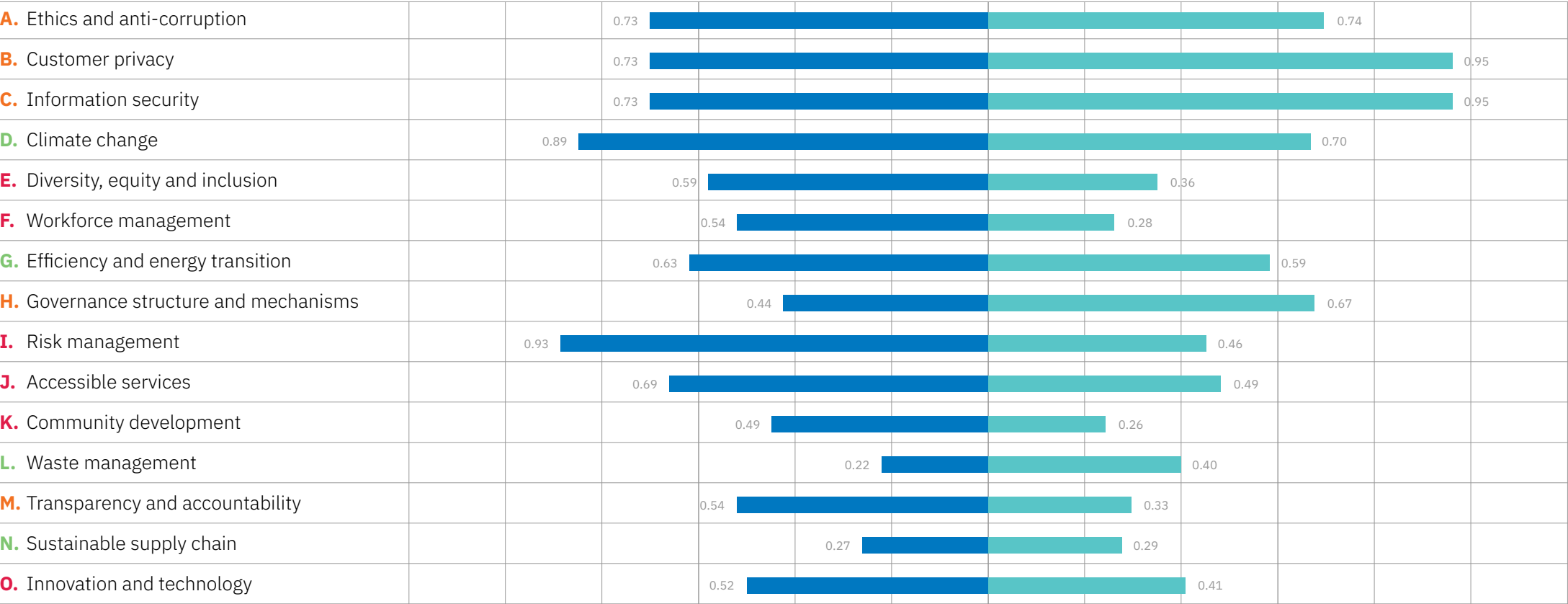
Double materiality

Impact variables

Analyze the probability of the Company’s **material impact to the outside** for each topic.

Financial variables

Analyze the probability that a certain topic might **financially affect** the Company.



Environmental
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These material issues require a systematic response with a focus on risk and impact management, as they represent a possible threat to society and to the sustainability of the business in the long term. Read more about our [methodology](#)

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Material topics

MATERIAL ISSUE	DEFINITION	SUBTOPICS
Ethics and anti-corruption	Guidelines or codes that dictate fair, ethical, and moral conduct of executives and employees. Includes training on the subject, regulatory compliance, actions to mitigate risks of corruption, and mechanisms that allow reporting and communication of concerns.	- Business Ethics - Corporate culture and reputation - Whistleblower system - Complaint mechanisms
Customer privacy	Considers any violation of customer data privacy, loss of data, non-compliance with applicable regulations or standards, lack of transparency, use for purposes other than those agreed upon, and omission of direct communication when there are changes in the usage policy, among others.	Data Privacy Management
Information security	Includes responsible handling and managing of data from collection, storage, processing, and even deletion. Also considers mitigation and response procedures on cybersecurity issues to guarantee protection in case of cyber-attacks.	Cybersecurity and information security
Climate change	Considers management of physical and transition risks of climate change, from identifying to developing adaptation, mitigation and resilience strategies. Also includes strategies for mapping, managing and reducing scope 1 and 2 greenhouse gases (GHG) (derived from the purchase and consumption of energy) and scope 3 GHG (from activities related to the business but outside its control).	- Governance related to climate risks and opportunities - Physical and transition risks and impacts of climate change - Adaptation and resilience - Scope 1, 2 and 3 emissions - Emission reductions and decarbonization strategies
Diversity, equity and inclusion	Covers efforts implemented by the organization to promote an equitable, inclusive, and diverse work culture, benefiting both employees and the organization. Considers hiring conditions, work environment, and job opportunities for employees, eliminating discrimination by gender, race, sexual identity, religion or age, among other causes. It also includes initiatives and programs to ensure equal pay and opportunities.	- Gender equity - Fair and just compensation - Fair, inclusive and diverse workplace - Equal opportunities - Discrimination

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In this report we publish an updated Materiality analysis that will continue to allow us to focus our efforts and resources.

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MATERIAL ISSUE	DEFINITION					SUBTOPICS	
Human capital	Considers employee attraction, retention, and development practices through training, performance evaluations, growth opportunities, career plans, and compensation. Also includes practices to protect employee rights through compliance with applicable regulations and standards. In addition, it covers occupational health and safety practices to improve working conditions, which include the identification, prevention, and mitigation of occupational injuries, accidents, or diseases, as well as training, protocols, and risk analysis, and efforts to promote physical and social activities, healthy habits and an adequate work-life balance.					- Recruitment, attraction and retention of human capital - Employee recruitment - Employee satisfaction - Performance evaluations - Employment rights - Employee incentives and benefits - Workplace harassment - Employee welfare - Occupational health and safety (physical and mental) - Health and safety certifications and audits	
Efficiency and energy transition	Comprehensive energy management of the company’s activities, including consumption monitoring, energy efficiency efforts, and analysis of related social and environmental impacts. Also refers to the transition from predominantly fossil-based energy consumption to renewable and alternative energy sources, including policies, targets, accounting instruments and technologies that facilitate that transition.					- Energy use, conservation and reductions - Sustainable building management - Transition to renewable energies	
Governance structure and mechanisms	Includes the structure, composition and selection of members, and corporate governance. Also considers the integration of ESG strategy into corporate governance, and evaluation practices of governing bodies.					- ESG governance structure - Selection of members of governing bodies - Functions of the highest governing bodies - Evaluation and compensation of governing bodies	
Risk management	Includes the identification and management of risks and opportunities related to business challenges. Focuses on how companies respond and adapt to these changes to continue business, grow and create value for investors and other stakeholders in the long term. It ensures the resilience of the business model and crisis management.					- Management and adaptation of health risks - Business continuity and crisis management - Creating value for the business model - Physical disasters and failures - Political and social risks - Risks of technological disruptions	
Accessible services	The ability of a company to ensure that all people and population groups can have access to its products and services without discrimination or limitations.					- Inclusive products and services - Inclusion in the responsible pricing initiative	
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MATERIAL ISSUE	DEFINITION	SUBTOPICS
Community development	Considers the relationship between companies and communities, taking into account the participation mechanisms, the contributions to the community, the promotion of local social, economic and cultural development, as well as the general positive or negative impact on local communities, social, environmental, and economic matters.	- Community involvement - Community support and development - Support for the local economy - Philanthropy, donations, and volunteerism - Education and community awareness - Local buys
Waste management	Processes and initiatives related to waste generation reduction, seeking the implementation of circular economy strategies. For hazardous waste, consider safe disposal practices. Also covers implementing actions that reduce the amount of waste generated and recovery strategies, such as reuse and recycling.	- Electronic waste management - Product life cycle planning and management - Circular economy - Management of hazardous and non-hazardous waste - Recycling, recovery and reduction of waste
Transparency and accountability	The pillar of this issue is the management of transparent and effective communication about the organization’s performance towards the different stakeholders. Communication with these groups includes financial results, relevant decision-making, and information on environmental, social, and corporate governance (ESG) indicators. To allow a two-way communication, this topic also covers dialogue strategies with different stakeholders. Also considers responsible communication and transparency in services and marketing.	- Investor Relations - Non-financial information report - Assurance of non-financial information - Responsible sales and marketing practices
Sustainable supply chain	Supply chain sustainable management strategies, such as the selection of suppliers with social and environmental criteria, their constant performance evaluation, strategies to prevent risks of shortages or disruptions by suppliers.	- Plastics management - Safety and quality of products and services - Transition to a circular economy - Changing consumption habits - Prohibition of forced labor, violence and abuse in the supply chain
Innovation and technology	Internal strategies to promote the use of new cutting-edge technologies and the development of innovative ideas that contribute to improving process efficiency, reducing social or environmental impacts and improving customer experience.	- Business model innovation - Digital transformation - Artificial intelligence - Innovation management

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ESG STRATEGY

We Empower Connections.

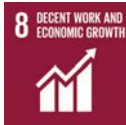
We continue connecting lives and building stronger connections through innovation and investment in resilient communication products and services that empower society to thrive.

Since we started our sustainability journey in 2017, we have made great progress related to our environmental targets. Between 2017 and 2019 we 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).

We are proud to announce that, during 2022, we met our water and energy consumption targets. This 2022 Sustainability Report presents an integrated sustainability approach with defined impact for 2030 by each ESG pillars.

The execution and efficient delivery of this strategy is guided by our management. Monitoring processes and the incorporation of these targets in the Group’s strategic plans consider ESG opportunities and risks to the business. Our Sustainability Committee (which is comprised of senior executives from different areas, such as Legal,

CLIMATE RESILIENT CONNECTIONS	DIGITAL INCLUSION	WE EMPOWER PEOPLE	LEADING BY EXAMPLE
We connect society by strengthening climate resilient communication technology	We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world.	We invest and empower people.	We embrace an ethical culture.
Objective Reduce 20% our CO₂ emissions by 2030 compared to 2019 baseline.	Objective Contribute to increase internet penetration in Mexico to levels in-line with those of other Latin American countries of around 85% of homes by 2025.	Objective Promote that our frontline employees have been trained on digital skills by 2025.	Objective Align our anti-bribery controls to international standards by 2025.
Iniciative ● Change of luminaires for LED lights. ● Change of air conditioners to inverter technology. ● Migrate our standalone application to cloud services (SaaS, IaaS,PaaS).	Iniciative ● Keep expanding our FTTH footprint in Mexico. ● Continue to penetrate our FTTH network, offering best-in-class internet services.	Iniciative ● Train our frontline employees in digital skills.	Iniciative ● Reinforce our current anti-bribery controls to comply with international standards
Objective Reduce 20% our water consumption by 2030 compared to 2019 baseline.		Objective Strengthen our ESG culture on material issues by training 100% our leadership positions by 2025.	
Iniciative ● Water consumption management		Iniciative ● Train all managerial positions in ESG issues	
	 		

Internal Audit, Human Resources, Risk Management, and others) reviews the company’s ESG performance and recommends ESG best practices and risk management. Strategic planning is conducted year-round, considering the potential impacts of ESG-re-

lated risks. We design potential short- and long-term strategies (or mitigation plans) to determine challenges and opportunities. The Audit Committee is periodically informed about the Company’s ESG initiatives and related activities.

OUR SDGs CONTRIBUTION

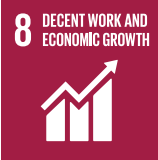
Achievements in sustainability have been the result of a constant process of reviewing policies and programs to improve our corporate management. These sustainability goals are aligned with best practices and international initiatives, such as the United Nations Sustainable Development Goals (SDGs).

We identified the most relevant risks and opportunities in environmental, social and governance issues and from them derived the implementation of some initiatives. Our five priority SDGs are directly related to our sustainability strategy. **SDGs 4, 5, 8, 9** and **16** represent our greatest opportunities for shared value creation and potential contribution. Our contribution to SDGs is detailed in Exhibit A.



PILLAR	GOAL	TARGET	INITIATIVES GRUPO TELEVISIA
1. Climate resilient connections: We connect society by strengthening climate resilient communication technology	 Climate action	● 13.1	Our climate change strategy aims to improve the resilience of our network by investing in climate-resilient connections .
		● 13.3	With the participation and collaboration of our allies, the Company develops various activities to promote a culture of care for the environment: ● Fundación Televisa through the program “Gol por México” Carries out an analysis of forested regions in need of reforestation and care, to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.
2. Digital inclusion: We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world	 Quality Education	● 4.1 and 4.5	We contribute to education and to foster equal access, we have created educational opportunities to improve the technological knowledge of young people, avoiding school dropout, promoting their empowerment by developing skills that will allow them to perform better in the technological professional world through the programs: ● Bécalos ● Cuantrix ● Gol por México
	 Achieve gender equality and empower all women and girls	● 5.B	To promote women empowerment, we have created the “Tecnolochicas” program, which contributes to the use of information and communication technology.



PILLAR	GOAL	TARGET	INITIATIVES GRUPO TELEVISA
3. Empowering people: We invest and empower people	 Promote inclusive and sustainable economic growth, employment and decent work for all	● 8.3	To promote decent and safe work, we implement an Equal Opportunities policy to promote our talent.
		● 8.5 and 8.6	To promote full and productive youth employment, we have implemented several programs through Fundación Televisa (Bécalos, Gol por México, “POSiBLE” and “Tecnolochicas”, among others) with the purpose of generating opportunities for the development of skills and abilities, promoting their empowerment and developing skills that will allow them to perform better in the workplace, in addition to promoting entrepreneurship and collaboration through inclusion and gender diversity.
		● 8.7 and 8.8	To protect labor rights, eradicate forced labor, end slavery, human trafficking, and child labor, by 2023 – 2024, we aim to achieve a supply chain with higher, sustainable and ethical standards. Our initiatives for this period are focused on evaluating our suppliers to prevent dealing with third parties involved in acts of forced labor, modern slavery, human trafficking, or any other kind of violation to human rights. We are reinforcing our third-party risk management process by adding to our current due diligence process know-your-customer questionnaires to be completed by third parties before engaging them in any supply activity with the Company.

Our Code of Ethics describes the organization’s values, principles, standards and norms of behaviour.



PILLAR	GOAL	TARGET	INITIATIVES GRUPO TELEVISA
4. Leading by example: We embrace an ethical culture	 Promote just, peaceful and inclusive societies	● 16.5	To reduce corruption and bribery, we are committed to conduct our business in full compliance with ethics and laws; we further adhere to best practices that are in the best interest of our stakeholders by developing an internal compliance system that includes: ● Code of Ethics ● Corporate standards ● Training in compliance and integrity ● Internal control and auditing systems ● Whistleblower system Our Code of Ethics describes the organization’s values, principles, standards, and expected behavior. It also incorporates fundamental principles of ethical conduct to be followed by all who are a part of Televisa, addressing relevant topics such as anti-corruption, prevention of conflict of interest, non-discrimination, confidentiality of information, and anti-competitive practices, among others. To enforce the principles of our Code of Ethics, specific guidelines are established and communicated through policies and procedures, such as reducing risks of corruption and bribery: ● Anti-corruption ● Gifts from customers, suppliers or potential partners ● Management of the institutional whistleblower system (whistleblower policy) ● Declaration of related persons ● Authorization of operations with related parties
		● 16.B	We reinforce non-discriminatory principles allowing equal opportunities and a safe work environment free of violence in favor of a sustainable development through these policies: ● Management of Psychosocial Risks, Workplace Violence and a Favorable Organizational Environment ● Equal opportunities

ENVIRONMENTAL

Our climate change strategy aims to reduce our end-to-end emissions, improve the resilience of our network and support a low carbon economy



CLIMATE-RESILIENT CONNECTIONS

We connect society by strengthening climate resilient communication technology.

Our climate change strategy aims to reduce our end-to-end emissions, improve the resilience of our network and support a low carbon economy by:

- **Investing** in climate-resilient networks.
- **Reducing** our energy consumption through energy efficiency initiatives.
- **Working** with suppliers to support reuse and recycling, as well as encouraging them to reduce their own greenhouse gas emissions.
- **Training** our people in climate action to build a culture that permeates in their day-to-day life.
- **Building** alliances to accelerate the transition to a low carbon economy.

We strive to monitor our environmental impact to track that it is minimal and are committed to decoupling the growth of our business from our environmental footprint. We follow the carbon mitigation hierarchy to avoid, reduce and minimize our scope 1, 2 and 3 GHG emissions in line with international protocols. During 2023, we plan to redefine our GHG emission reduction targets aligned with the Science Based Targets initiative and commit to periodically monitor and report on progress.

Grupo Televisa’s Corporate Environmental Policy outlines the operating principles in minimizing, mitigating, and compensating our environmental impacts across our businesses. Our Policy mandates the implementation of an ISO 14001 Environmental Management System which has been in place at Grupo Televisa since 2012 and is annually reviewed for continuous improvement. We are currently in the process of updating our Climate Action and Environmental Corporate Policy. Our Environmental Management System (EMS) covers energy management, climate change strategy, water risk and impact, and waste generation. EMS includes a solid structure, responsibilities, action plans, targets and objectives, training and awareness, and a data compilation system. The EMS is certified by external third parties, as a result of our compliance with international and national standards. Several facilities have been granted certifications by national and international institutions and are listed in Exhibit B.



CLIMATE-RELATED RISKS AND OPPORTUNITIES

Grupo Televisa started its journey to adopt the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in 2019. Today we continue strengthening our Governance, Risk management Strategy, and Metrics and Targets related to climate risks and opportunities as a core element of our business strategy. During 2022 we have deepened our understanding of the risks and opportunities associated with climate change at Grupo Televisa and its subsidiaries. We will continue integrating TCFD recommendations and reporting on progress in the future.

A) Governance

1. Board Oversight

Our Board of Directors oversees Grupo Televisa’s strategy delivery. Our Board is composed of up to 20 members elected by our shareholders. The Board of Directors meets at least quarterly and engages in reviewing the Company’s performance and strategy. The Board engages with the Audit Committee in reviewing key short- and long-term business risks and opportunities. In its oversight role, our Board sees risk management as an integral component of strategy, culture, and business operations.



Grupo Televisa’s risk agenda, including evaluation of climate related risks, is presented to the Audit Committee on a quarterly basis. We understand the importance of implementing our climate strategy, minimizing the environmental impact of our operations and becoming climate aware, starting at the top.

2. Management’s Role

As climate-related risks and opportunities are cross-functional in nature, in 2019 we incorporated a multidisciplinary executive Sustainability Committee composed of senior executives from different areas, such as Legal, Internal Audit, Human Resources, Risk Management and others reviews and approves our sustainability strategy, monitors ESG initiatives, evaluates annual results and sets objectives aligned with our business strategy, including engaging in climate-related risk and opportunity decisions relating to product and service offerings, and resilience actions, among others.

At Grupo Televisa, we drive our business forward through the management structures we have put in place and the planning and implementation process we use to think through decisions and put them into action.

Chief Financial Officer

Grupo Televisa’s Sustainability and ESG Strategy is under the leadership of our Chief Financial Officer. Within the corporate accountability of the CFO, we have a dedicated Corporate Risk Management Director responsible for coordinating our ESG initiatives across the Company and its subsidiaries.

Strategies related to climate change

- **To identify** and assess climate-related and other environmental issues.
- **Comparing** new and traditional technologies to determine the effectiveness of different controls and mitigation techniques designed to reduce climate-related risk.
- **Improving** the likelihood of business continuity, to protect from the occurrence of an adverse event.
- **To limit** commercial or operational failures resulting from climate change.
- **To ensure** robust and fault-tolerant operations.
- **Providing** a long-term plan to minimize our dependence on limited energy resources.
- **To train** our personnel focusing on what to do if contingencies result from climate change.
- **To limit** greenhouse gas (GHG) emissions.
- **To maximize** resource efficiency and cost savings.

Corporate Risk Management Director

We embed sustainability at multiple levels of our business, ESG-related issues are under the supervision of the Corporate Risk Management Director who is also responsible for Enterprise Risk Management, Internal Control, and Compliance.

B) Climate Strategy

We recognize that while climate-related risks and opportunities are inherently linked, each requires a tailored management approach. We plan to establish several company-wide strategies that help us review and manage risks from the top down.



C) Risk Management

We recognize climate risk as a material issue and we understand the potential impacts on our business and infrastructure network, both today and in the future.

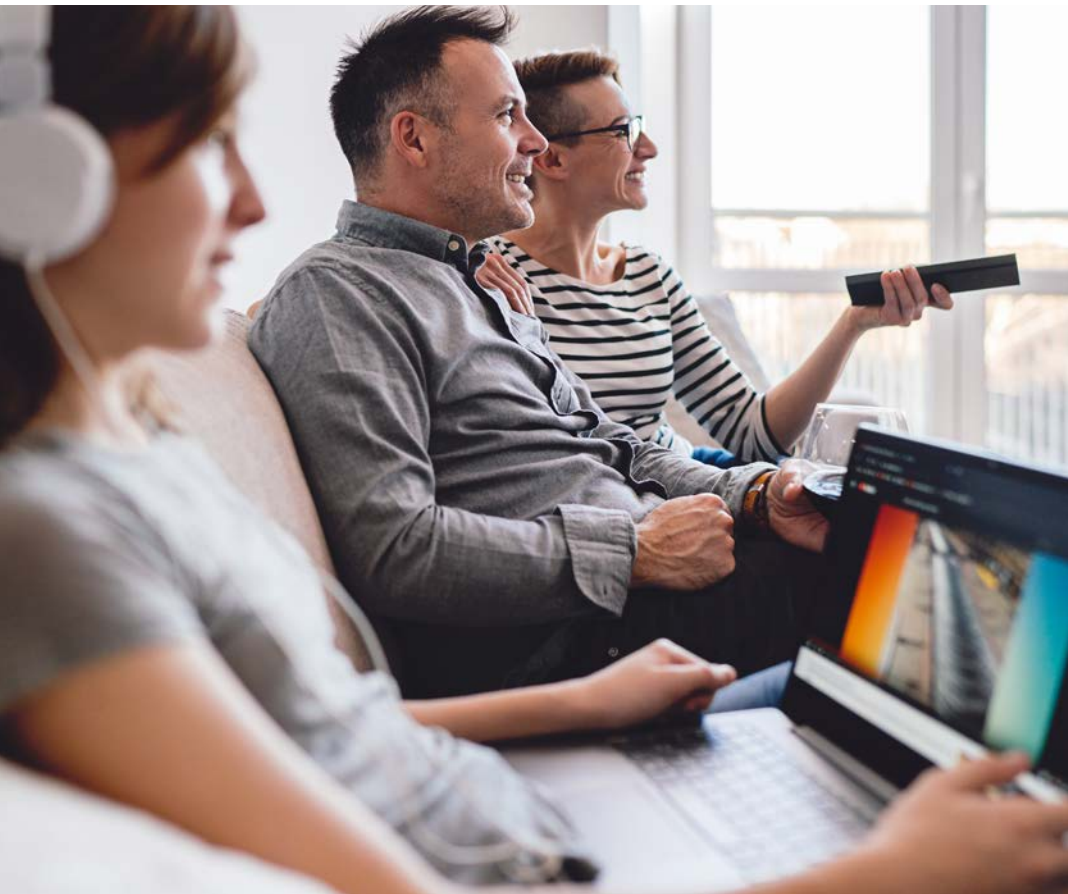
Since 2022, climate risk has been incorporated as part of our yearly risk management process and presented to the Audit Committee. We are currently in the process of incorporating climate related risks into our strategic planning and operational processes. Also, we are strengthening our formal multi-disciplinary procedures to engage our Board and management team.

We plan to establish several company-wide strategies that help us review and manage risks from the top down.

1. Short-term risk identification and assessment

At Grupo Televisa we conduct a yearly Integrated Risk Assessment with the objective of determining which risks can be managed, and which risks require a priority response. For the risks that present a potential impact we define a risk response or treatment strategy and, where appropriate, the implementation of response plans. We prioritize risk based on impact and probability. Finally, these results are presented to the management team and the Audit Committee.

In terms of climate related risks and as part of the integrated company-wide risk assessment and evaluation, we engage across corporate functions and businesses to identify climate change risk, to indicate the description of risk and the impact. With these targeted climate



related questions, we evaluate the following climate-related events during the assessment: hurricanes, flooding, precipitation patterns, and landslides. High priority risks identified include mitigation actions that inform and update on a regular basis business continuity plans on climate-related issues.

Our infrastructure networks and company assets are tested by climate change and natural disasters under our business continuity protocols as we have a responsibility to the millions of homes and businesses who rely on our services to create the most climate-resilient telecommunication network we can. 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 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 continuity to identify and assess natural and man-made events around its activities and operations that could adversely impact our business operations. In 2022, we conducted a 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 climate risk assessment prioritized risk based on the level of impact on our networks and business operations. Priority risks were those with the most direct and immediate impact on our network and customers. We evaluated six climate-related events during the assessment: heat waves, hurricanes, flooding, wildfires, high straight-line wind,

The climate risk assessment prioritized risk based on the level of impact on our networks and business operations. Priority risks were those with the most direct and immediate impact on our network and customers.

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.

The assessment highlighted recommendations around resilient network investments and selection and design of future and current sites. We are currently in the process of integrating these recommendations into our annual planning, business continuity, and capital allocation decisions.

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.

Climate risk and opportunities



TRANSITIONAL RISKS

Are business-related risks that follow societal and economic shifts toward a low-carbon and climate-friendly future. These risks can include policy and regulatory, technological, market, reputational, and legal risks, implied by:

- Changes in climate and environment related policies and regulation.
- Changes in or new eco-friendly technology.



PHYSICAL RISKS

These are risks arising from climate change that may be event-driven (acute) or long-term (chronic) changes in weather patterns. These could have financial consequences, such as direct damage to assets and indirect impacts from disruption to business continuity. Physical risks include:

- Operations and people affected by climate-related pollution.
- Extreme heat in working conditions.
- Operations and people affected by high air intensity/wind.
- Landslides.
- Damage to electronics and computers caused by a thunderstorm.
- 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).

OPPORTUNITIES	
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:	
Resource efficiency	- Environmental impact. We aim to minimize the environmental footprint of our operations and develop 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, SBTi 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.
Energy sourcing	Projects to migrate our standalone infrastructure to cloud services (SaaS, IaaS, PaaS). Efforts are made to migrate to use cloud services since, in addition to having financial benefits due to costs, they are operated considering environmental care and the conservation of non-renewable resources.
Processes, products, and services	We seek to reduce operating costs and maximize efficiency in service and distribution processes. Our material management projects consider location, resources, regulations, operations, and innovation. We consider the impacts of materials on living and non-living natural systems, including land, air, water, and ecosystems, by recycling and reusing materials.
Market and reputation	- Better positioning for the transition to a low-carbon economy. - Innovation and development of low-emission processes can improve our competitive position.
Resilience	- Managing associated risks and seizing opportunities in response to climate change. - Infrastructure: We plan to continue upgrading and hardening our infrastructure to be prepared for a changing climate.



2. Longer-term risk identification and assessment

We are working to incorporate longer-term climate-related risks into our riskevaluationandplanningtools that cover multi-year projections and probabilities over multiple climate scenarios. Climate-related scenarios will allow us to explore and develop an understanding of how the physical and transitional risks and opportunities of climate change might plausibly impact business over time.

Enterprise Risk Management

We formalized a corporate Enterprise Risk Management (ERM) program that is embedded into the culture where risks owners manage issues as a normal part of running a business. This program is accountable to provide visibility to our management and Audit Committee of critical risks and mitigation or treatment strategies.

EMS

Aligned with the
 International Organization
 for Standardization (ISO)
 14001 Standard

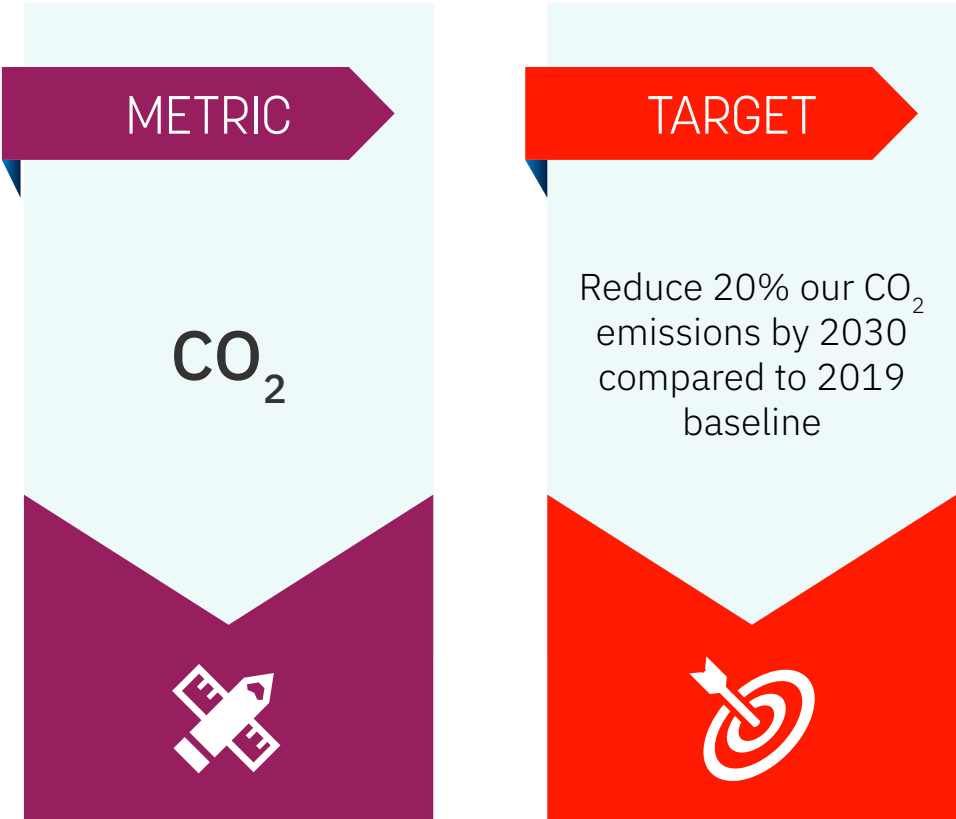
Environmental Management System

Our Environmental Management System (EMS) serves as corporate guidance in the implementation of our environmental commitments and regulatory compliance requirements. Aligned with the International Organization for Standardization (ISO) 14001 Standard, Grupo Televisa’s EMS covers energy management, climate change strategy, water risk and impact, and waste emissions. EMS includes a solid structure, responsibilities, action plans, targets and objectives, training and awareness, and a data compilation system. The EMS is certified by external third parties, as a result of our compliance with international and national standards. Several facilities have been granted with certifications by national and international institutions and are listed in Exhibit B.

Grupo Televisa’s integrated environmental management system provides a framework for identifying, controlling and reducing the risks associated with the environments in which we operate. It also provides the organization with best management practices that exceed regulatory requirements while striving for continuous improvement. We maintain ISO 14001 Standard certification in some business units, and we are in the process of evaluating further ISO certification across the business.

Our Environmental Management System (EMS) serves as corporate guidance in the implementation of our environmental commitments and regulatory compliance requirements.

D) Climate action target



As part of our strategy performance review and integrated risk management processes, we track a variety of climate-related metrics across our operations and value chain. We use these metrics to manage performance against our goals and to monitor current and future climate-related risks.

We also track the following short term and long-term climate performance indicators on a regular basis:

- Hurricanes
- Flooding
- Thunderstorms
- Extreme draughts

REDUCING OUR GHG EMISSIONS

Grupo Televisa measures its carbon footprint as part of its ESG strategy. Our current and future efforts for Scope 1 and 2 emissions are based on our emissions reduction initiatives and our emissions management reduction program that carefully consider location, resources, regulations, costs and innovations to minimize our GHG emissions by quantifying them, identifying their main sources and managing systematic actions to reduce them through transparent accountability.

In 2022, we set a target to reduce CO₂ emissions of 20% by 2030 (baseline 2019).

Our carbon emissions intensity is calculated based on 2022 total employees per CO₂e.

9.24

tons of CO₂ each employee
(36,999 employees)

GHG Emissions (Scope 1, Scope 2 and Scope 3).

Scope 1 emissions are generated by owned or controlled sources, such as emissions from combustion in our owned or controlled vehicles. The methods were outlined following the GHG Protocol Corporate Standard. This indicator measures gases included in the calculation, such as CO₂, CH₄, and N₂O. The chosen emission factors originate from mandatory reporting requirements and voluntary reporting frameworks. Emissions were reduced in 2022, and 2021 due to energy efficiency, and the separation of our former Content segment in January 2022.

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

Scope 3 are 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. Our GHG emissions reduction initiatives include reducing contami-

208.97

tons of CO₂e
(national flights)
Scope 3 emissions

29.52

tons of CO₂e
(international flights)
Scope 3 emissions

104.47

tons of CO₂e
(employee transportation)
Scope 3 emissions

342.96

tons of CO₂e
Scope 3
total emissions

Emissions

Direct Scope	2022 (t CO ₂ e)
GHG Scope 1 ⁱⁱ	11,328.08
GHG Scope 2	155,128.67
GHG Scope 3 ⁱⁱⁱ	342.96
GHG Scope 1 + Scope 2 + Scope 3	166,799.71

nant gases such as CO₂, CH₄, N₂O, and CO₂e 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:

- Ministry of the Environment and Natural Resources, Emission factors issued for 2022 carbon footprint calculation.
- Ministry of Energy, (2023)
- Energy Regulating Commission, (2015)
- Mexican Standard for Emergencies NOM-EM-005-CRE-2015 Standard
- National Institute of Ecology and Climate Change, (2015)

EFFICIENT USE OF ENERGY AND NATURAL RESOURCES

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

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 innovations to mitigate or compensate for our environmental impact, reduce energy consumption, and use clean energy sources.

Total electricity consumption and energy intensity

1.28 mGj.
Total electrical energy consumption

34.69 Gj./employee
Electric energy intensity
(inside the Company) per employee
36,999 total employees

We have set an energy reduction target of 10% by 2022 (baseline 2019) from direct measurements. Regarding the Company's approach to this indicator, the standards and methodological tools used for calculations exclude reductions resulting from reduced production capacity or outsourcing. Reductions in energy consumption have been achieved directly from conservation and efficiency initiatives. The reference used to calculate the reductions in energy consumption included comparing MWh, diesel and boiler energy costs to generate steam. This reference was chosen based on the savings in electricity costs, steam generation, diesel and natural gas fuels, and the lower environmental impact when using green energy. Regarding the rules, standards, methods, assumptions, or calculations applied in the calculation, the Company uses basic calculations based on the MWh price provided by the Federal Commission of Electricity (CFE) and calculations to obtain the GJe.





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

Our programs encourage cleaner sources of energy 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 **SDG 7**.

This indicator shows the energy consumed by entities owned or controlled by the Company and its subsidiaries. We use generic conversion factors to convert fuel to joules and applied this methodology to prepare annual measurements 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:

1. SEMARNAT (Registro Nacional de Emisiones)
[Acciones y programas del Registro Nacional de Emisiones](#)
[Cálculo de emisiones de gases o compuestos de efecto invernadero](#)
2. SENER - Comisión Nacional para el Uso Eficiente de la Energía
[Lista de combustibles y sus poderes caloríficos](#)
3. CRE Norma Oficial Mexicana de Emergencia
[NOM-EM-005-CRE-2015](#)

Energy consumption in our company

Source	2022 (Gj. consumed)
Diesel fixed sources	9,901
Non-associated natural gas fixed sources	3,781
Gas LP fixed sources	135,016
Diesel mobile sources	6,982
Gas LP mobile sources	0
High octane Premium mobile sources	5
Magna mobile sources	19,817
Total Scope 1	175,503

Total electricity energy consumption

	Unit	2022
Total electricity energy consumption	Gigajoules (Gj)	1,283,823.49
Total electric energy	MWh	356,618.00

Our clean energy management program carefully considers location, resources, regulations, cost, operations, and innovation.

ENVIRONMENTAL RESPONSIBILITY

Water is the source of life.

Aware that water is the source of life, we have a low water consumption footprint and focus on using all natural resources responsibly. Since 2019 we have achieved a 10% reduction in water consumption, a target aligned with government efforts and the water-related targets of the UN Sustainable Development Goals. Our goal is to save 150,000 liters of water per year installing ecological urinals in our facilities.

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

Our greatest water consumption in 2022 was in the Azteca Stadium, in order to keep the stadium’s field in favorable conditions, which requires a continuous water irrigation system.



Editorial credit: Aberu.Go / Shutterstock.com

Water Consumption ^(IV)	2022	
	volume, (m³)	(%)
Clean water	261,037.88	84.29
Recycled water	22,576.00	7.29
Reused water	26,058.00	8.42
Total	309,671.88	100.00

Programs to reduce water consumption are developed across all of our operations. Our water management program carefully considers location, resources, regulations, cost, operations, and innovation.

Our EMS includes actions to manage and preserve water, including withdrawal, consumption and discharge, as well as water-related impacts caused by or directly linked to the Company’s activities, products, or services. 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, and we monitor the volume of water used for conservation activities. Our goal is to maintain the quality of our discharged water through wastewater treatment plants (WWTPs) that use ionic and biological electro-chlorination methods. Treated water is used mainly in toilets, fire systems, and green-area irrigation.

We are aware that water withdrawal in water-stressed areas can significantly impact the environment and therefore focus on water stewardship efforts and practices to meet the human and ecological demand, while mitigating water stress levels. We use tools for assessing water-stressed areas such as the World Resources Institute’s Aqueduct Water Risk Atlas, and the WWF’s Water Risk Filter.

Water bodies are important to local communities, so our water discharge program helps us mitigate the impact of our discharges. We measured the volume of water effluents discharged in 2022, but excluded collected rainwater and water from domestic sewage from the volume of planned and unplanned water discharges.

The volume of water discharged is obtained by subtracting the total water recycled and recirculated from the total volume of fresh water consumed. The recycling process consists of a closed circuit that works with WWTPs, which helps us avoid discharges into the municipal sewage system. Discharges are made in case of an overflow, and those are not quantified. Total water discharged during 2022 was **48,634 m³**.

Water discharged complies with the NOM- 003- SEMARNAT-1997 standard. The volume of treated water reported corresponds to the facilities where WWTPs are installed.

- No direct water sources were affected by the 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 national or international protected area was affected by our water discharges and runoffs.



Total water discharged during 2022 was 48,634 m³.



The volume of water discharged is obtained by subtracting the total water recycled and recirculated from the total volume of clean fresh water consumed.

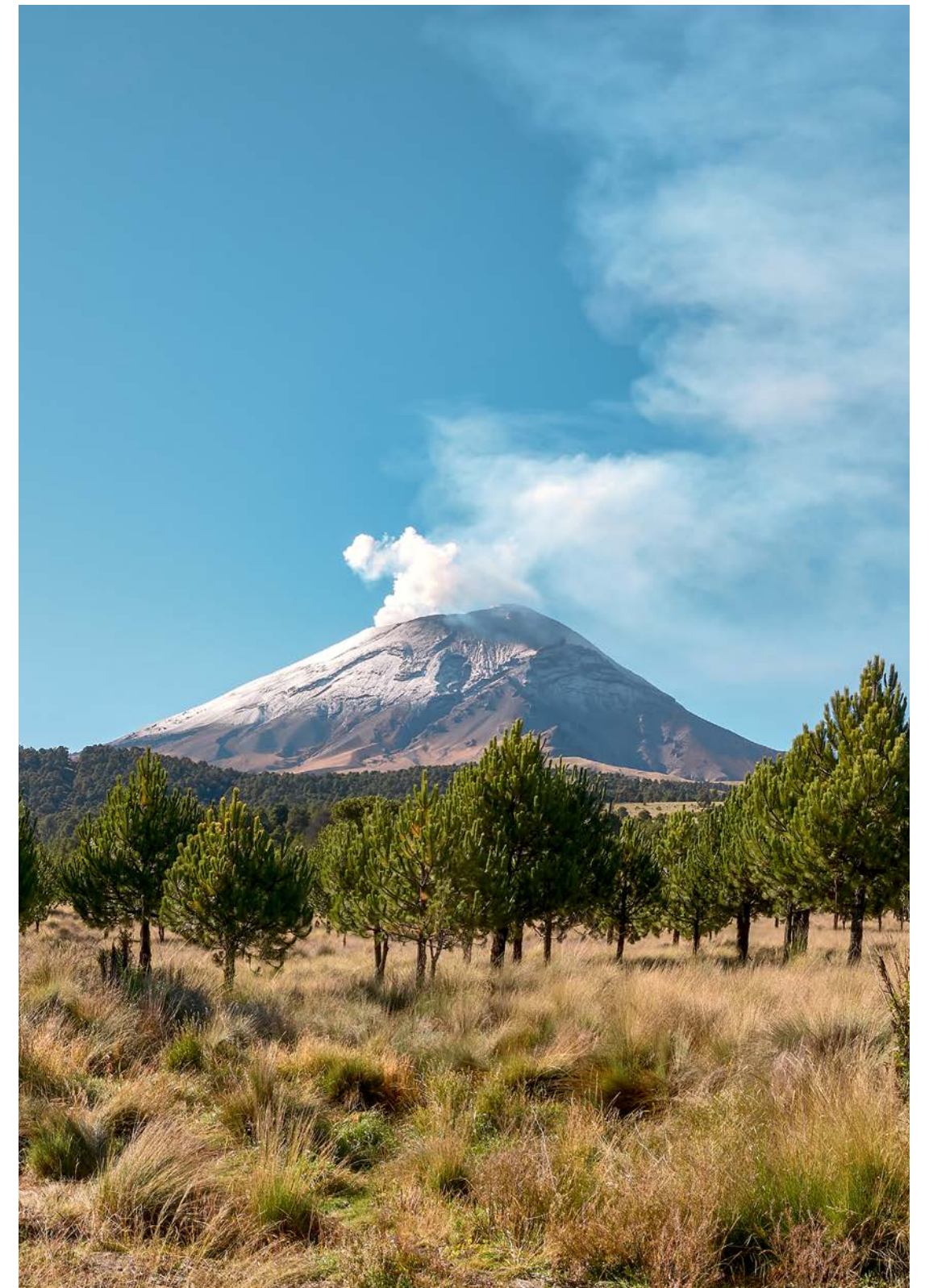
WE CARE FOR PROTECTING OUR BIODIVERSITY

At Grupo Televisa, we respect, value, conserve, restore and protect the essential benefits that nature provides to all human beings. Mexico is one of the main world megadiverse countries with around 200,000 different species and is home of 10 to 12 percent of the world's biodiversity.

Since most of our facilities are located in low environmental impact areas, biodiversity is not significantly affected by our operations. Broadcasting and rebroadcasting equipment are located in five protected natural areas:

- Izta-Popo Zoquiapan National Park
- Cerro de la Silla
- Cerro del Fortín Ecological Reserve
- Tehuacán-Cuicatlán Biosphere Reserve
- Cerro del Cimatario

In 2022, there were no significant direct, indirect, reversible or irreversible impacts on biodiversity. Our scope of the indirect effects on biodiversity considers our supply chain.



CIRCULAR ECONOMY INITIATIVES

For telecommunication companies, this means repairing, refurbishing, or recycling electronic devices to extend their lifecycle rather than disposing them.

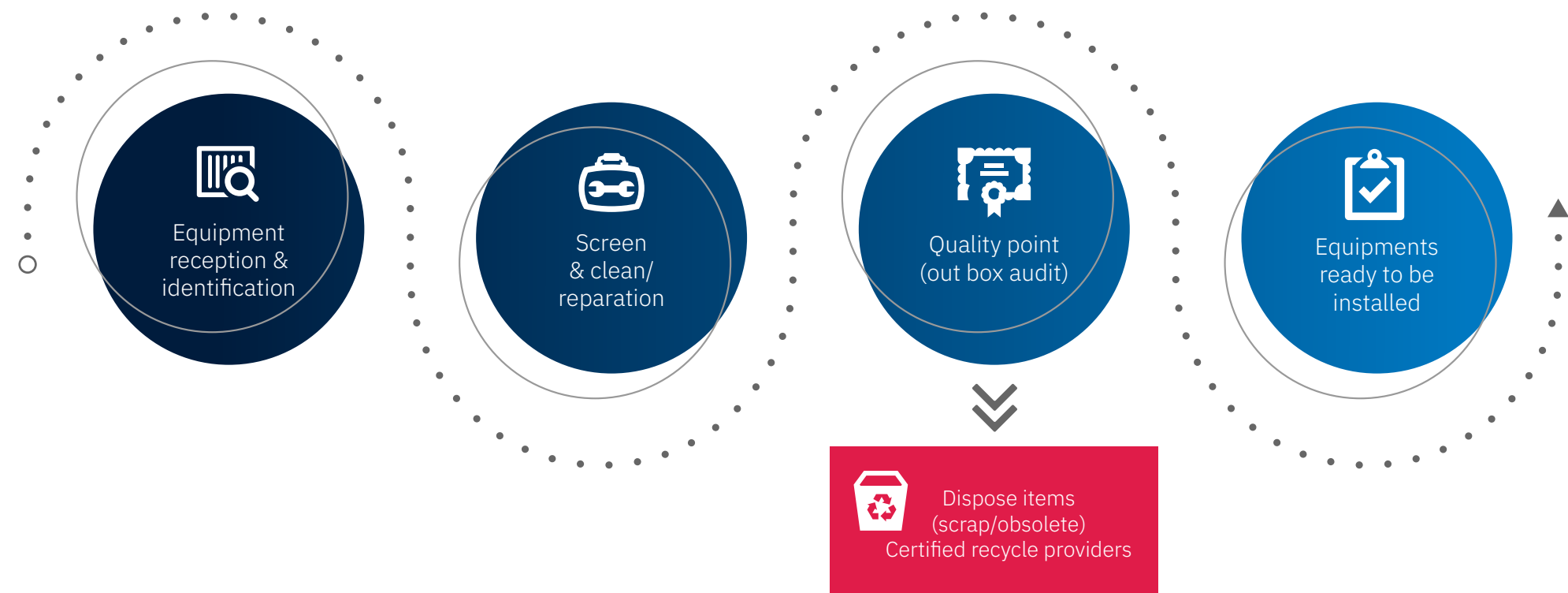
We support a circular business model by connecting our value chain.

At Grupo Televisa we encourage our providers and consumers to keep their electronic devices in circulation for extended periods of time. For telecommunication companies, this means repairing, refurbishing, or recycling electronic devices to extend their lifecycle rather than disposing them.

Electronics manufacturing demands a considerable amount of energy and raw materials. If a device is kept in circulation longer, companies don't need to order new devices as often, which results in reduced emissions, fewer raw materials used, and energy savings.



Repair Centers



The opportunity in the circular economy for Grupo Televisa lies in including refurbishing into the business model. In collaboration with our suppliers, at our repair centers we promote the reduction of the environmental impact produced by our services.

During 2022, we refurbished 3.76 million decoders, representing 64% of the devices received. The items that qualified as scrap or obsolete were sent to certified recycling partners.

We have garbage containers to separate organic from inorganic waste at our facilities. A specialized supplier provides us with collection services and evaluates the amount and type of waste we generate. In 2022, the volume of recycled materials from our operations was as follows:

Other resources and materials recycled

Material	Unit	2022 (Quantity)
Paper	kg	12,375.00
Treated water	m³	8.69

In 2022, we made efforts to mitigate our carbon footprint through our materials recycling program.



Type of material	Recycled waste by material (kg)	Trees saved	Water saved (m³)	Fuel saved (l)	Electric energy saved (MWh)	Oxygen (provided x people)	Sent to landfill (m³)	Oil extraction avoided (barrels)
Paper	12,375	210.38	334.12	18,067.50	50.74	841.50	371.25	N/A
Paperboard	32,849	699.53	1,111.02	60,077.54	168.71	2,798.13	39,825.75	N/A
PET	2,452	N/A	96.26	N/A	12.33	N/A	61.30	1,226.00
Aluminum	23,683	-	-	-	355.25	-	-	734.17
Scrap	54,324	N/A	353.51	N/A	291.93	N/A	0.00	N/A
Plastics	110	N/A	4.32	-	0.55	-	-	1.32
Total	125,793	909.91	1,899.24	78,145.04	879.51	3,639.63	40,258.30	1,961.49



SOCIAL

Our talent that is the heart of our success and innovation. Therefore, it is the reason we focus on building an organizational culture that allows them to improve their performance, to grow and strengthen their commitment to our new corporate purpose.



WE EMPOWER PEOPLE

36,999
Total employees

Our commitment to empowering people has a twofold approach. First, with our talent that is the heart of our success and innovation. Therefore, it is the reason we focus on building an organizational culture that allows them to improve their performance, to grow and strengthen their commitment to our new corporate purpose, in which our talent plays a fundamental role. On the other hand, through Fundación Televisa, we empower our communities with innovative programs in education, culture, entrepreneurship, and environmental protection, taking advantage of the Company’s communication channels with state-of-the-art digital tools, financial support, and multidisciplinary teams.

Our commitment is to keep being an attractive organization to work for in Mexico, reinforcing our talent attraction, recruitment, and selection processes. In the following sections we will describe how we build a diverse, inclusive, healthy and empowered workforce which delivers distinctive client service.

Our talent in 2022:



Employee
Gender Diversity
67% Men
33% Women



Executive
Gender Diversity
77% Men
23% Women



Employees
by affiliation
34% Unionized
66% Non-unionized

1,912
Employees internally promoted

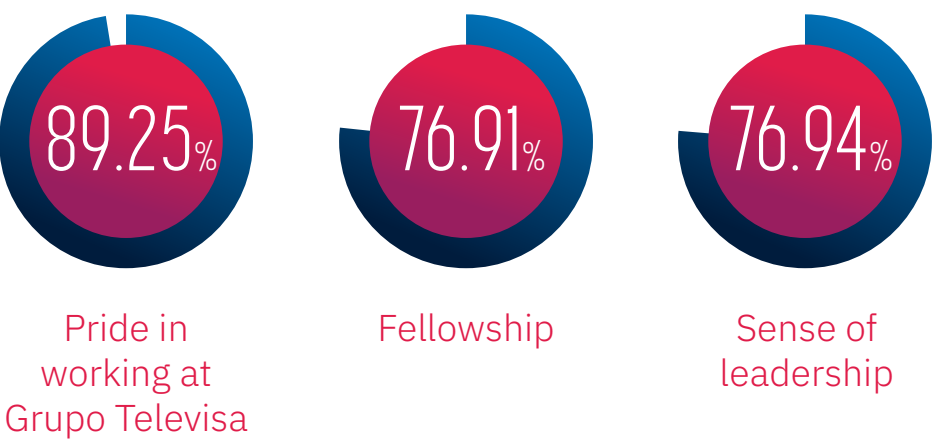
Year Ended December 31, 2022	
Employees ^(v)	36,999
Men	67%
Women	33%
Permanent employees	36,808
Men	24,727
Women	12,081
Category	
Non-executives	36,734
Executives	265
Men	77%
Women	23%
Geographic Location	
Mexico	99.81%
Outside Mexico	0.19%
Employees by affiliation	
Unionized	33.72%
Non-unionized	66.28%
Employees promoted	1,912

We are proud of what we represent.

Employee engagement is a key process to fostering our talent, growing our business, and maintaining our inclusive culture.

Grupo Televisa performs periodical surveys to assess the organizational climate. The Human Resources area oversees the findings, monitors the results, and address them through defined actions; therefore, we continue working to improve our work environment.

In 2022 we performed the biannual organizational climate survey that helped us to get an accurate pulse on employee perception and needs. The main survey’s findings (Range 0: worst – 100: best) were:



We empower our people.

At Grupo Televisa, we are privileged to have people committed to the Company and its future. This year, we updated our corporate purpose, which reflects our key piece for success: our talent.

Our talent acquisition and retention approach are outlined in our policies, which strive to build a committed and innovative workforce.

The Human Resources function of each of the businesses that are part of the Group, focus on empowering our people with a series of programs such as talent development, performance evaluations, and succession plans for the promotion of our talent. We are undoubtedly convinced that caring for our people leads us to success and that providing them with the tools for their development transforms them into a key piece to strengthen us as a Group.

Talent Management

We focus our efforts on attracting, developing, and retaining the best talent. Our talent acquisition and retention approach are outlined in our policies, which strive to build a committed and innovative workforce. This approach is aligned to our business strategy, corporate purpose and values.

Organizational development is a strategic priority for Grupo Televisa and its execution across the organization is carried out under a comprehensive, planned, and continuous improvement framework. Its goal is to prepare, develop, and retain talented employees by providing them with the knowledge, skills, and attitudes necessary to achieve the best performance in their current and future positions, and adapting them to the changing needs of the environment and the organization.

Performance Management

Our Development Department annually coordinates company-wide performance evaluations, implemented through our Performance Management System platform. In 2022, the evaluation reached 5,546 non-unionized employees, with a participation rate of 76%. The Performance Evaluation program, applied on an ongoing, annual basis, is part of a continuous improvement effort and is carried out in accordance with best practices, and is subject to internal and external audits.

We are convinced that one of our greatest strengths is the performance of our team, through their ideas and experience. We offer our employees a wide range of resources and opportunities to maximize their development and performance inside and outside the workplace. The Performance Evaluation program measures their progress based on their achievements and competencies, aligning individual objectives with the organizational strategy, and identifying strengths and areas of opportunity. In 2022, Grupo Televisa’s service unit applied a Performance Evaluation and Assessment of Objectives to executives and mid-career managers.

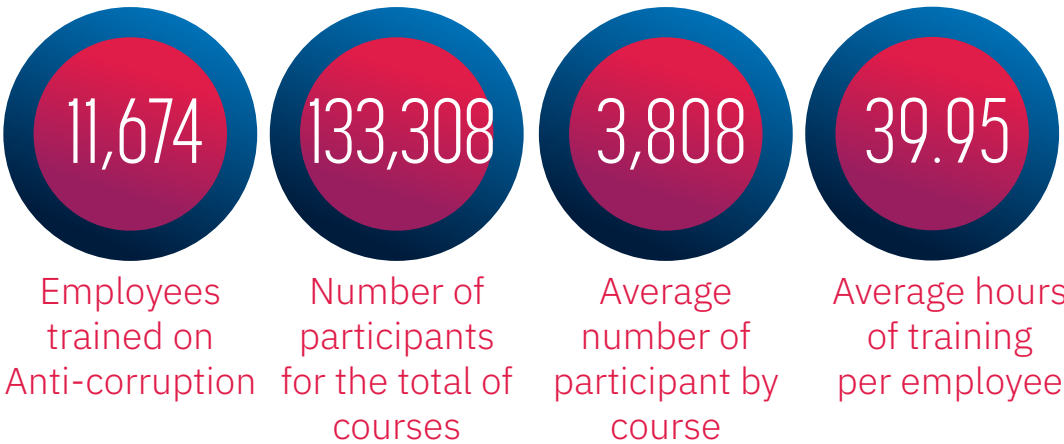
Employee Relations and Engagement

We are committed to offering solid working conditions to our employees, respecting their human and collective rights and providing a work environment that improves their performance and commitment. We recognize the importance of collaborating with our employees, their representatives and organizations, as well as with external labor stakeholders. We understand that the talent of our employees is undoubtedly the key to achieving excellent performance in all business areas, and their professional growth is an important part of our business strategy. We are committed to constantly evaluating the labor relations-management approach. Complying with the legal framework in individual and collective matters.

We invest in our People.

Training and Development

During 2022, we invested in 1,478,170 hours of training for our employees. We have normative courses that are taught to our employees such as the Code of Ethics, Information Security, Anti-corruption, as well as courses on Professional Development, Diversity and Inclusion, ESG, Health and Safety, and Digital Skills for a detailed list you can refer to Exhibit D.



We have an institutional process for the succession of our key personnel, which aims to ensure the continuity of our operations and the development of critical business functions. This process identifies potential future replacements for 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.



We demonstrate our commitment to the well-being and development of employees through various policies, such as those related to talent hiring, performance evaluation, training, psychosocial risk management, workplace violence, industrial safety and occupational health, social responsibility and sustainability, among others.

Compensation and Benefits

We have Benefit schemes aimed to strengthen employees’ sense of belonging and commitment to attracting and help to retain talent. We seek that our employees are rewarded and recognized for their contributions with competitive salaries and benefits. 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 benchmarks. In the benefits part, the operation is also based on internal policies and benchmarks against other companies. For more details, see Exhibit C.

At Grupo Televisa, we align ourselves with and respect to national regulations and recognize the value of the family, therefore, during 2022 we had 283 maternity leave, of which 81.49% of employees remained in the company once it ended.

During 2022 we had 283 maternity leave, of which 81.49% of employees remained in the company once it ended.

SAFETY, HEALTH AND WELL-BEING

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.

The well-being, health, and safety of our people are our highest priority. 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.

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 periodical 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.

Healt and Safety Data

2022	Number of accidents	Number of workers exposed	Absenteeism rate (%)	Number of days lost	2021	Number of accidents	Number of workers exposed	Absenteeism rate (%)	Number of days lost
Total	2,051	37,195	0.12	13,258	Total	231	46,786	0.06	7,210

During the year, Grupo Televisa continued implementing the sanitary fence strategy for detecting COVID-19 infections.

Our commitment is based on the legal compliance established by the Federal Labor Law, union agreements and occupational health and safety regulations, as well as all applicable laws on occupational health and safety established by the Ministry of Labor and Social Welfare, among others. Our mechanism for reporting complaints about health and safety issues at work is an e-mail account belonging to the Industrial Safety and Civil Protection area, cuidate@televisa.com.mx, through which an administrator will receive and respond to all emails, channel complaints and requests for guidance, which will be followed- up until they have been resolved.

During the year, Grupo Televisa continued implementing the sanitary fence strategy for detecting COVID-19 infections. This fence consisted in applying protocols for rapid tests and SARS-CoV2 PCRs, supplying personal protection materials to prevent contagion, and maintaining permanent internal communication campaigns to disseminate strategies, guidelines, protocols, and recommendations regarding COVID-19. Occupational health and safety training is provided to all employees, including training on specific hazards related to hazardous jobs, activities, and situations.

Our Industrial Safety and Occupational Health Policy aims to regulate industrial safety and occupational health in the Company. Additionally, our facilities must have:

- annual plans and general and particular training programs based on health and safety risks of the activities to be carried out;
- an action plan to follow up on findings, and;
- an analysis of risks according to the type of operation.

We promote healthy lives and the well-being of our talent, aligning this commitment with the UN Sustainable Development Goals, and offer all our employees access to medical services. In 2022, there were no deaths due to accidents or occupational diseases.

Our operations are supervised by the Safety and Civil Protection Committee 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 well-being of our talent as part of our integrated sense of responsibility. In addition, the core functions of our Security and Civil Protection Committee include:

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



Total number and rate of employee turnover during 2022: 16,173 employees (44%). This data is not disaggregated by gender.

Reasons for leaving the Company:

- Resignation: **43.43%**.
- Dismissed employees: **9.45%**.
- Other reasons included absenteeism, death, retirement, personal projects, disability, etc.: **47.1%**.
- Our turnover rate is high due to the nature of our business, especially in certain positions such as customer service representatives, technicians, and call center operators.

WE ARE PROUD OF OUR DIVERSITY

At Grupo Televisa we believe that a diverse workforce is the source of innovation and creativity, as it allows to share different perspectives, experiences, knowledge and approaches.

We are proud of our diversity, which we consider a strategic value.

We are proud of our diversity, and we consider it a strategic value. We support, strengthen, and promote each person's individuality while celebrating and recognizing the sum of our different talents, ways of life, thoughts, and needs, as these differences can contribute to our objective as a Company. We strive 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 equal opportunities.

At Grupo Televisa we believe that a diverse workforce is the source of innovation and creativity, as it allows to share different perspectives, experiences, knowledge and approaches. We actively promote diversity and inclusion in our operations, seeking to maximize the potential of our workforce and achieve greater organizational excellence. We believe our success is based on embracing, celebrating and leveraging our differences to fulfill our vision.

We are in the process of developing a Diversity and Inclusion Corporate Policy. Through this corporate commitment, we seek to actively address diversity and inclusion as a strategic element for the business, help us to close the salary gap between men and women, strengthen our gender equality strategies, promote equal opportunities, participation and recognition of women and men.

We are also working to develop programs that promote and strengthen equality and respect for individual differences through a dignified treatment allowing all our employees to learn, grow and advance with equal opportunities.

We have a Psychosocial Risk Management, Workplace Violence, and Favorable Organizational Environment policy, and any misconduct can be reported by employees through the whistleblower channels.



WE RESPECT HUMAN RIGHTS

We respect human rights as a fundamental way of doing business.

Human rights are defined and internationally recognized in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights), and the principles related to fundamental rights established in the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work.

Grupo Televisa is committed to respect internationally recognized human rights and to comply with the United Nations Guiding Principles on Business and Human Rights. Everyone who works for or on behalf of Grupo Televisa is responsible for ensuring compliance with this commitment. Human rights commitment is included in our Code of Ethics and we are currently in the process of developing a Human Rights Corporate Policy.



According to our aim of providing equal opportunities, we are committed to zero tolerance for discrimination, harassment, bullying and workplace violence. Our internal policy establishes the guidelines and preventive measures and actions to address these situations. We also respect the right to freedom of association of employees, if they choose to belong to any group or association, including unions, in accordance with the law. As of December 31, 2022, 33.72% of the workforce is unionized.

We condemn forced or compulsory labor, for this reason we recognize the rights and obligations of employees, which together with our recruitment and personnel selection processes, aim for labor contracts to comply with the conditions established by law. We maintain open lines of communication, such as our whistleblower system, which allows anonymous reporting of any conduct that violates our principles.

At Grupo Televisa we will continue to focus on the well-being of our employees, reiterating our commitment to offering solid working conditions, respecting their human and collective rights, and fostering a sense of belonging, therefore promoting a favorable organizational environment.

Grupo Televisa is committed to respect internationally recognized human rights and to comply with the United Nations Guiding Principles on Business and Human Rights.

DIGITAL INCLUSION

We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world.

In 2022, Grupo Televisa connected 15.9 million Revenue Generating Units (RGUs) by the cable segment and 6.9 million RGUs across Mexico and Central America by Sky. We are committed to bridging digital poverty by providing affordable access to internet connection and entertainment products and services.



Grupo Televisa believes that overcoming the digital divide is key to achieving the Sustainable Development Goals. We promote and support the United Nations definition of digital inclusion as “equitable, meaningful, and safe access to use, lead, and design digital technologies, services, and associated opportunities for everyone, everywhere.”

Today, digital divide reflects and amplifies existing social, cultural, and economic inequalities. We understand digital poverty as the inability to interact with the world fully, when, where and how an individual needs to. However, we believe digital and communication technologies can give an unprecedented boost to sustainable development.

According to the United Nations, half of the world’s population currently lacks access to the Internet. In Mexico, 3 out of 10 people do not have access to internet according to the National Institute of Statistics and Geography, an autonomous agency of the Mexican government. Internet access as well as access to international communication channels is not homogeneous, and rural areas are the ones with the fewest registered users.

We support the United Nations goal that, by 2030, every person should have safe and affordable access to the Internet, including meaningful use of digitally enabled services in line with the Sustainable Development Goals.

Our core business is to create the infrastructure society needs to connect and stay tuned with the world. Connections bring meaning to life; we meet society’s needs for connection by continually investing in the infrastructure required to connect with the world.

Digital inclusion has been a priority for Grupo Televisa for over decades and is core to our business strategy. Over the years, we have focused our efforts on:

Digital technology access

Digital skills development

School connectivity

Digital inclusivity for women and girls

Digital access for diverse users and vulnerable groups



Through our operations we will continue to provide *equitable access to information and communication technologies* across markets. From a socially responsible perspective, Fundación Televisa acts as the main vehicle for Grupo Televisa’s social impact strategies. Our efforts, both through our services and through Fundación Televisa, are targeted to address both access and digital skills.

We believe in a society where staying informed, having access to international channels, and connecting online to the variety of products and services that digital technologies can offer, are essential ingredients for enhanced personal development and societal well-being.

FUNDACIÓN TELEVISA

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

Contribution to the Community

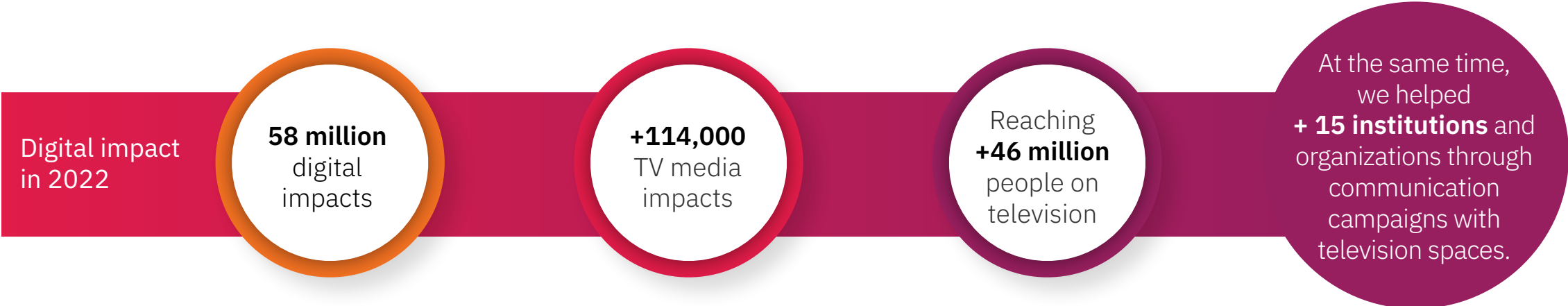
In 2022, Fundación Televisa celebrated its 20th anniversary and remains committed of helping those most in need. As a result, we were able to impact the lives of 968,046 children and adults in both Mexico and the United States, investing, (together with our 217 allies), more than 337 million pesos.

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 communities. 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.

Our sustainability programs and initiatives are intended to help achieve 12 of 17 of the United Nations (“UN”) Sustainable Development Goals (“SDG”), including (i) no poverty, (ii) zero hunger, (iii) good health and well-being, (iv) quality education, (v) gender equality, (vi) decent work and economic growth, (vii) reducing inequalities, (viii) sustainable cities and communities, (ix) climate action, (x) life on land, (xi) peace, justice and strong institutions, and (xii) partnership for the goals.

Fundación Televisa has diverse programs for different life stages:

- **Empieza Temprano** focuses on early childhood development by providing parents and families with information and practical tips.
- **Valores** a civic values program, enhances the skills of K-12 students.
- **Vida Saludable** is a program focused on health and wellness
- **Cuantrix** teaches computer science and coding.
- **Technolochicas** empowers young women through STEAM (Science, Technology, Engineering, Art and Mathematics).
- **Bécalos** works to increase high school and college completion while improving the student’s employability.
- **POSiBLE** helps to expand high-impact innovation-driven entrepreneurship through training, networking, resources, visibility and acceleration for high-potential startups.
- **Gol por México** combines the passion for helping others with the passion for sports. Through this program, we have transformed soccer goals from the Mexican Soccer League into aid for the neediest communities in Mexico.



Our numbers and recognitions include the following:

- We had more than **155,748 students** from public schools and **5,596 teachers** and instructors, across Mexico, registered in our Cuantrix platform to learn basic coding skills.
- We had more than **8,890 middle-school girls** participating in Technolochicas STEAM activities in Mexico and the United States.
- We had **38,645 recipients of Bécalos scholarships**, reaching **19,040 scholarships** for students and teachers developing employability competencies, **157 scholarships** for students attending a program for talented youth, and **2,034 scholarships** for women registered “into” STEAM training.
- We continued our **partnership with Schmidt Futures and Rhodes Trust** to promote their RISE scholarship program in Mexico. This program provides a lifetime support to exceptional teenagers that want to change the world.
- We supported **30,251 entrepreneurs** in developing their business models through our POSiBLE program.
- We provided more than **59,400 parents** with practical tips weekly via SMS and our digital newsletter through our Empieza Temprano program.
- We **participated in far-reaching communication campaigns**, including “Este Verano Juega” and “Semana de la Primer Infancia,” which focused on delivering messages to promote early childhood stimulation; “Valores,” which promotes civic values and the prevention of digital violence through fresh multimedia content and a series of videos reaching more than **43 million people in Mexico**, and our “Vida Saludable” program, which promotes wellness and health, reaching more than 6.7 million high school students through the Mexican Ministry of Public Education’s (Secretaría de Educación Pública) programming channel Aprende en Casa III.
- We transformed **961 soccer goals** from the Mexican Soccer League to provide **35,893 recipients** with new aid in health, nutrition, development, dwelling, reforestation and support of women through our “Gol por México” program.
- Through our **Visual Arts Cultural projects**, we promoted and exhibited our photographic and cinematographic collection in national and international festivals and museums reaching more than **65,000 attendees**.

Awards and recognitions



- We received the **CANUTO Award**, and honorific mention for best documentary film content for children given by the DocsMX Film Festival for the campaign “Este Verano Juega”.
- We were winners of the **JUNA KINO 2022 International Youth Film Festival** for the best short film for the campaign “Este Verano Juega”.
- Recognition by **CEMEFI (Centro Mexicano para la Filantropía, A.C)**, “Caracol de Plata” for the campaign “Bécalas”, dedicated to empowering women.
- Recognized by **CEMEFI** and awarded with the **ESR 2022 (Socially Responsible Company 2022)**.

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

For more information, please visit our 2022 Fundación Televisa Annual Report, available at [Fundación Televisa - Informe 2022](#).



In addition, Fundación’s cultural and environmental programs cut across ages serving the general public through actions in specific locations and through digital and media spaces.

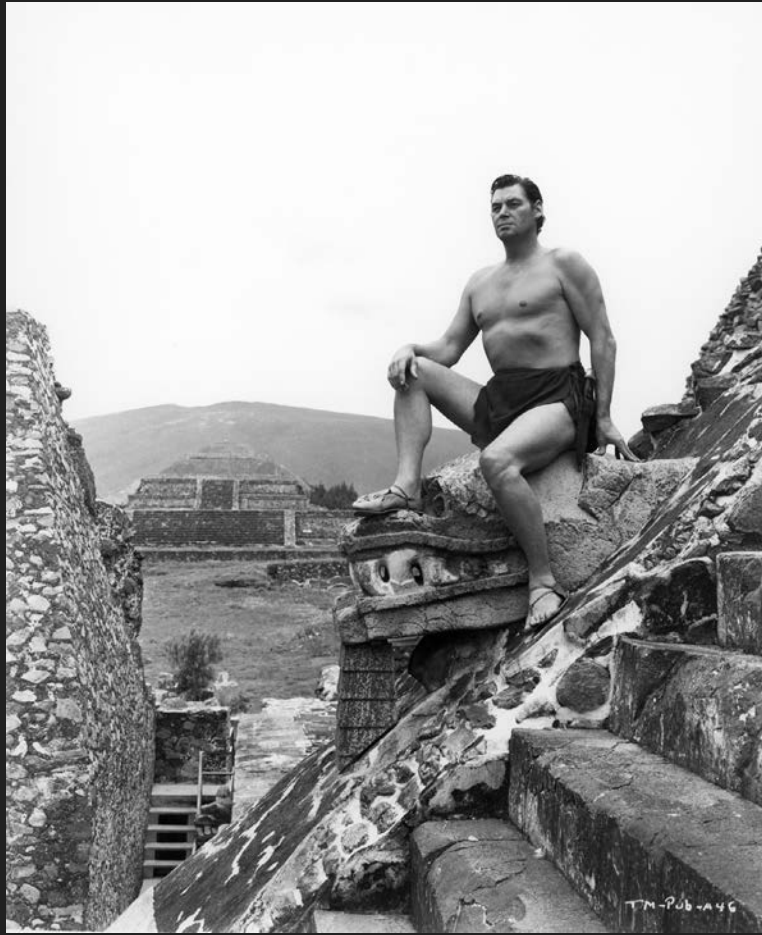
Fundación Televisa - Collection and Archive of Fundación Televisa

Hundreds of thousands of images from the most diverse fields make up the Fundación Televisa Collection and Archives, whose origin dates back to 1974, when Fundación Cultural Televisa was created with the aim of promoting Mexico's cultural heritage. The diversity of the collection ranges from the classic photography collections by Manuel Álvarez Bravo to Televisa's private and historical archives; from the creation of a unique collection of foreign photographers who captured various aspects of Mexican life to the acquisition of work by novel authors of Mexican and international photography, as well as documentary and photojournalism archives.

The vitality of Fundación Televisa's Collection and Archives plays a decisive role in the field of audiovisual research in Mexico and strengthens the search for knowledge through images.



TIEMPO INMEMORIAL: FOTOGRAFÍA DE ARQUEOLOGÍA



Johnny Weissmuller en una foto publicitaria para la película "Tarzán y las sirenas", dirigida por Robert Florey en 1948.

**FUNDACIÓN TELEVISIVA
CUSTODIA VALIOSAS
IMÁGENES QUE
DEVELAN LA RIQUEZA
DE NUESTRO PASADO
PREHISPÁNICO.**

A través de esta exposición en línea conocerás las ruinas prehispánicas que cautivaron a los más disímiles fotógrafos, desde los viajeros del siglo XIX —aficionados al nuevo medio fotográfico, arqueólogos y exploradores— hasta los fotógrafos de los siglos XX y XXI —fotoperiodistas, cinefotógrafos y artistas—.

Visita la exposición en
Google Arts & Culture



Facebook Twitter Instagram
@fotograficamx

For Fundación Televisa, collecting images has always been an exercise in social responsibility, in which the preservation, research and dissemination of these materials take preeminence. Fundación Televisa's Collection and Archives keeps growing by the permanent acquisition of images and is open for consultation by specialists, thus contributing to generate new and constant reinterpretations of the collection, through national and international exhibition projects, as well as countless publications (books, magazines and catalogues).

The vitality of Fundación Televisa's Collection and Archives plays a decisive role in the field of audiovisual research in Mexico and strengthens the search for knowledge through images.



For more information, please visit our site, available at [Arts & Culture](#).

WE BUILD A STRONG AND RESPONSIBLE SUPPLY CHAIN

Suppliers are the essential part of our supply chain and one of our most important stakeholders, which is why we maintain constant communication through our Procurement area (via telephone calls, e-mail, supplier portal, complaint line, among others) to share and exchange information regarding our needs both in the supply of goods and services, as well as in compliance with regulatory and regulatory requirements, knowledge about technological advances, notification of breaches or acts of corruption , among other matters.

We work hard to have a responsible and sustainable supply chain and have reinforced our procedures to select the suppliers we want to work with. We want to work with efficient and innovative suppliers that provide quality goods and services, delivered on time, considering an efficient customer service at a competitive cost.

Our main suppliers provide the following goods and services:



- **Technology:** networks, information systems, and other technology systems, including cloud computing.



- **Transmission equipment:** antennas, remote controls, decoders and telecommunications equipment.



- **Installation materials:** coaxial cable, optical fiber, connectors, nails, etc.



- **Services:** maintenance, construction, consulting, waste collection, cleaning, messaging, gardening, among others.



- **Others:** paper, work clothes, tools, automobiles, consumables, office supplies and furniture, household items and cleaning utensils, among others.

In 2022, our proportion of suppliers is divided into 92% national* and 8% international.

* Note: Local are the National suppliers or suppliers in Mexico.

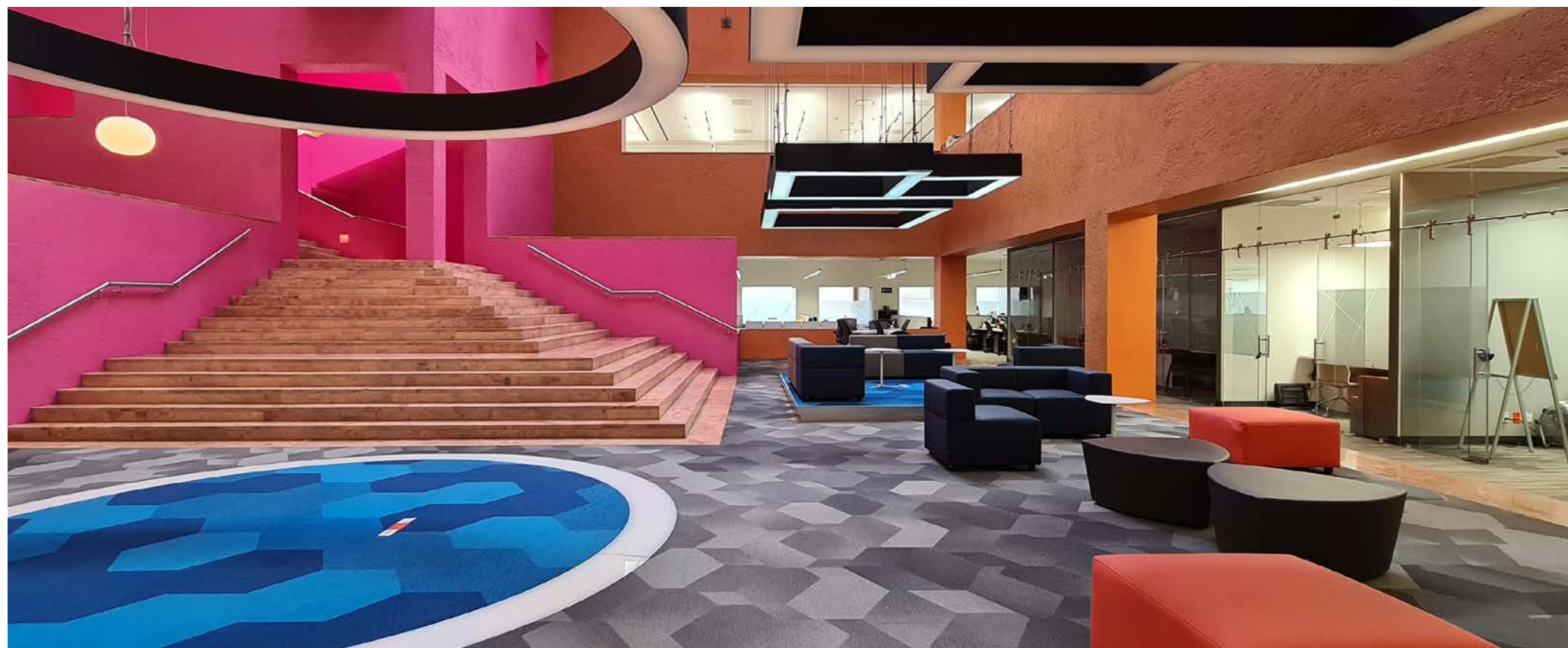
For some years, we have focused on having solid suppliers that guarantee continuity and quality in the performance of services and delivery of goods offered but, more important, on having suppliers committed to comply with our compromise of legal and ethical behavior.

Our base line due diligence includes suppliers review regarding its legal, labor and tax status requesting proper documentation that can guarantee, in principle, that the candidate complies with the minimum standards required by law and Mexican authorities. For 2022, we performed a full due diligence process over 266 suppliers, additionally 1,156 were subject to a sanction lists screening process.

Furthermore, using a risk-based approach, we perform deeper due diligence reviews to assess suppliers’ performance. For those suppliers which are above a threshold previously defined, we request a third-party certification with regards to their commercial performance. If the supplier is considered to be medium or high risk, we run an additional internal analysis by reviewing national and international sanctions lists, public reports, and media news. Finally, a multidisciplinary group (Legal, Tax, and Risk Management) determines if it is possible to initiate any negotiation with the supplier in terms of the discovered risks or the impossibility to negotiate with that supplier.



In 2022, there were no significant changes in our supply chain that could cause or contribute to significant economic, environmental or social impacts.



The procedures to engage with a new supplier—the review of its status, performance and its further approval or prohibition to enter into an agreement—are defined in different policies and procedures that our employees may access through the Company’s Intranet. From the Risks Management Department, and especially from the Compliance area, we maintain close monitoring and conversations with our sourcing team to update them with any change in the regulation or in the internal policies that may affect the supply chain.

Corruption is a common risk related to the supply chain in any organization: fraud, conflict of interests or anti-competitive practices, for example. To prevent such risks, we offer continuous training for our employees, especially those related to purchases and payments, in order to avoid any conduct that may lead to an act of corruption.

Gifts from suppliers to our employees are forbidden, except those with small commercial value intended for marketing, books and meals. We communicate this policy to our suppliers on a yearly basis and also carry out internal campaigns (wallpapers, e-mails, roll-ups)

Our clients and suppliers have access to the Internet link [Captura Denuncias](#) to access our whistleblower system. They can report any deviation from our Code of Ethics that they may experience in their relationship with us. This system is managed by our Internal Audit area, which guarantees to oversee that the process is held with full transparency, avoiding any kind of retaliation.

OUR STAKEHOLDERS

We actively engage with ESG-related stakeholders' concerns, since this directly or indirectly impacts our decision-making process.



We create partnerships and connections of value.

We recognize an increased interest in ESG-related risks and opportunities. We actively engage with ESG-related stakeholders' concerns, since this directly or indirectly impacts our decision-making process.

We identify, listen to and respond to their concerns, seeking to earn and strengthen their trust, actively engaging with them, in order to meet their financial expectations while respecting our environmental, social and governance impact. We have identified nine groups of interest with which we maintain constant communication, through several communication channels.

We also reviewed our Sustainability Strategy to ensure alignment with our corporate purpose and the recent materiality analysis. This exercise has helped us to identify critical and priority issues for our stakeholders.

INTEREST GROUPS	MATERIAL TOPICS	COMMUNICATION CHANNELS	COMMITMENTS
Employees Workforce of the Company.	- Diversity, equity and inclusion - Workforce management - Accessible services	Whistleblower system Internal policies Code of Ethics Internal communication media	Grupo Televisa is committed with its employees for a healthy work environment free of violence, discrimination, and harassment, by offering them stable working conditions, respecting their human and collective rights, and providing them with a work environment that allows them to improve their performance and increase their commitment, which is reinforced through performance evaluation practices and additional benefits.
Shareholders Provide economic resources for the operation of the Company.	- Transparency and accountability - Business ethics - Risk management - Governance structure and mechanisms - Innovation and technology - Customer privacy and information security - Climate change	Corporate website Form 20F Quarterly reports Press releases	At Grupo Televisa we are committed to creating value in the short and long term. We focus our efforts on maintaining sustainable growth, seeking a balance between operational and financial efficiency, considering technological, social, economic, and environmental perspectives. In the same way, we seek to establish governance structures and mechanisms to achieve transparency in the use and management of resources; to identify conflicts of interest; to avoid corruption and, money laundering, and to ensure the protection of both internal and external information, as well as that of our clients, suppliers and stakeholders.
Suppliers Companies in the supply chain.	- Transparency and accountability - Innovation and technology - Governance structure and mechanisms - Efficiency and energy transition - Sustainable supply chain	Suppliers portal Direct communication with the Procurement area E-mail Phone	For Grupo Televisa, it is extremely important to have transparency in the selection of suppliers, who provide innovative products and services of the highest quality and with advanced technological solutions, likewise it is a primary objective to avoid corruption, conflict of interest and have a responsible supply chain, for this we perform deeper due diligence reviews to assess suppliers’ performance. For those suppliers which are above a threshold previously defined, we request a third-party certification with regards to their commercial performance. If the supplier is considered to be medium or high risk, we run an additional internal analysis by reviewing national and international sanctions lists, public reports, and media news. Finally, a multidisciplinary group (Legal, Tax, and Risk Management) determines if it is possible to initiate any negotiation with the supplier in terms of the discovered risks or the impossibility to negotiate with that supplier.
Strategic allies and business partners Companies with whom we can have a mutual benefit by sharing resources, knowledge or infrastructure.	- Sustainable supply chain - Transparency and accountability - Risk management - Efficiency and energy transition	Corporate website Form 20F Quarterly reports Press releases	At Grupo Televisa we extend our purpose of creating short and long-term value together with our partners and allies; seeking to establish a responsible business relationship where social, environmental and governance issues are considered, an example of this is that we obtained the Socially Responsible Company Distinction 2022, for the sixth consecutive year, granted by the Mexican Center for Philanthropy and the Alianza for Corporate Social Responsibility.

Overview	ENVIRONMENTAL	SOCIAL	GOVERNANCE	Exhibits	
We empower people	Human rights	Digital Inclusion	Contribution to the Community	Responsible Supply Chain Management	Our Stakeholders
INTEREST GROUPS	MATERIAL TOPICS	COMMUNICATION CHANNELS	COMMITMENTS		
Customers Users of our goods and services.	• Accessible services • Efficiency and energy transition • Governance structure and mechanisms	• Corporate website • Customer service phone • Customer service centers • Social networks	We have direct means of communication with our customers, in order to understand their needs and hear their inquiries, in order to provide a quality service.		
Government Dictates the rules and laws that allow companies to perform in an environment of fairness and free competition, with respect for the environment and labor responsibility with employees.	• Transparency and accountability • Sustainable supply chain • Innovation and technology	• Corporate website • Form 20F • Quarterly reports • Press releases	Grupo Televisa is committed with complying with government regulations in general as well as social and environmental issues, obtaining environmental certifications issued by the Secretaría de Medio Ambiente y Recursos Naturales (SEMARNAT), and the Procuraduría Federal de Protección al Ambiente (PROFEPA) in addition to having obtained the certification ISO-14001. On the other hand, we are committed to comply with all the requirements established by the Secretaria del Trabajo y Previsión Social and others required by Protección Civil.		
Audience People that benefit from the audiovisual content provided by the company.	• Innovation and technology • Transparency and accountability • Waste management	• Corporate website • Events • Contents in the media • Programs with citizen participation	The Company remains committed to the transmission of better and higher quality content, through signals, that meets the expectations of our audiences. In addition we broadcast educational programs through the television channel of the Ministry of Public Education (Secretaría de Educación Pública).		
Society Groups impacted or affected by the activities of the company, who express themselves through the media.	• Waste management • Transparency and accountability • Sustainable supply chain	• Corporate website • Events • Philanthropic programs • Fundación Televisa • Social networks	Grupo Televisa, through Fundación Televisa offers activities and programs that benefit the community: Bécalos, Tecnolochicas, Gol por México, Cuantrix, POSSIBLE, Empieza Temprano, and others) seeking to help people acquire knowledge and skills that will improve their life and health.		
Academia Academic community that is impacted or affected by the activities of the company, and who express themselves through the media.	• Business ethics • Governance structure and mechanisms • Accessible services	• Corporate website • Events • Fundación Televisa • Scholarship programs	Grupo Televisa, through Fundación Televisa, offers innovative programs in education, culture, and entrepreneurship, providing a platform to empower hundreds of thousands of people to improve their lives, transform their communities and build more and better sustainable communities.		

GOVERNANCE

A solid corporate governance framework is essential to the way we conduct the business. It defines the responsibilities of our board and committees, ensures oversight of our performance and promotes ethical behavior.



CORPORATE GOVERNANCE

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 Depositary 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 US 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 US companies under the NYSE listing standards. A summary of those differences is included in our annual report on [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. The number of directors elected to our Board of Directors is determined by our stockholders pursuant to our bylaws. No other governing body of the Company, including the Corporate Practices Committee, has the authority to set and/or limit the number of directors. In addition, the bylaws provide that the Executive Committee may exercise the powers of the Board, except 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.

We are a Mexican corporation with shares in the form of CPOs listed on the Bolsa Mexicana de Valores, or Mexican Stock Exchange, also listed through Global Depositary Shares on the New York Stock Exchange, or NYSE.

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 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 [Form 20-F](#) for more information regarding our directors’ names and dates of birth, principal occupation, business experience, and their respective years of first election.

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 of stockholders 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 result in losses to the Company, such as the alteration of financial statements and records.

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.



Board of Directors

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

Denise Maerker Salmón

Sebastian Mejía

Lorenzo Alejandro Mendoza Giménez

Guadalupe Phillips Margain

Fernando Senderos Mestre

Enrique Francisco José Senior

Eduardo Tricio Haro

David M. Zaslav

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).

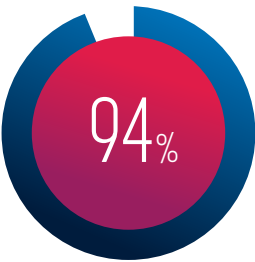
Our Board has an Executive Committee. Each member is appointed for a one-year term at each annual general stockholders’ meeting. Our bylaws provide that the Executive Committee may generally exercise the powers of the Board, except for those expressly reserved for the Board in our bylaws or by applicable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

The Board of Directors had an average meeting attendance of 94% for all meetings held during 2022. Each individual Director, except for one, attended 75% or more of all meetings of the Board. During 2022, the Audit and the Corporate Practices Committees each had a meeting attendance of 100%.

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 2022, 100% 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**
6. **Conferences** or **summits**

In March 2023, 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 is intended to understand current skills and training of directors in certain areas and enhance the Board’s overall functioning, performance, and effectiveness. For more information regarding the [Board’s evaluation](#), please see Exhibit E or our Investors Relations website.



Average meeting attendance during 2022



Audit and the Corporate Practices Committees, meeting attendance



Board members responses to Nasdaq self-evaluation

Compensation of Directors and Officers

For the year ended December 31, 2022, we paid our directors, alternate directors and officers for services in all capacities aggregate compensation of approximately 963.3 million pesos (U.S.\$ 49.5 million using the Interbank Rate, as reported by CitiBanamex, as of December 31, 2022). 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 [Form 20-F](#) for more information regarding compensation of our directors and officers.

On April 26, 2023, 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 1.60 pesos for each such CPO or equivalent instrument. At our April 26, 2023 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, 2022, we have made 64.0 million pesos in contributions to our pension and seniority premium plans on behalf of our directors, alternate directors and officers. Projected benefit obligations as of December 31, 2022 were approximately 178.3 million pesos.

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 [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 March 31, 2023. Except as set forth below, we are not aware of any holder of more than 5% of any class of our Shares. For more information regarding our major stockholders please refer to Exhibit F or our [Form 20-F](#).

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 ratified at our annual stockholders’ meeting held on April 26, 2023, and our Board ratified 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 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 the 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.

The Chairman of the Audit Committee shall prepare an annual report to our Board with respect to the activities of the Audit Committee.

Corporate Practices and Compensation Committee

The Corporate Practices 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 and Compensation Committee was ratified at our annual stockholders’ meeting held on April 26, 2023, and our Board ratified 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 executive 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.

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.

External Auditors

KPMG Cárdenas Dosal, S.C. acted as our independent registered public accounting firm for the fiscal years ended December 31, 2022 and 2021. The chart below sets forth the total amount billed by our independent registered public accounting firms for services performed in the years 2022 and 2021, and breaks down these amounts by category of service: (in millions of Mexican pesos).

	2022
Audit Fees	96.6
Audit-Related Fees	4.6
Tax Fees	7.8
Other Fees	3.7
Total	112.7

ETHICS AND INTEGRITY

Grupo Televisa is committed to conducting its business in full compliance with ethics and applicable legislation.

Our [Code of Ethics](#) describes the organization's values, principles, standards, and rules of behavior applicable to our business portfolio, intending to address many relevant topics, and antibribery and corruption principles, among others. New members of the Company sign their acceptance and adherence to the principles of the Code, and regular training is provided to the employees; certain executive level positions confirm their adherence on bi-annual terms.

The company has a compliance governance system to supervise and monitor compliance risks. The Compliance, Anti-corruption, and Ethics Committee presents quarterly reports to the Audit Committee and, subsequently, the Audit Committee presents this information to the Board. The purpose of the Compliance Committee is to supervise and carry out the necessary actions to comply with the anti-corruption policies of Grupo Televisa and subsidiaries, in accordance with the provisions of applicable legislation, including government regulations, national and international, as well as internal ethical considerations of Grupo Televisa regarding the prevention of acts of corruption.

Our Anti-corruption Manual ensures the correct implementation of the Anti-corruption Policy 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 officers and commercial partners. It explicitly prohibits corruption and bribery in any form and states that any act of corruption must be reported through the whistleblower system.

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

- Policy for Contract Registration and Payments of Goods and Services.
- Policy for Payment to Suppliers of Goods and Services Without a Contract.
- Policy for Registration and Modification of the Suppliers Catalogue.
- Policy for Purchase of Goods and Services.

We consider our responsibility to prevent corruption, which also includes restriction on facilitation payments and avoiding fraud.

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

- Procedures that limit and regulate the acceptance of gifts and hospitality.
- External audits (by an independent, external specialized organization).
- Allegation investigations.
- Risk assessment of the Company's vulnerability.

Whistleblower System

Grupo Televisa provides confidential means of addressing complaints through a communication channel for employees and third parties. They can report violations to the Code of Ethics or any other internal policy and communicate any situation that affects interests, business objectives, performance, and human capital. Communication channels through which anyone can report complaints or incidents include the following:



- **Intranet** (only for employees).



- **Website:**
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)



- **Postal mail:** P.O. Box 82-145, Mexico, Mexico City, addressed to the Audit Committee



- **E-mail:** denuncias@televisa.com.mx

Grupo Televisa’s Anti-corruption Policy and procedures, Code of Ethics, and whistleblower system campaigns have been communicated to all employees, who have also received the corresponding training.

In addition to the whistleblower system, we implemented an internal consultation service 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 e-mail cumplimentotvsa@televisa.com.mx or by telephone.

The complaints received in 2022 were categorized as follows:



The discarded complaints (37%) were issues unrelated to Grupo Televisa, such as complaints about the government, social issues, citizen safety, promotions, and advertisements, among others.

Of the complaints subject to investigation (63%):

- **82%** have already been concluded.
- The remaining **18%**, subject to investigation, are in the process of being analyzed.

The complaints received mainly refer to workplace violence or conflict of interest. Actions taken to address them include administrative sanctions, a warning, or, in some cases, termination of the contract. In 2022, there were no complaints that resulted in either a material impact or a regulatory consequence.

Finally, Grupo Televisa is an affiliated member of the National Chamber of Television and Radio Broadcasters, and, as such, we adhere to the Chamber’s Code of Ethics. For more information, please visit the [Code of Ethics of National Chamber of Television and Radio Broadcasters](#).



Tax Transparency and Strategy

We take reasonable steps to comply with applicable regulation. Our approach to compliance with tax payments is based on the following:

- 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 taxes economic and social impacts when developing our tax strategy. An appointed executive, reviews and approves the tax strategy, and such officer provides quarterly reports to our Audit Committee.



Our approach to taxes identifies, manages, and monitors risks. An internal and external auditor evaluates the Company's compliance with the tax governance and control framework. Our tax department analyzes the Company's most relevant transactions to identify 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.

The Company is committed to complying with applicable tax regulations. All tax reforms, regulations, tax benefits issued by the tax authorities through the 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.

Our tax department analyzes the Company's most relevant transactions to identify possible risks the Company may be facing in connection with a specific project, and it develops a tax plan to address them.

DATA PRIVACY AND INFORMATION SECURITY

Customer Privacy

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 data customer. We are committed to respecting the privacy of the information and data provided to us in the operations we carry out .

In 2022, no complaints were received from regulatory bodies through the whistleblower system related to breaches of customer privacy, such as leaks, thefts, or losses of customer data.

Privacy & Data Security

We comply with current evolving market regulations and manage regulatory and reputational risks associated with privacy and data security issues. We have a strong policy framework to protect the privacy and data security that governs all relevant business lines/ subsidiaries of the Company.

We have established security controls to protect information assets and prevail the privacy data, we send periodical communications to all our personnel to strengthen our security schemes and through incident response management we take actions to strengthen our controls.

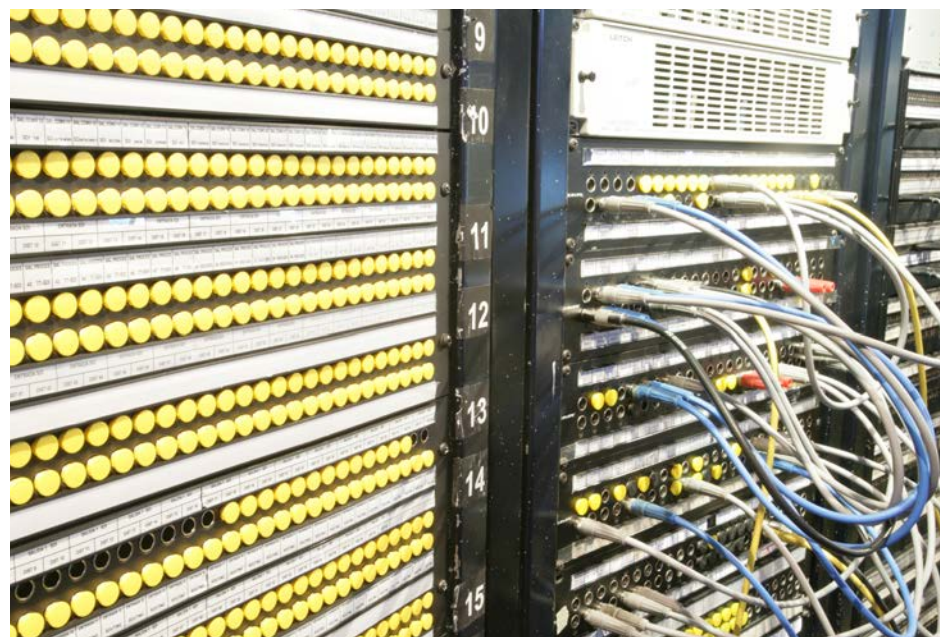
Some security policies of the framework are:

- Corporate Information Use and Treatment Policy.
- Protection and Treatment of Personal Data Policy.
- Information Security Incident Management Policy. Information Security Awareness Policy.
- Information Security Policy.

We carry out the following practices:

- 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 (ARCO Right).
- Protocols of action for the attention of requests for the protection of ARCO Rights, and protection of ARCO Rights.
- Conciliation procedures, verification, and inspections by the National Institute for Transparency, Access to Information and Personal Data Protection in Mexico (INAI).
- Assessments to ensure that the various areas of the Company that deal with personal data handle it properly in accordance with the guidelines established.
- A designated person or committee, responsible for data privacy issues, whose responsibilities include overseeing the adequate treatment of personal data, follow up on incidents that could affect the privacy of the customers and therefore have impact in the company's image or result in possible sanctions, and establishing preventive security measures or improvement actions.
- Third-party audits regarding the privacy compliance on certain processes.
- Employee training and constant update on data security and privacy-related risks and procedures.

Such practices are aimed to safeguard privacy and to reduce the risk of misusing the personal data of our customers, employees, and third parties.



We continue to strengthen security functions aimed at prevention, risk detection, as well as the investigation and response of security events.

Information Security

Grupo Televisa is focused on implementing pragmatic security solutions, from design to operation, oriented to the protection of information assets, by directing resources and efforts to comprehensive information security based on international standards.

An annual review is carried out on the information of critical systems. A periodical risk analysis is performed based on security incident reports, vulnerability and penetration tests, and the impact of probable risks, together with the necessary remediation or mitigation actions, their follow up and updating of the risk map. We send regular communications to all our personnel to strengthen our security schemes.

The Corporate Committee on Information Technology and Security and the Managerial Committee of each subsidiary focus on decision-making, monitoring compliance with relevant aspects.

The Corporate Technology and Information Security Committee aligns technology and information security strategies with the business units. We have designed a comprehensive security strategy, aligned with our business objectives and oriented towards the identification of

external and internal risks and/or threats, which are addressed by the security program supervised by the various internal committees of the group companies.

The initiatives and projects of our security program are aimed at strengthening systems, networks, applications, access and identity management and any information asset relevant to the organization. These initiatives include permanent application review controls, vulnerability management, source code analysis, penetration testing, and preventive threat identification, among others.

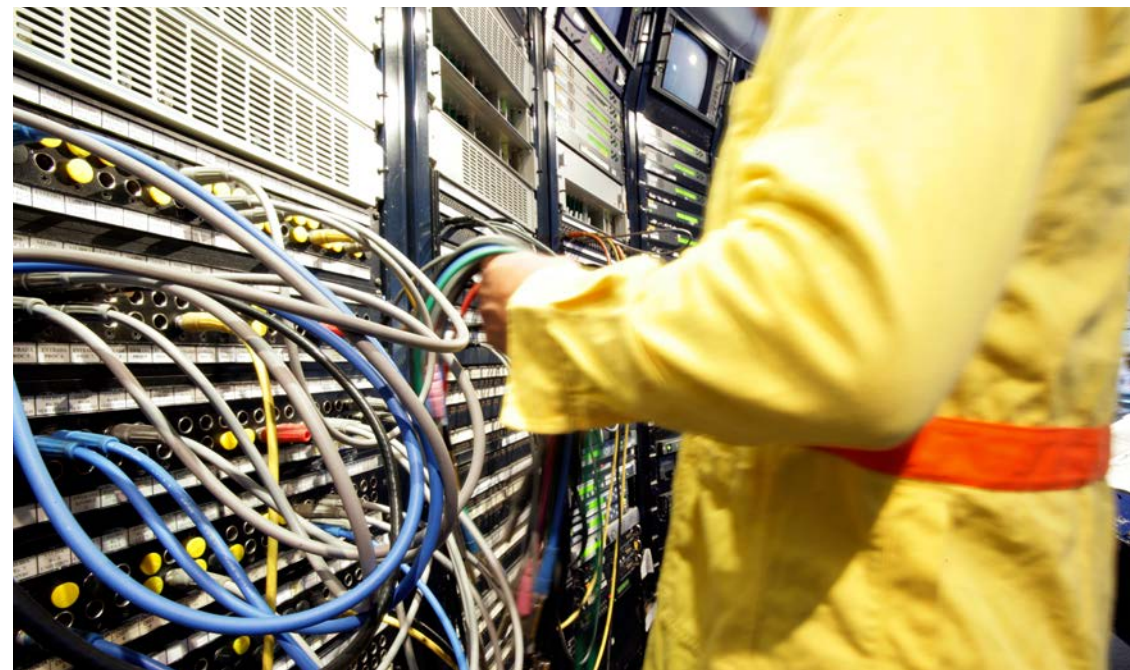
We have a company-wide permanent training and awareness program on security and data protection to provide the necessary information for identifying and reporting possible information security events.

We maintain an ongoing, targeted educational program for security team members that provides updates on new trends, practices, and threats. Also, we continue to strengthen security functions aimed at prevention, risk detection, and investigation and response to security events. These are monitored and tested, and specific actions are set up to reduce the probability of their recurrence.

Grupo Televisa's regulatory policy framework comprises policies, procedures and standards aligned with strong international frameworks to safeguard the confidentiality, integrity and availability of data and information assets from all relevant businesses and subsidiaries of the Company. We are committed to complying with the regulations applicable to the industry in terms of security.

We have processes and mechanisms to report any deviation from the regulatory framework that may jeopardize the confidentiality, availability and integrity of our employees and clients' information. Non-compliance may be subject to sanctions in accordance with our Code of Ethics.

- Our telecommunications segment was certified in the Data Security Standard for the Payment Card Industry (PCI-DSS) level 1 in 2019, and we have maintained this certification for four consecutive years.
- Our security and network operations center of the same segment (SOC and NOC) are certified in the international security standard ISO27001.



We maintain our commitment to security by using market-leading cloud services and applications that are certified for security.

Independent external audits are carried out annually on IT systems and information security to ensure an adequate system control that involves operational processes related to issuing financial statements on the applications that operate under the regulations of the SOX reference framework. The review covers IT General Controls (ITGC) and IT Application Controls (ITAC). During the past years we have reinforced these controls, maintaining an effective internal control.

We carry out additional activities with leading security consultants worldwide, which allow us to evaluate our skills, identify areas of opportunity, establish continuous improvement plans, and stay at the forefront and aligned with cybersecurity trends.

We also have policies and guidelines to protect the security of information, as well as security controls to protect information assets of the Company.

We maintain our commitment to security by using market-leading cloud services and applications that are certified for security.

Our Policies regarding information security

- Information Security Policy
- Use and Treatment of Documents Policy
- Database Assurance Policy
- Information Systems Classification Policy
- Use of Software and Computer Equipment Policy
- Information Systems Assurance Policy
- Access to the Corporate Network and Guest Network Policy
- Information Security Incident Management Policy
- Information Security Awareness Policy
- Access to Information Systems Policy
- User Identifiers and Passwords Policy
- Use of Corporate E-mail Policy

RISK MANAGEMENT

Effectively managing risks and opportunities is important to our business.

At Grupo Televisa, as we strive to operate our business efficiently, we focus on managing our environmental, social, and corporate governance (ESG) performance. Our aim is to develop a consistent, transparent and comparable **ESG reporting framework** to inform our stakeholders.

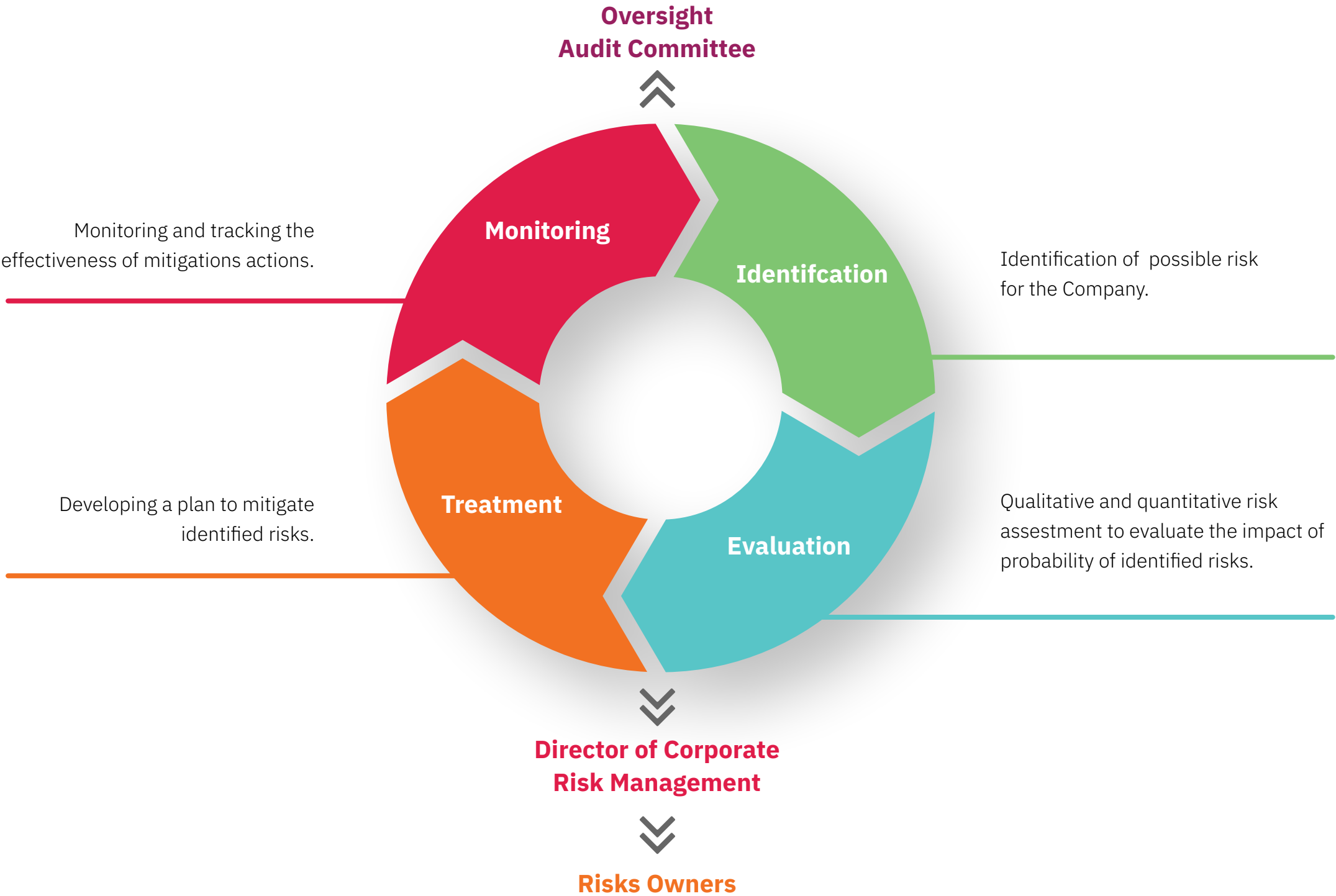
We have a multidisciplinary and continuous strategic risk management (ERM) process at the corporate level, which allows us to identify, evaluate, treat, monitor and communicate risks and opportunities related to sociopolitical, environmental, social, economic and health challenges. With oversight from the Audit Committee, the office of Corporate Risk Management is in charge of reviewing the effectiveness of the Company's risk management processes, which are reviewed annually.

We seek to identify risks and opportunities that could have an impact on the Group's strategic objectives. Our commitment is to permanently create value for our shareholders by having a resilient business model.

ESG risks are integrated into the strategic risk management oversight function, identifying issues and opportunities following the TCFD recommendations and based on our materiality analysis.



Risk management framework



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

The following factors are included in our risk assessments:

- **Environmental:** Related to transition and physical risks.
- **Social:** Including diversity, equity and inclusion issues, management of the labor force, accessible services, and community development.
- **Governance:** Ethics and anti-corruption, customer data privacy, information security, governance structure and mechanisms, risk management, transparency and sustainable supply chain, innovation, and technology.

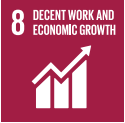
EXHIBITS



Exhibit A. SDGs

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISIA
Goal 1 No poverty		1.2	Fundación Televisa, through the Gol por México program, provides training courses and economic incentives to women from low-income communities, so that they can manage their personal and family finances, promoting the growth of their community.
Goal 2 Zero hunger		2.1	Fundación Televisa, through the Gol por México program, offers meals in community kitchens for children of working mothers.
Goal 3 Ensure healthy lives and promote well-being for all at all ages		3.2	Fundación Televisa, through the Gol por México program: - Offers support to parents for the healthy development of their children from 0 to 6 years. - Offers food kits and preparation guides, so that children and their families have access to better nutrition. It also follows-up on children in a state of malnutrition up to 6 years of age.
		3.4	Fundación Televisa, through the Gol por México program: - Supports low-income children and youth with chemotherapy treatment. - Offers support for low-income boys and girls to perform ECGs and medical examinations. - Offers psychological support to women in jail and workshops for future employment. - Offers support for boys and girls who require cleft palate surgery. - Supports Mexican women with mammograms and ultrasounds, focused on early detection of breast cancer. - Offers vision tests and glasses for primary school boys and girls, with the aim of improving their school performance.
Goal 4 Quality Education		4.1	We contribute to education and equal access by creating educational opportunities to improve the technological knowledge of students, avoiding school dropout, empowering them by developing skills that will allow them to perform better in the technological professional world. This we make possible through the programs: - Bécalos, in partnership with other institutions. - Cuantrix - Gol por México
		4.2	Fundación Televisa, through the Empieza Temprano program, promotes brain development in the first years of life through daily activities that will not only boost socio-emotional, linguistic, motor or cognitive skills, but will also strengthen other aspects of the integral development of the child, providing information to parents or caregivers.

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISA
Goal 4 Quality Education	4 QUALITY EDUCATION	4.3	Fundación Televisa contributes to creating educational opportunities by improving the knowledge of students, avoiding school dropout and empowering them by developing skills that will allow them to perform better in the workplace through the programs: • Bécalos, in partnership with other institutions • Cuantrix • Gol por México • Tecnolochicas • POSiBLE
		4.4	Fundación Televisa, through the Reto POSiBLE program, promotes high-impact entrepreneurship in university students through training, networking, resources, visibility, and acceleration for the construction of a profitable and potentially scalable business model.
		4.5	We contribute to equal access to education by creating educational opportunities to improve the technological knowledge of students, avoiding school dropout, and empowering them by developing skills that will allow them to perform better in the technological professional world with the programs: • Bécalos, in partnership with other institutions • Cuantrix • Gol por México
Goal 5 Achieve gender equality and empower all women and girls	5 GENDER EQUALITY	5.5	Fundación Televisa offered the following programs: • Bécalos: University women were promoted through the BeLAD workshop, which considers different components such as mentoring, plenary sessions and mobility. • Gol por México: Workshops and talks to educate and provide tools to women from indigenous communities to combat gender violence. • POSiBLE: Mujer POSiBLE, a space where women entrepreneurs and businesswomen have the opportunity to connect with other women, receive training in different topics that help to develop their businesses and where they can learn about real success stories that guide and motivate them in their entrepreneurial career.
		5.6	Fundación Televisa, through the Gol por México program, helps Mexican women with mammography and ultrasound studies, focused on early detection of breast cancer.

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISA
Goal 5 Achieve gender equality and empower all women and girls		5.B	To boost the empowerment of women, we implement Tecnolochicas, a program that contributes to the use of information and communication technology. Fundación Televisa, through Tecnolochicas, offers an intensive extracurricular educational program to learn: html, css, GitHub, JavaScript and other employability tools to enter the technological professional world.
Goal 8 Promote inclusive and sustainable economic growth, employment and decent work for all		8.3	To promote decent and safe work and protect labor rights and a safe and risk-free work environment for all workers, we implemented the following policy: Equal opportunities
		8.5	To promote full and productive youth employment, through Fundación Televisa, we implement various programs: Béalos, Gol por México, POSSIBLE, Tecnolochicas, among others, to generate opportunities to develop their skills and abilities, promoting their empowerment with skills that will allow them to perform better in the workplace, in addition to promoting entrepreneurship and collaboration through inclusion and gender diversity.
		8.6	To promote full and productive youth employment, through Fundación Televisa, we implement various programs: Béalos, Gol por México, POSSIBLE, Tecnolochicas, among others, to generate opportunities to develop their skills and abilities, promoting their empowerment with skills that will allow them to perform better in the workplace, in addition to promoting entrepreneurship and collaboration through inclusion and gender diversity.
		8.7	To protect labor rights, eradicate forced labor, end slavery, human trafficking, and child labor, by 2023 – 2024, we aim to achieve a supply chain with the highest sustainable and ethical standards. Our initiatives are focused on a deep knowledge of our suppliers to prevent dealing with third parties involved in acts of forced labor, modern slavery, human trafficking or any other kind of violation to human rights. We will continue to reinforce our third party risk management process by adding to our current due diligence process, activities such as Know your Customer questionnaires, which they must answer before engaging in any supply activity with the Company.
		8.8	To protect labor rights, eradicate forced labor, end slavery, human trafficking, and child labor, by 2023 – 2024, we aim to achieve a supply chain with the highest sustainable and ethical standards. Our initiatives are focused on a deep knowledge of our suppliers to prevent dealing with third parties involved in acts of forced labor, modern slavery, human trafficking or any other kind of violation to human rights.

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISIA
Goal 9 Build resilient infrastructure, promote sustainable industrialization and foster innovation		9.1	Our cable strategy aims to increase our subscriber base, average monthly revenues per subscriber and penetration rate by: • continuing to upgrade our existing cable network into a broadband or fiber-optic bidirectional network; • aiming to provide digital services in order to stimulate new subscriptions, substantially reduce piracy and offer new value-added services; • increasing the penetration of our high-speed internet access and other multimedia services as well as providing a platform to offer internet protocol, or IP, and telephony services. We believe that Ku-band DTH satellite services offer an enhanced opportunity for expansion of pay television services into households seeking to upgrade reception of broadcasting signals and in areas not currently serviced by operators of cable or multi-channel, multi-point distribution services.
		9.4	We believe that Ku-band DTH satellite services offer an enhanced opportunity for expansion of pay television services into households seeking to upgrade reception of broadcasting signals and in areas not currently serviced by operators of cable or multi-channel, multi-point distribution services.
		9.C	Our cable strategy aims to increase our subscriber base, average monthly revenues per subscriber and penetration rate by: • continuing to upgrade our existing cable network into a broadband or fiber-optic bidirectional network; aiming to provide digital services in order to stimulate new subscriptions, substantially reduce piracy and offer new value-added services; • increasing the penetration of our high-speed internet access and other multimedia services as well as providing a platform to • offer internet protocol, or IP, and telephony services. We believe that Ku-band DTH satellite services offer an enhanced opportunity for expansion of pay television services into households seeking to upgrade reception of broadcasting signals and in areas not currently serviced by operators of cable or multi-channel, multi-point distribution services. In 2022, we had a network of 18.7 million homes passed, 875,000 thousand new homes passed, and delivered more than 1.2 million fixed revenue generating units (RGUs) net-adds in cable, or over 3x the RGU net-adds we had in 2021. We ended 2022 with 15.7 million fixed RGUs. Moreover, we expect that our wide geographic footprint will allow us to keep delivering strong RGU net-adds in 2023.

Overview	ENVIRONMENTAL	SOCIAL	GOVERNANCE	Exhibits				
SDGs	Environmental Certifications	Benefits	Training	Board Evaluation	Major Stakeholders	GRI	SASB	Data
SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISA					
Goal 10 Reduce inequality within and among countries		10.2	Fundación Televisa offers the following programs: - Gol por México: Workshops and talks that educate and provide tools to women from indigenous communities to combat gender violence. - Tecnolochicas: Focused on inspiration, technology, science and education, based on gender and the technological future, allowing girls to engage with real life role models. - Bécalas: University women were promoted through the BeLAD workshop, which considers different components such as mentoring, plenary sessions and mobility.					
		10.3	Fundación Televisa offers the following programs: - Gol por México: Workshops and talks that educate and provide tools to women from indigenous communities to combat gender violence. - Tecnolochicas: Focused on inspiration, technology, science and education, based on gender and the technological future, allowing girls to engage with real life role models. - Bécalas: University women were promoted through the BeLAD workshop, which considers different components such as mentoring, plenary sessions and mobility.					
		10.4	Policy implementation: Equal opportunities.					
Goal 11 Make cities inclusive, safe, resilient and sustainable		11.4	- With the participation and collaboration of its allies and Fundación Televisa, the Company offers various activities to promote culture and care for the environment. - Through a series of photographic exhibitions and extensive film stock, the disseminate, promote and strengthen art, image and audiovisual culture in communities.					
		11.6	We carry out actions focused on care for the environment through the selection and management of waste: - Organic and inorganic waste is separated for delivery to garbage collectors. - Materials such as PET, wood, iron and cardboard are separated for delivery to recycling companies. - Chemical substances such as paints and solvents are protected and separated for delivery to companies that are dedicated to their management, protection and confinement. - At our Santa Fe headquarters, we have a water treatment plants to reuse water in cleaning activities and irrigation of green areas.					

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISIA
Goal 12 Ensure sustainable consumption and production patterns		12.2	Grupo Televisa’s operations are aligned with international environmental standards and best practices in the industry. We have implemented an Environmental Management System (EMS) which allows sustainable management and efficient use of natural resources.
		12.4	We carry out actions focused on care for the environment through the selection and management of waste: • Organic and inorganic waste is separated for delivery to garbage collectors. • Materials such as PET, wood, iron and cardboard are separated for delivery to recycling companies. • Chemical substances such as paints and solvents are protected and separated for delivery to companies that are dedicated to their management, protection and confinement. • At our Santa Fe headquarters, we have a water treatment plants to reuse water in cleaning activities and irrigation of green areas. To maintain a circular economy, we encourage suppliers and consumers to keep electronic devices in circulation longer, which involves repairing them to extend their life cycle rather than throwing them away.
		12.5	We carry out actions focused on care for the environment through the selection and management of waste: • Organic and inorganic waste is separated for delivery to garbage collectors. • Materials such as PET, wood, iron and cardboard are separated for delivery to recycling companies. • Chemical substances such as paints and solvents are protected and separated for delivery to companies that are dedicated to their management, protection and confinement. • At our Santa Fe headquarters, we have a water treatment plants to reuse water in cleaning activities and irrigation of green areas. To maintain a circular economy, we encourage suppliers and consumers to keep electronic devices in circulation longer, which involves repairing them to extend their life cycle rather than throwing them away.
		12.6	Grupo Televisa publishes a Sustainability Report since 2014 to provide information on the company’s sustainable practices.

SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISA
Goal 13 Take urgent action to combat climate change and its impacts		13.1	Our climate change strategy aims to improve the resilience of our network by investing in climate-resilient connections.
		13.3	Through the participation and collaboration of its allies, the company offers various activities to promote a culture of care for the environment: Through the program Gol por México, Fundación Televisa carried out an analysis of forested regions in need of reforestation and care, in order to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.
Goal 15 Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss		15.1	Through the participation and collaboration of its allies, the company develops various activities to promote culture and care for the environment: Gol por México: Carry out an analysis of forested regions in need of reforestation and care, to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.
		15.2	Through the participation and collaboration of its allies, the company develops various activities to promote culture and care for the environment: Gol por México: Carry out an analysis of forested regions in need of reforestation and care, to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.
		15.3	Through the participation and collaboration of its allies, the company develops various activities to promote culture and care for the environment: Gol por México: Carry out an analysis of forested regions in need of reforestation and care, to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.
		15.4	Our operations have a low biodiversity impact, since most of our facilities are located in low environmental-impact areas. Broadcasting and rebroadcasting equipment is located in five protected natural areas.

Overview	ENVIRONMENTAL	SOCIAL	GOVERNANCE	Exhibits				
SDGs	Environmental Certifications	Benefits	Training	Board Evaluation	Major Stakeholders	GRI	SASB	Data
SUSTAINABLE DEVELOPMENT GOAL	SDG	TARGETS	INITIATIVES GRUPO TELEVISÁ					
Goal 16 Promote just, peaceful and inclusive societies		16.5	To avoid corruption and bribery, Grupo Televisa is committed to conduct our business in full compliance with ethics and laws. We also adhere to best practices that are in the best interest of our stakeholders, by developing an internal compliance system that includes: • Code of Ethics • Corporate standards • Training in compliance and integrity • Internal control and auditing systems • Whistleblower system Our Code of Ethics describes the organization’s values, principles, standards, and rules of behavior. It also incorporates fundamental principles of ethical conduct to be followed by all who are a part of Televisa, addressing many relevant topics, as anti-corruption, prevention of conflict of interest, non-discrimination, confidentiality of information, and anti-competitive practices, among others. To enforce the principles of our Code of Ethics, specific guidelines are established and communicated through policies and procedures. For example, to avoid risks of corruption and bribery we have the following guidelines: • Anti-corruption • Gifts from customers, suppliers or potential partners. • Management of the institutional whistleblower system (Whistleblower policy). • Declaration of related persons. • Authorization of operations with related parties.					
		16.B	To promote non-discriminatory policies, we reinforce non-discriminatory principles that allow equal opportunities.					
Goal 17 Revitalize the global partnership for sustainable development		17.8	We support the social and economic development of regions through partnerships with institutions, development agencies, NGOs, social entrepreneurs and innovative SMEs, to offer essential services (mobile money, education, agriculture, health, etc.).					
		17.17	Through the participation and collaboration of its allies, the company develops various activities to promote culture and care for the environment: • Gol por México: Carry out an analysis of forested regions in need of reforestation and care, to carry out reforestation activities in specific areas of the Bosque de Chapultepec and forested areas of southern México.					

Exhibit B. Environmental Certification

CERTIFICATION	ISSUING INSTITUTION	DESCRIPTION	NON-BINDING, VOLUNTARY INITIATIVE
ISO-14001:2015	Third-party entity.	SGA Certification Transition.	✓
Environmental Quality	Ministry of the Environment and Natural Resources, SEMARNAT - PROFEPA	Evaluation and certification of environmental performance and compliance with regulations.	✓
Environmental Compliance	Mexico City Ministry of the Environment, SEDEMA	Evaluation and certification of an environmental performance superior to that requested by the current local regulations.	✓
Sustainable Building	Mexico City Ministry of the Environment, SEDEMA	Evaluation and certification of sustainability and environmental efficiency in buildings.	✓
Emissions Report (RENE)	Ministry of the Environment and Natural Resources, SEMARNAT - PROFEPA	CO ₂ e emissions from installations that exceed the maximum required by the standard.	✓

Exhibit C. Benefits for most of our employees

BENEFITS	PERMANENT	TEMPORARY
Discounts in shops, health services, travel, entertainment, education, cars, restaurants, bookstores, among others.	✓	✓
Employee-to-employee savings and lending fund	✓	
Lunch room	✓	✓
Life insurance	✓	✓
Medical insurance	✓	✓
Pension fund	✓	
Company stock option plan (executive level)	✓	
Training	✓	✓
Personnel transportation	✓	✓
Internal Programs from employees to employees (Nomina con Causa)	✓	

* Benefits could have some variations.

Exhibit D. Training

CATEGORY	COURSE	PARTICIPANTS
Compliance	Code of Ethics	32,150
Professional development	Improved Productivity	17,492
Compliance	Anti-corruption	11,674
Digital skills	Information Security	16,969
Compliance	Induction	9,017
Compliance	Key Elements of the Official Mexican Standard 035 and Ensuring Compliance	8,455
Diversity and inclusion	Service Process for Customers with Disabilities	7,626
Health and security	Prevention of COVID 19 to Promote the Health and Well-Being of Employees	7,597
Diversity and inclusion	Importance of Respecting Differences to Generate Inclusive Workspaces and their Impact on the Creation of Spaces Free of Harassment	7,226
Diversity and inclusion	Leaders Academy Program to Strengthen your Managerial Skills and Abilities	3,433
Diversity and inclusion	Recognizing the Necessary Documentation for the Integration of Safety and Hygiene Commissions and Main Actions to Avoid Unsafe Acts and Conditions	2,160
Professional development	Fiber to the Home (FTTH) Technology Certification to Ensure Quality Sales and Installation	1,882
Health and security	Electrical Risk	1,258
Health and security	Road Safety	1,194

CATEGORY	COURSE	PARTICIPANTS
Health and security	Personal Protective Equipment, Selection, Use and Management in Work Centers	1,170
Health and security	Working at Heights: Promoting Employee Safety and Well-Being	999
Professional development	Certifications of the Association of Cable Telecommunications Engineers (SCTE), with International Validity as Professionals in the Cable Telecommunications Industry	901
Compliance	Correct Attention to Inspection Visits	807
Diversity and inclusion	Relaxation and Stress Management Techniques to Achieve a Complete Lifestyle	480
Compliance	Security Principles for PCI to Promote Data Security and Privacy	465
Professional development	English Language to Develop and Improve your Reading, Writing and Speaking Skills	303
Diversity and inclusion	Educational Program of Bachelors and Masters Level with Official Validity from the Ministry of Public Education to Promote Personal and Professional Development	164
Diversity and inclusion	Recruitment and Selection Process in Effective Interviews	154
Diversity and inclusion	Protocol to Prevent, Address and Eradicate Workplace Violence and Correct Follow-Up of Complaints Related to Workplace Violence	122
Other	Other courses	113

Exhibit E. Board Evaluation

In March 2023, directors of the Board (the “Board”) of Grupo Televisa, S.A.B. 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.

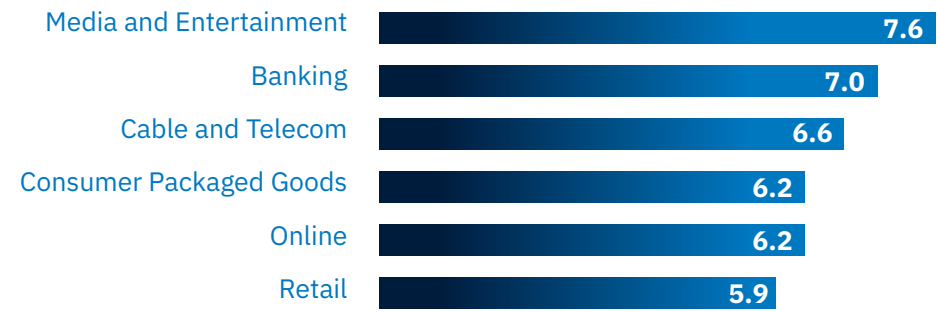
In addition, the evaluation was designed to assess the Board’s performance. The evaluation intended to understand current skills and training of directors in certain areas and enhance the Board’s overall functioning, performance, and effectiveness. The following graph shows the aggregated average ratings for the Board’s evaluation.



Each topic was rated according to a scale ranging 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 the role of a director and the Company’s business and industry. The Skills Matrices for Industry Specific and for the Risk Management Categories Skill Areas utilized a scale of 1 to 10, with “I don’t have this attribute or experience at all” scored as a 1 and “I fully represent this attribute or am an expert in this skill/experience area” scored as a 10. 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/Televisa-IR/gtv-board-evaluation-2023.pdf>

Exhibit F. Major Stakeholders

	Shares Beneficially Owned ⁽¹⁾⁽²⁾								Aggregate Percentage of Outstanding Shares Beneficially Owned
	Series “A” Shares		Series “B” Shares		Series “D” Shares		Series “L” Shares		
Identity of Owner	Number	Percentage of Class	Number	Percentage of Class	Number	Percentage of Class	Number	Percentage of Class	
Azcárraga Trust ⁽³⁾	52,991,825,705	44.4%	67,814,604	0.1%	107,886,870	0.1%	107,886,870	0.1%	15.5%
Dodge & Cox ⁽⁴⁾	8,152,555,000	6.8%	7,174,248,400	12.9%	11,413,577,000	13.5%	11,413,577,000	13.5%	11.1%
BlackRock, Inc. ⁽⁵⁾	5,501,282,900	4.6%	4,841,128,952	8.7%	7,701,796,060	9.1%	7,701,796,060	9.1%	7.5%
FPR Partners, LLC ⁽⁶⁾	3,994,494,000	3.3%	3,515,154,720	6.3%	5,592,291,600	6.6%	5,592,291,600	6.6%	5.4%

⁽¹⁾ Unless otherwise indicated, the information presented in this section is based on the number of shares authorized, issued and outstanding as of March 31, 2023. The number of shares issued and outstanding for legal purposes as of March 31, 2023 was 60,375,000,000 Series A Shares, 53,130,000,000 Series B Shares, 84,525,000,000 Series D Shares and 84,525,000,000 Series L Shares, in the form of CPOs, and an additional 58,926,613,375 Series A Shares, 2,357,207,692 Series B Shares, 238,595 Series D Shares and 238,595 Series L Shares not in the form of CPOs. For financial reporting purposes under IFRS only, the number of shares authorized, issued and outstanding as of March 31, 2023 was 57,651,133,875 Series A Shares, 50,732,997,810 Series B Shares, 80,711,587,425 Series D Shares and 80,711,587,425 Series L Shares in the form of CPOs, and an additional 56,057,675,939 Series A Shares, 186,537 Series B Shares, 238,541 Series D Shares and 238,541 Series L Shares not in the form of CPOs. The number of shares authorized, issued and outstanding for financial reporting purposes under IFRS as of March 31, 2023 does not include 108,954,645 CPOs and an additional 2,868,937,436 Series A Shares, 2,357,021,155 Series B Shares, 54 Series D Shares and 54 Series L Shares not in the form of CPOs acquired primarily by the special purpose trust we created to implement our long-term retention plan. See Note 17 to our consolidated year-end financial statements.

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

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

⁽⁴⁾ Based solely on information included in the report on Schedule 13G by Dodge & Cox, as of February 14, 2023.

⁽⁵⁾ Based solely on information included in the report on Schedule 13G by Blackrock, Inc. as of January 30, 2023.

⁽⁶⁾ Based solely on information included in the report on Schedule 13G by FPR Partners LLC as of February 14, 2023.

The Azcárraga Trust, a trust for the benefit of Emilio Azcárraga Jean, currently holds 44.4% of the outstanding Series A Shares, 0.1% of the outstanding Series B shares, 0.1% of the outstanding Series D Shares and 0.1% of the outstanding Series L Shares of the Company. As a result, Emilio Azcárraga Jean currently controls the vote of such shares through the Azcárraga Trust. The Series A Shares held through the Azcárraga Trust constitute a majority of the Series A Shares, whose holders are entitled to vote because non-Mexican holders of CPOs and GDSs are not permitted to vote the underlying Series A Shares in accordance with the trust agreement governing the CPOs and the Company’s bylaws. Accordingly, and so long as non-Mexicans own more than a minimal number of Series A Shares, Emilio Azcárraga Jean will have the ability to direct the election of 11 out of 20 members of our Board of Directors, as well as prevent certain actions by the stockholders, including dividend payments, mergers, spin-offs, changes in corporate purpose, changes of nationality and amendments to the anti-takeover provisions of our bylaws.

Pursuant to our bylaws, holders of Series B Shares are entitled to elect five out of 20 members of our Board of Directors.

Because the Azcárraga Trust only holds a limited number of Series B Shares, there can be no assurance that individuals nominated by the Azcárraga Trust appointees will be elected to our Board.

We believe that as of March 31, 2023, approximately 237.6 million GDSs were held of record by 67 persons with U.S. addresses. Those GDSs represent 24.9% of the outstanding Series A Shares, 47.1% of the outstanding Series B Shares, 49.2% of the outstanding Series D Shares and 49.2% of the outstanding Series L Shares of the Company. Before giving effect to the 2004 recapitalization, substantially all of the outstanding Series A Shares not held through CPOs were owned by Televiscentro and a special purpose trust created for our Long-Term Retention Plan, as described under Major Stockholders and Related Party Transactions in our [20-F Form](#). For more information regarding our 2004 recapitalization, please refer to our Form 6-K filed with the SEC on March 25, 2004.



Exhibit G. GRI Compliance Table

GRI content index

Statement of use: Grupo Televisa, S.A.B. has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	6, 86	GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	60
	2-2 Entities included in the organization’s sustainability reporting	6		2-25 Processes to remediate negative impacts	61
	2-3 Reporting period, frequency and contact point	10, 86		2-26 Mechanisms for seeking advice and raising concerns	60
	2-4 Restatements of information	10		2-28 Membership associations	39
	2-5 External assurance	88		2-29 Participation of stakenolders	51
	2-6 Activities, value chain and other business relationships	6, Exhibit I		2-30 Collective bargaining agreements	44
	2-7 Employees	38, Exhibit I	GRI 3: Material Topics 2021	3-1 Process to determine material topics	12
	2-9 Governance structure and composition	58, 59		3-2 List of material topics	12, 13, 14 15, 16
	2-10 Nomination and selection of the highest governance body	55		3-3 Management of material topics	12, 13
	2-11 Chair of the highest governance body	57	GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change.	23, 24, 25, 26, 27, 28
	2-12 Role of the highest governance body in overseeing the management of impacts	7	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	49
	2-14 Role of the highest governance body in sustainability reporting	56	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures.	50, Exhibit I
	2-15 Conflicts of interest	56	GRI 207: Tax 2019	207-1 Approach to tax	62
	2-17 Collective knowledge of the highest governance body	57			
	2-18 Evaluation of the performance of the highest governance body	57	GRI 301: Materials 2016	301-1 Materials used by weight or volume	36
	2-19 Remuneration policies	58		301-2 Recycled input materials used	36
	2-20 Process to determine remuneration	58		301-3 Reclaimed products and their packaging materials	36
	2-22 Statement on sustainable development strategy	5, 17			
	2-23 Policy commitments	11			

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	41
	403-2 Hazard identification, risk assessment, and incident investigation	41
	403-5 Worker training on occupational health and safety	41
	403-6 Promotion of worker health	41
	403-9 Work-related injuries	41, Exhibit I
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	40, Exhibit I
	404-2 Programs for upgrading employee skills and transition assistance programs	40, Exhibit I
	404-3 Percentage of employees receiving regular performance and career development reviews	39
GRI 405: Diversity and Equal opportunity 2016	405-1 Diversity of governance bodies and employees	38, 57
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	46
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	63

Exhibit I. Data

SECTION	CONCEPT	2022	2021
Environment	Scope 1 + 2 + 3 (tCo ₂)	166,799.31	184,206
	Scope 1 (tCo ₂)	11,328.08	28,663
	Scope 2 (tCo ₂)	155,128.67	155,172
	Scope 3 (tCo ₂)	342.56	371
	Total electrical energy consumption (GJ)	1,283,823.49	1,320,614
	Total electric energy (MWh)	356,618	366,837.30
Social	Number of employees	36,999	46,786
	Non-executive employees	36,734	-
	Executives (minimum level direction)	265	-
	Men	203	-
	Women	62	-
	Employee location	36,999	46,786
	Employees in Mexico	36,927	46,731
	Employees outside of Mexico	72	55
	Permanent employees	36,808	46,631
	Men	24,727	-
	Women	12,081	-
	Temporary employees	191	58
	Men	110	-
	Women	81	-
	Part time employees	31	28
	Unionized	33.72%	38.00%
	Non-unionized employees who received performance evaluation	5,546	1,488
	Employee participation rate in performance appraisal	76%	94.80%
	Employees who captured their strategic objectives	4,203	1,113

SECTION	CONCEPT	2022	2021
Social	Bosses who evaluated strategic objectives	98.00%	87.30%
	Training hours	1,478,170	2,583,388
	People trained in anti-corruption	11,674	15,051
	Externally hired employees	17,360	17,948
	Men	10,323	-
	Women	7,037	-
	Promoted employees	1,912	6,347
	Men	1,268	-
	Women	644	-
	Maternity leave	283	443
	Permanence after leave	81.49%	78.10%
	Incidents (Health and Safety)	2,051	231
	Workers exposed	37,195	46,786
	Absenteeism	0.12%	0.060%
Government	Dismissed complaints	37%	22%
	Complaints subject to investigation	63%	78%
	Employees adhered to the institutional Code of Ethics	97.12%	94.98%
	Board of Directors	20	20
	Men	18	19
	Women	2	1

(I) While the ESG strategy is approved, we have defined a preliminary 20% CO₂ reduction target by 2030, which will be confirmed in our 2023 Sustainability Report.

(II) Since 2019 baseline definition, we have considered data of Grupo Televisa, izzi and Other Businesses, without including Sky, to report Scope 1 and Scope 2 emissions. For the Scope 1, some companies from izzi that were included in 2021 were not included in 2022..

(III) For Scope 3 emissions, we have considered national and international flights, as well as employee transportation in tons of carbon dioxide for Grupo Televisa. We are working on improving methodology of Scope 3 to include emissions from business units.

(IV) We used m³ as the metric for water calculation. The calculation of water consumption is done mainly using the reports issued by the water authorities for each facility, however part of this consumption was estimated.

(V) There is a variation compared with the number reported in our 2022 Form 20-F (37,374) due to the parameters considered for this report. This information will be standardized in future reports.

Contact point for questions regarding this report

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www.televisair.com/sustainability

Company’s Headquarters
Grupo Televisa, S.A.B.

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C.P. 01210 Mexico City,
Mexico
(52) 55-5261-2000



Grupo Televisa Sustainability Report 2022

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 annual report for the year ended December 31, 2022, which is available on the website of the Mexican Stock Exchange Bolsa Mexicana de Valores, S.A.B. de C.V. (“BMV”) in www.bmv.com.mx, and in the Company’s Annual Report on Form 20-F for the fiscal year ended December 31, 2022, filed with the U.S. Securities and Exchange Commission (the “SEC”) on April 28, 2023, 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



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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 Management of Grupo Televisa, S.A.B. (hereinafter "Grupo Televisa") to report in the form of an independent conclusion of limited assurance on Key Sustainability Performance Indicators (Non-Financial Information) prepared and presented by the Corporate Risk Management Director of Grupo Televisa, that are detailed in the Annex A attached to this report, and have been included in the Sustainability Report of Grupo Televisa 2022 ("the Report") for the period from January 1 to December 31, 2022.

Management responsibilities

The Management of Grupo Televisa, through the Corporate Risk Management Director is responsible for the preparation and presentation of the Key Sustainability Performance Indicators included in the Report, in accordance with the Global Reporting Initiative (GRI) standards ("the Criteria"); as well as the information included in them, and to establish and maintain appropriate internal control systems from which the information subject to our review is derived.

The Management of Grupo Televisa, through the Corporate Risk Management Director is also responsible for preventing and detecting fraud, and for identifying and ensuring that Grupo Televisa complies with the laws and regulations applicable to its activities.

The Management of Grupo Televisa, through the Corporate Risk Management Director is responsible for ensuring that the personnel involved in the preparation and presentation of the indicators are adequately trained, the information systems are duly updated and that any changes in the presentation of data and/or in the form of reporting, include all significant reporting units.

Our responsibilities

Our responsibility is to carry out a limited assurance engagement and express an independent conclusion of limited assurance based on the work performed and evidence obtained. We carry out our work in accordance with International Standard on Assurance Engagements (ISAE) 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," issued by International Auditing and Assurance Standards Board, this standard requires that we plan and perform our procedures to obtain a limited assurance regarding whether, based on our work and the evidence obtained, nothing has come to our attention that causes us to believe that the Indicators contained in the Report for the period from January 1 to December 31, 2022, are not presented in all material respects, in accordance with the Criteria.

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Monterrey, N.L.
Puebla, Pue.

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Rayón de Tapes.
Saltillo, Coah.
San Luis Potosí, S.L.P.
Tijuana, B.C.



KPMG Cárdenas Dosal, S. C. ("the firm") applies the International Standard on Quality Control 1 and, therefore, maintains a comprehensive system of quality control, including policies and procedures on 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 contained in the Report, and other work circumstances, we have considered the process used to prepare and present 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 presented 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 and presentation 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, and 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), which are detailed in the Annex A.

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.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on our review and the evidence obtained, nothing has come to our attention that causes us to believe that the indicators detailed in the Annex A attached to this assurance report, prepared by the Corporate Risk Management Director of Grupo Televisa for the review period, are not prepared in all material aspects, in accordance with the Criteria.





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 Board of Directors and the Corporate Risk Management Director of Grupo Televisa for any purpose or in any other context. Any party other than the Board of Directors and the Corporate Risk Management Director of Grupo Televisa 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 extent permitted by law, we do not accept or assume any responsibility and disclaim any liability to any party other than Grupo Televisa for our work, for this independent limited assurance report, or for the conclusions we have reached.

KPMG Cárdenas Dosal, S. C.



Joaquín Aguilera
Partner
Mexico City, July 10, 2023

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ANNEX A

The indicators considered as the object of our assurance work are the following:

GRI Standards	Topic
2-6 (2021)	Activities, value chain and other business relationships
2-7 (2021)	Employees
2-9 (2021)	Governance structure and composition
2-12 (2021)	Role of the highest governance body in overseeing the management of impacts
2-17 (2021)	Collective knowledge of the highest governance body
2-18 (2021)	Evaluation of the performance of the highest governance body
2-23 (2021)	Policy commitments
2-26 (2021)	Mechanisms for seeking advice and raising concerns
2-30 (2021)	Collective bargaining agreements
204-1 (2016)	Proportion of spending on local suppliers
205-2 (2016)	Communication and training about anti-corruption policies and procedures
302-1 (2016)	Energy consumption within the organization
302-3 (2016)	Energy intensity
302-4 (2016)	Reduction of energy consumption
303-5 (2016)	Water consumption
305-1 (2016)	Direct (Scope 1) GHG emissions
305-2 (2016)	Energy indirect (Scope 2) GHG emissions
305-3 (2016)	Other indirect (Scope 3) GHG emissions
306-1 (2020)	Waste generation and significant waste-related impacts
306-2 (2020)	Management of significant waste-related impacts
401-1 (2016)	New employee hires and employee turnover
403-9 (2016)	Work-related injuries
404-1 (2016)	Average hours of training per year per employee
404-3 (2016)	Percentage of employees receiving regular performance and career development reviews
405-1 (2016)	Diversity of governance bodies and employees
418-1 (2016)	Substantiated complaints concerning breaches of customer privacy and losses of customer data

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